

Public sector must focus on 'people value' rather than just 'people costs' says Interim Management Association

The pay of a small number of highly skilled interim managers within a particular NHS Trust has come under the media spotlight.

The Interim Management Association has responded by challenging common misconceptions over the use of interim managers and by highlighting the value that highly skilled and experienced executives can bring to organisations on a short-term and flexible basis.

The press story focused on the pay of one interim manager with Dorset County Hospital NHS Trust.

Commenting on the story, Paul Botting, Chair of the Interim Management Association said:

“Getting the right person in place in a senior interim position can be the difference between success and failure; it can mean saving millions of pounds and turning a whole organisation or department around. Interim managers are brought in on a project basis and for a limited period of time, which means that comparing their fees to typical salaries is misleading.

“It is crucial for public bodies to consider the longer-term benefits that different resourcing models can bring - the focus must be one ‘people value’ rather than just ‘people costs’. This is especially true at a time when new ideas and expertise are crucial in order to drive change management programmes and deep-rooted reforms to the way public services are delivered”.