

**Corporate Overview and Scrutiny
Management Board**

13 September 2019

Smarter Working



Report of Corporate Management Team

Lorraine O'Donnell, Director of Transformation and Partnerships

Councillor Simon Henig, Leader of the Council and all Cabinet collectively

Electoral division(s) affected:

Countywide

Purpose of the Report

- 1 This presentation provides an overview of Smarter Working which is a key element of the Council's Transformation Programme.

Recommendation

- 2 Corporate Overview and Scrutiny Management Board is recommended to note the contents of the presentation on Smarter Working.

Background

- 3 The Corporate Overview and Scrutiny Management Board agreed at their meeting on 21 June 2019, that the Council's Transformation Programme would continue to form an important part of their work programme for 2019/20.
- 4 This presentation sets out the work that is currently being undertaken to achieve the four objectives of Inspire, the Transformation Programme
 - Redesign our services to better meet the customer's needs at reduced cost to the Council;
 - Help communities become more resilient and self-reliant;

- To move our partnership working from good to great
- To become renowned for our skilled and flexible workforce and our employee engagement.

5 The presentation is attached at Appendix 1.

Contact: Andy Palmer

Tel: 03000 268551

Appendix 1: Implications

Legal Implications

The legal implications of any decisions required are being considered as part of the delivery of the Transformation Programme.

Finance

The delivery of the Smarter Working seeks to support greater productivity and efficiency of staff time.

Consultation

Customer consultation and comprehensive staff engagement are fundamental elements in the Transformation Programme.

Equality and Diversity / Public Sector Equality Duty

An Equality Impact Assessment (EIA) has been undertaken for the Smarter Working project as part of the decision-making process prior to the proposal being implemented.

Human Rights

N/A.

Crime and Disorder

N/A.

Staffing

Where the proposals affect staff, full consultation is undertaken and the trade unions consulted. Wherever possible, staff reductions are done through voluntary means. In addition, there has been a proactive management of vacancies to lessen the impact on staff and the Council has a redeployment process which continues to find alternative employment for a number of staff.

Accommodation

As proposals are planned the impact on accommodation is ascertained, with staff being consulted on any moves as part of the process. The loss of over 2,800 posts from the Authority will mean a requirement for less accommodation and the Office Accommodation Team has built this into the Office Accommodation Strategy.

Risk

The delivery of the Transformation Programme is one of the Council's key strategic risks and is monitored through the corporate risk management process. In addition, risks for individual proposals are being monitored through the work undertaken to deliver the proposal.

Procurement

A number of the proposals in the Transformation programme involve the changing of existing contracts and this work is being taken forward through the Council's agreed procurement processes.