

Level

Tier

Scope

Service

District, County, Unitary

Support Services



Human Resources

Characteristic(s) / CSF(s):
Managing Expenditure

Problem and Approach

- HR Directorate carry out wide ranging functions for 41,000 staff in 850 locations. The Directorate had recently restructured to modernise and to release savings and had undertaken reviews in a number of its business areas.
- However, the Directorate still needed to find a further saving of £400k quickly as well as a validation of the work recently completed.
- Scoping was undertaken, which meant understanding the structures, activities, staffing, budgets, within each of these areas, as well as any recent or planned changes. The second phase was analysis and recommendations. This meant both validating and endorsing much of the work recently carried out and then focusing in on those areas where it was believed there was the most potential for further efficiency saving.

Outcomes

- Recommendations that would allow KCC HR to exceed their savings target; the actual savings achieved to date stands at over £500k.

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