

NORTH LANARKSHIRE COUNCIL

FILE/DOCUMENT NAME

Source DIRECTOR OF FINANCE

Destination CHIEF EXECUTIVE

Subject FINANCE DEPARTMENT STRUCTURE AND APPOINTMENT OF ACCOUNTING MANAGER

Committee Submission

Date 12 SEPTEMBER 1995

My Ref JM/EMcC/NL31

Your Ref

Distribution File

I refer to my earlier report on structures and now enclose a detailed structure incorporating all management, supervisory and qualified staff (i.e. staff on PO grades).

In spite of the warnings on the serious limitation on funds available to finance staff appointments below Heads of Service level, I would argue that it is in the interests of the Council and its Departments to appoint Finance staff to tackle the budgetary etc. problems facing North Lanarkshire Council in the months ahead.

I have carried out a detailed comparison of the numbers contained within, and cost of, my proposed management, supervisory and qualified structure as against the equivalent structures of the constituent authorities, using the provisional information I have been able to obtain from these authorities.

This exercise reveals a reduction in Finance (as opposed to IT and Purchasing) management and supervisory staff of 16 posts with consequent savings of over £300,000. To these savings must be added the S.R.C. H.Q. staff, on which I have limited information, but who carry out a large proportion of the budgetary, accounting and policy etc. work not carried out at Sub-Regional level. (There are only two qualified H.Q. staff allocated to North Lanarkshire Council). It is reasonable to assume that if the H.Q. staff notionally attributable to North Lanarkshire Council were taken into account, the cost savings would increase by some £100,000, giving a total saving of £400,000.

It is assumed that the degree of devolved financial management to departments providing "Regional" services will be no less than at present. An issue to be addressed is the extent to which it will be appropriate to devolve financial management to departments providing "District" services to the same extensive degree. No quick decisions can be made in relation to this matter as there are special factors affecting the cost and method of service delivery of the Social Work and Education Services, which make devolved financial management both necessary and desirable. The role of the Finance Department and indeed the structures of all the departments, including the Finance Department, must reflect the degree of devolved financial management.

At present I do not envisage an increase in qualified, but non-managerial/supervisory staff. However I would seek permission to return to Committee, should the need arise, with proposals to adjust the number of accountants and supervisors as the situation in relation to the finance function throughout the authority is clarified and following discussion with the newly appointed Heads of Service. I do not envisage the changes being significant..

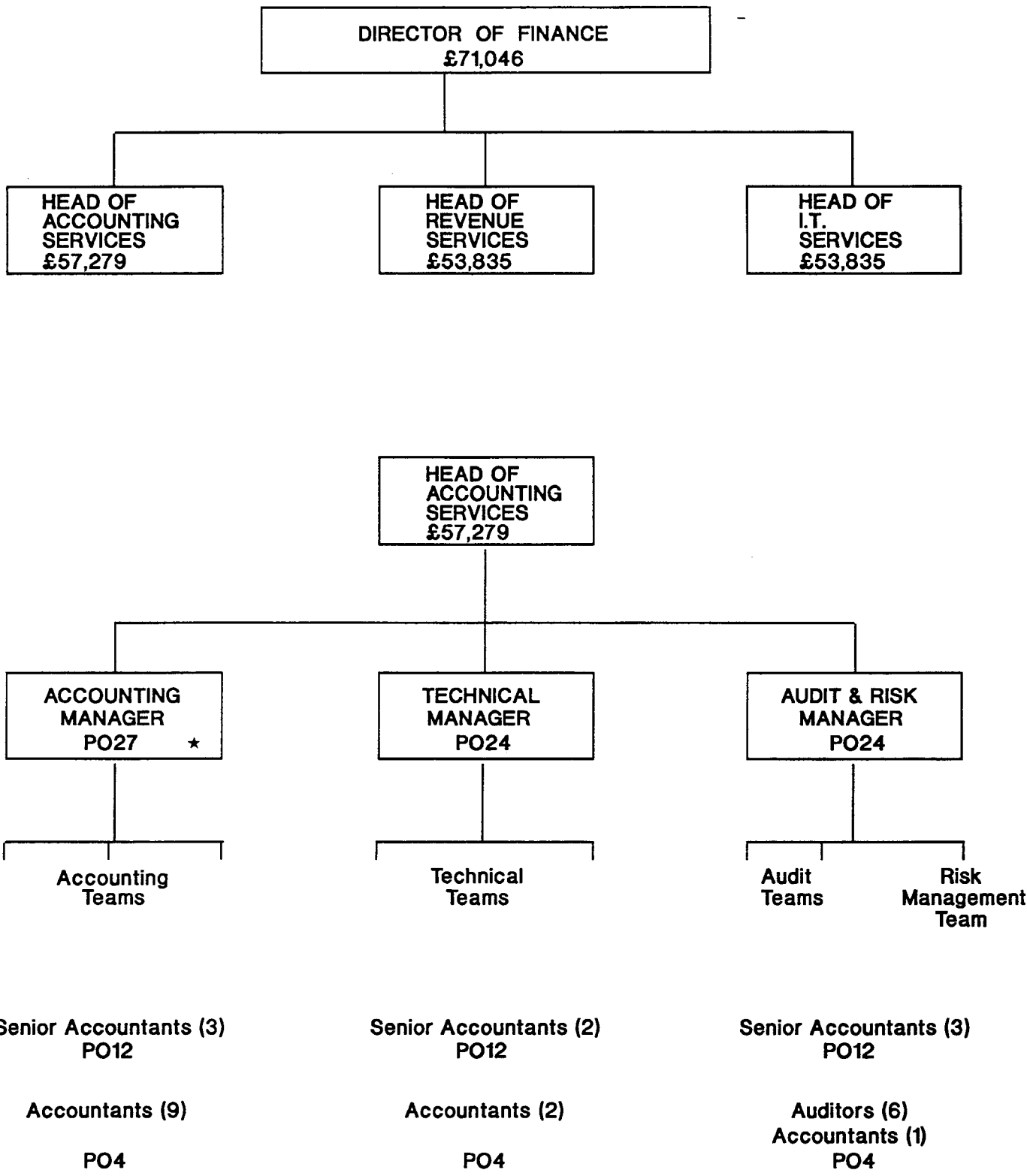
The overall reduction in staff numbers, at managerial/supervisory/qualified level will be met only partly as a result of early retiral and moves to other authorities and perhaps to other departments. Furthermore, it must be recognised that some mis-match of posts, and implementation of the Detriment Regulations, with financial consequences, is inevitable.

