

Hello Colleagues,

I hope everyone is well,

I just wanted to share a monthly update from me on all things WME.

## WME – Structure for the Future

As many of you are aware, since I took over as CEO at WME in March, I have had to focus some of my time on ensuring WME was able to deliver against our future ambitions and that has involved realigning the organisations budgets and structures to make some changes. Following a formal consultation period, I have now finalised that structure and had it approved by our Elected Member Management Board, which you can [view here](#) – there are some notable changes and I have now commenced the implementation process, which will involve some members of the team being displaced, either through compulsory or voluntary redundancy and there will be a range of new opportunities we'll be recruiting to. I just want to reassure you that there should be no service disruption whilst we implement our new structure and the team will remain professional and focused throughout.

One of the changes you will see is that we are moving to a 'Matrix Structure' with clear career paths in both our professional services and our business services. A business driver has been ensuring we will not have to review our operating model again, for at least the period of our next Corporate Strategy that will run from 2020 to 2025.

## New WME Director role out to advert

A priority for me to address has to been to strengthen our core HR expertise and corporate capacity and I am pleased to share that this has resulted in a new opportunity at WME being created a '**Director of HR, Membership & Corporate Services**' with a salary up to £62k – responsible for our HR consultancy services, our core membership offer and all of our corporate services (CRM, IT, business support). Details of the role can be [viewed here](#) and at our microsite [www.wmethefuture.co.uk](http://www.wmethefuture.co.uk)

Please do share this role across your senior HR colleagues, as it is a great opportunity and we would love to appoint someone from within our West Midlands public sector family.

## WME Exit Cap Response

Further to my email last week – I just wanted to reiterate my thanks to those of you that completed responses on the Exit Cap survey and then also took the opportunity to comment on the draft WME response. I have included feedback where possible on that version and it was submitted in time for the consultation deadline.

A copy of it can be viewed on our [website here](#)

## Inspire OD – Pilot Programme – Few places left

Our **Inspire OD programme** that is being delivered in partnership with the CIPD and subsidised by the LGA 'kicks off' on the **24<sup>th</sup> and 25<sup>th</sup> September, with a follow up day on the 5<sup>th</sup> November** – There are now limited places remaining at this discounted rate, so please do get members of your team booked on. [The full flyer for the event can be viewed here.](#)

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We will be looking at holding a WME networking drink/evening meal in the evening for those that can attend the first cohort too.

## **Pay Roadshow & WME Big Conversation Event – Booking out fast**

We have had a phenomenal response in the first 48 hours to the Pay Roadshow and WME Big Conversation Event, along with bookings for our WME 'Team Meet' session afterwards that is taking place on. We are now very nearly at full capacity for this event but would like to see a representative from all our LA's there, along with some more Chief Executives, Leaders, Portfolio Holders and Finance Directors to ensure we have a really rich dialogue with the National Employers.

Next week I'll be writing individually to those LA's that have currently not got anyone attending, but in the meantime, if you had planned to attend, but hadn't yet booked on please do so. Details on how to book are in the flyer below.

[The flyer for the event can be viewed here.](#)

## **Coming next week**

**Next week, the WME team will be sharing the following news with you:**

- **New Blog from myself** – summarising my first 90 days and introducing our new WME values.
- **West Midlands Challenge** – details of our "new" dates for 2020
- **West Midlands Apprentice Challenge** – information on our "new" challenge event for 2020
- Dates for our "new" **WME HR, OD and Transformation networking events** for 2019 and 2020

Have a good weekend everyone and please do let me know if you have any questions or comments on anything,

Many thanks,

Rebecca Davis  
Chief Executive  
West Midlands Employers