

## **CABINET – 22 JANUARY 2019**

### **Service and Resource Planning 2019/20 – 2022/23**

#### **Comments from the Joint Audit & Governance and Performance Scrutiny (Transformation) Sub-Committee**

At the first meeting of the Joint Audit & Governance and Performance Scrutiny (Transformation) Sub-Committee (hereafter referred to as the 'Sub-Committee') Councillors received a presentation about the Transformation budget implications. These comments will form an addendum for Cabinet to consider as part of the Service and Resource Planning 2019/20 – 2022/23.

The Sub-Committee made the following general comments:

- The Sub-Committee were pleased with progress to date and noted that it could clearly see where concerns raised by Councillors had been acted upon
- The Sub-Committee were pleased that the Council is clearly monitoring transformation savings and costs, it sees this as a key role for the Sub-Committee in the future
- It was accepted that the transformation programme is an evolution across the whole organisation requiring a significant culture change
- Councillors felt it was important that the Transformation programme also developed a way to capture and utilise intelligence gained by Councillors through their casework

The following specific comments were also made in relation to FTE Savings:

- The Sub-Committee were pleased that the Council is proactively and robustly looking at how natural turnover across the organisation can minimise the need for redundancy or redeployment but remained concerned about the potential impact on staff. The Sub-Committee requested that it is kept informed about redundancies and redeployment, where appropriate
- The Sub-Committee requested that as part of managing our workforce, the Council actively seeks to engage younger people in our communities and working to attract the right people with the right skills into the organisation.