

Performance Scrutiny Committee – 14 March 2019

Transformation Sub-Committee Report

Report by Chairman of the Transformation Sub-Committee

RECOMMENDATION

1. The Committee is RECOMMENDED to note the report.

Introduction

2. The first meeting of the Joint Audit & Governance and Performance Scrutiny (Transformation) Sub-Committee took place on 17 January 2019. Councillor Liz Brighthouse was elected Chairman for the meeting and Councillor Nick Carter was elected Deputy Chairman and agreed that they would alternate chairing responsibilities at each meeting.

Key Points

3. The Sub-Committee received presentations about the transformation programme and its future plans along with the budgetary implications for the programme. The meeting was attended by the Chief Executive, Assistant Chief Executive, Director of Finance and Interim Transformation Programme Director who answered questions from Councillors.
4. The Sub-Committee made the following points about the transformation budget implications that were included in as part of the Service and Resource Planning 2019/20-2022/23 considered by Cabinet on 22 January 2019:
 - 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
5. 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 be 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.

Future Meeting Dates

6. The Sub-Committee agreed the following future meeting dates:
 - 18 April 2019
 - 13 June 2019
 - 25 July 2019
 - 17 October 2019
 - 5 December 2019

Councillor Liz Brighthouse
Chairman

Contact Officer: Lauren Rushen, Policy Officer
March 2019