My structure is based on the assumption that the professional staff will play a professional role, with adequate support from Accounting Technicians and other AP staff.

I will submit a further report on the Purchasing Division, once the outcome of the discussions on the proposed Purchasing Consortium is known.

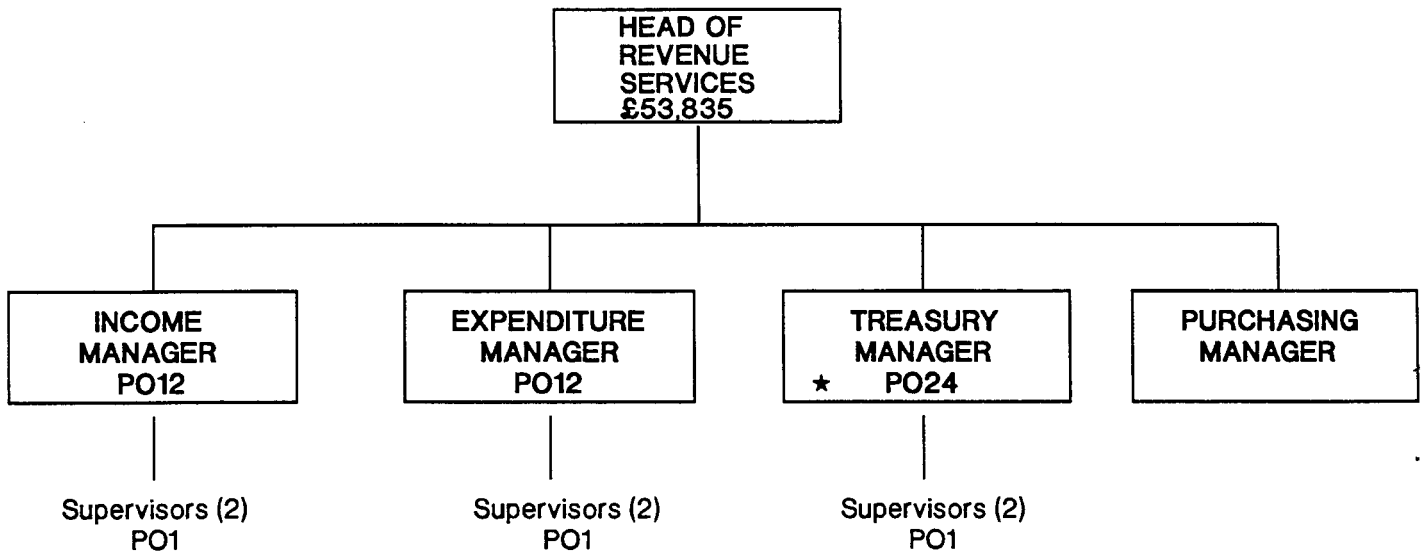
I would ask that I be granted immediate authority to advertise for the post of Accounting Manager.





* Assistant to Head of Accounting Services

PO1	£19,677 - £21,393
PO4	£21,393 - £23,250
PO12	£26,220 - £28,119
PO24	£34,689 - £37,188
PO27	£37,188 - £39,828



★ Assistant to Head of Revenue Services