

Orbis Senior Management Efficiencies update

The Orbis Business plan set a target to reduce senior management posts by 20% in 2016/17 through integration and de-layering.

The table below sets out the details of progress made to date in realising this ambition:

Service	FTE prior to integration (tier 2/3)	FTE following integration (Tier 2/3)	Reduction of FTE
HR	10	6	4
Property	8	6	2
Bus Ops	8	6	2
IT & Digital*	11	6	5
Procurement**	8	7	1
Finance***	14	tbc	tbc
Total	59	31	14

*Consultation ended 07 September 2016 - new structure live October 2016

**Consultation ended 22 August 2016 - new structure live October 2016 (does not include 2.5 FTE reduction already delivered from tier 3 as a result of joint Procurement service since 2012)

***Future structure TBC following appointment of Orbis Finance Director September 2016 (new tier 3 structure expected to be live early 2017)

- This represents a reduction of circa 25% in FTE at tier 2 & 3 (excluding Finance)
- Average salary for these posts is approximately £80,000 therefore this equates to a financial savings of circa £1.1m

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