

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment and Appeals Committee

DATE: 6th April 2021

CONTACT OFFICER: Joe Carter, Director of Transformation

AUTHORS: Surjit Nagra, Service Lead - People
Belinda Collins, Interim Transformation Manager

For all enquiries (01753 875788 ext. 5788)

WARD(S): All

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 January 2021

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 which is concluded. Recruitment continues for the remaining vacant AD positions in line with SBC recruitment procedures. .

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 Following the consideration of all the responses by Executive Directors and Associate Directors with the Chief Executive, a consultation response was issued

in January 2021. The council is currently implementing the outcomes of the consultation. All at risk staff have had priority to be considered for all vacant posts and continue to be presented with any new opportunities that are arising.

- 5.3 Recruitment to remaining vacant posts will continue in line with our existing policies and practices.

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, although in line with our operational needs, we will continue to use agency and/or fixed term contracts in appropriate areas where it can be demonstrated that there is a critical business need. This will of course be kept to an absolute minimum and be authorised on a case by case basis supported by approved business cases.

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 – currently in progress	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 We continue to closely monitor costs and savings from the programme. The full impact of savings will not become available until the organisation has settled into its new operating model later in the year. There are savings and efficiency targets from the programme contained within our MTFS which will also continue to be closely monitored throughout the year.

9. Appendices

None

10. Background Papers

None