

# Role Specific/Department Restructure/Outsourcing Business Case

As a business we are continually reviewing and refining the way we do business and our overall operating model. The business case detailed below underpins the justification for such a change.

## Drivers for Change

Proposed Change	
Why are we doing it?	
Financial Implications	
Impact of not doing it?	

## Content of Change

Current Structure/How work is done (can be attached separately)	
Proposed new Structure/How work can be done (can be attached separately)	
Implications of Change – e.g. current incumbents/new position	
Number of positions potentially at risk	Will there be a pool for at risk selection?

## Process for Change

All Timescales/Timeline	
Selection process and tools to be used	
Communication plan	

## Process Management

Process Owner	
Management Team	
HR Support	