

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment and Appeals Committee

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PART I **FOR INFORMATION**

OUR FUTURES PROGRAMME – WORKFORCE UPDATE

1. Purpose of Report

This report is an information report to update the Members of the Employment and Appeals Committee of progress in the Our Futures programme, since the last update in October 2020

2. Recommendation(s)/Proposed Action

The Committee is requested to note the contents outlined in this report.

3. Supporting Information

- 3.1 Just to remind the Committee part of the original delivery plan entailed creating a new operating model for the Council. This was prompted by rising demand for Slough's key services in the context of reduced Government funding. The business case also reflected the Council's ambition to be a 'world class' organisation, with a sustainable cost base and a 'one council' staff team.

4. Phase 1 - Update

- 4.1 The Council launched the senior team consultation for a reorganisation on the 3rd June 2020 and is concluded. Recruitment to posts was carried out internally during August and 8 internal appointments for Associate Directors (AD) positions were made. The remaining 4 AD posts are being filled through external recruitment.

5. Phase 2 - Update

- 5.1 The Phase 2 consultation was launched on the 4th November 2020 and closed on the 21st December 2020
- 5.2 The responses included approximately 130 counter proposals and the Executive Directors and Associate Directors with the Chief Executive are considering all of the counter proposals at the time this report is being provided.
- 5.3 A consultation response will be issued in January, and a verbal update will be provided to the Committee meeting.
- 5.4 The council continues to consult/engage with trade union colleagues on the Phase 2 reorganisation.

6 Agency Workers

Agency worker reduction is a critical part of the implementation plan. The council will be reducing significantly the reliance on agency workers as part of the implementation proposals.

7 Timescales

The Phase 2 timeline is already in action and the key dates are noted in the table below:

Consultation period – completed	4 th November to 21 st December 2020
Implementation of proposals	January to April 2021
Embedding and review	During the financial year 2021/ 2022

8 Costs and savings

- 8.1 The cost savings are required to deliver £5.2M in the period 1st April 2021 to 30 September 2022 for both phases. Phase 1 is on course to deliver recurrent savings of **~£987,352** year-on-year
- 8.2 Costs for implementation of Phase 2 will be provided at the next meeting.

9. Background Papers

None

10. Appendices

None