

## **Studios Rationale**

Significant restructuring actions to maintain Studios profitability were delayed during the BBC Resources sale period. During that time trading profit for the Studios business has declined from its peak of £7.5m in 2004/5 to a forecast profit for 2008/9 of £1.3m. This is driven by significant reduction in BBC Children's demand for studios, reducing from £13.3m in 2004/5 to a forecast £2.2m in 2008/9 and a step change to property and employer's pension costs over the past two years, with a negative impact of over £2m in trading profit.

The combined result of these two factors is that Studios staff are now more costly and less utilised than in previous years, without the large volume of BBC Children's programmes that provided a base level of work to use up staff capacity in the quieter periods. The Studios business restructure will address this problem by reducing the posts across many categories in order to match current and predicted demand.

In addition one area – Special Projects – will be closed to reflect declining demand for this service.

## **Special Projects**

### **Wiremen**

All 3 posts are being closed. Work for non BBC Resources customers will cease as it is not sufficiently profitable. Internal work within Studios is predicted to significantly decline as capital expenditure declines during the period leading to likely closure of TVC. Any wireman work required will be bought in from external providers.

### **Supervisory Engineers**

4 out of 5 posts will close. The one remaining post will be integrated into Studio Engineering along with the post of Co-ordinator Special Projects. Unfortunately despite the considerable efforts and skills of all staff, quantity, value and profitability of work has declined as independent companies and contractors have entered the market and this service is no longer commercially viable. Also some of the work is for customers that have moved their work to other studio complexes. This stand alone work is not justifiable in the long term as it is not sufficiently profitable or supportive of the overall Studios business.

The provision of hard disk recorders, which is one part of the business that is well utilised and complements the Studios business will continue to be supported by the two remaining staff. They will also co-ordinate any wiring projects that are required to support BBC Studios infrastructure. All other operations will cease.

## **Vision Mixers**

4 out of 8 posts will close to reflect "right sizing" of the section to meet ongoing workload. Unfortunately base levels of work on CBBC programmes at TVC has declined and an increasing proportion of work is of the type where productions and directors will choose their Vision Mixer. This has resulted in a low level of utilisation for the overall section. Reducing to 4 staff Vision Mixers will provide appropriate cover for the new lower level of core work and will be supplemented by freelance effort during peak periods.

## **Safety**

## Senior Safety Advisor and Safety Systems Advisor

Both of these posts will close.

The Resources business will be much smaller, with the sale of Outside Broadcasts, closure of Costume and Wig Store and reductions in the size of Post Production. Also there has been a change in the risk profile of the business with the sale of OBs, which carried the greatest likelihood and severity of risks. Much good work has been done by the safety team on setting up policies and procedures but these have now reached a stable state and have been incorporated into everyday operations. Unfortunately a safety team of the current size can no longer be supported or justified.

Any safety responsibilities that need to be covered as a consequence of the post closures will be picked up within the Studios and Post businesses for operational safety issues. The Risk Management Systems role will be retained to provide the essential support to those gaining these responsibilities. Consultancy will be bought in either from BBC Safety or the external market, if necessary, for any strategic or policy matters.

## Planet

1 of the 2 Assistant Resource Manger posts will close.

Unfortunately as the level of CBBC work has declined there is no longer a need for the same level of support for administering the CBBC service level agreements. The remaining work can be covered by one Assistant Resource Manager

## Resource Mangers

2 of the 21 Resource Manager posts will close to reflect "right sizing" of the section to meet ongoing workload.

The profile of work in Studios has changed slightly to bigger but fewer projects. There are no longer as many requirements for the ongoing continuous programming for CBBC that provided a base level of work for Resource Managers. Reducing to 19 staff Resource Managers will provide appropriate cover for the new lower level of core work and will be supplemented by freelance effort during peak periods.

## Camera Staff

Camera Supervisors

2 of the 10 Camera Supervisor posts will close to reflect "right sizing" of the section to meet ongoing workload.

Unfortunately changes in the nature of work in Studios has resulted in disappearance of core CBBC programmes that provided a base level of continuous work and customers contracting their own freelance camera staff. This has resulted in reduced utilisation and increased scheduling loss for Camera Supervisors which indicates that an overall reduction of 2 posts would restore this to optimal levels and will be supplemented by freelance effort during peak periods.

## Camera Operators

5 of the 32 Camera Operator posts will close to reflect “right sizing” of the section to meet ongoing workload.

Unfortunately changes in the nature of work in Studios has resulted in disappearance of core CBBC programmes that provided a base level of continuous work and customers contracting their own freelance camera staff. This has resulted in reduced utilisation and increased scheduling loss for Camera Operators which indicates that an overall reduction of 5 posts would restore this to optimal levels and will be supplemented by freelance effort during peak periods.

## Sound Staff

### Grade 06H Sound Tape & Grams/Sound Crew Leader

1 of 15 posts will close to reflect “right sizing” of the section to meet ongoing workload.

Unfortunately changes in the nature of work in Studios has resulted in disappearance of core CBBC programmes that provided a base level of continuous work and customers contracting their own freelance staff. This has resulted in reduced utilisation and increased scheduling loss which indicates that an overall reduction of 1 post would restore this to optimal levels and will be supplemented by freelance effort during peak periods.

### Grade 05H Sound Assistants

1 of 13 posts will close to reflect “right sizing” of the section to meet ongoing workload.

Unfortunately changes in the nature of work in Studios has resulted in disappearance of core CBBC programmes that provided a base level of continuous work and customers contracting their own freelance staff. This has resulted in reduced utilisation and increased scheduling loss which indicates that an overall reduction of 1 post would restore this to optimal levels and will be supplemented by freelance effort during peak periods.

## Scenic Leading Hands

All 10 Scenic Leading Hand post are being closed.

There is now a well established relationship with agencies supplying design operative staff to Studios. They can provide suitable staff at lower cost and at times required by Studios. This reduces overall cost and moves from the largely fixed cost of staff Scenic Leading Hands to the variable cost of agency staff that are used when required. This results in a considerable saving to Studios.

Scenic Supervisors will continue to be employed directly by BBC Resources.

## Runners

The Studios Team Assistant role is being closed as it is currently underutilised. The work carried out by the Team Assistant will be absorbed by the Planet team.

Category of Staff	Total Posts	Posts Closing
Special Projects Wireman	3	3
Special Projects Supervisory Engineer	5	4
Vision Mixer	8	4
Senior Safety Advisor	1	1
Safety Systems Advisor	1	1
Assistant Resource Manager	2	1
Resource Manager	21	2
Camera Supervisor	10	2
Camera Operator	32	5
STG/SCL	15	1
Sound Assistant	13	1
Scenic Leading Hand	10	10
Team Assistant	1	1