



FUTURE NORTHANTS

February 2020 Programme Update

Programme Directors Update

- Programme Status – High Level
- Design Phase Status
- Statutory Roles – Update
- Engagement with Trade Unions
- Communications and Engagement update



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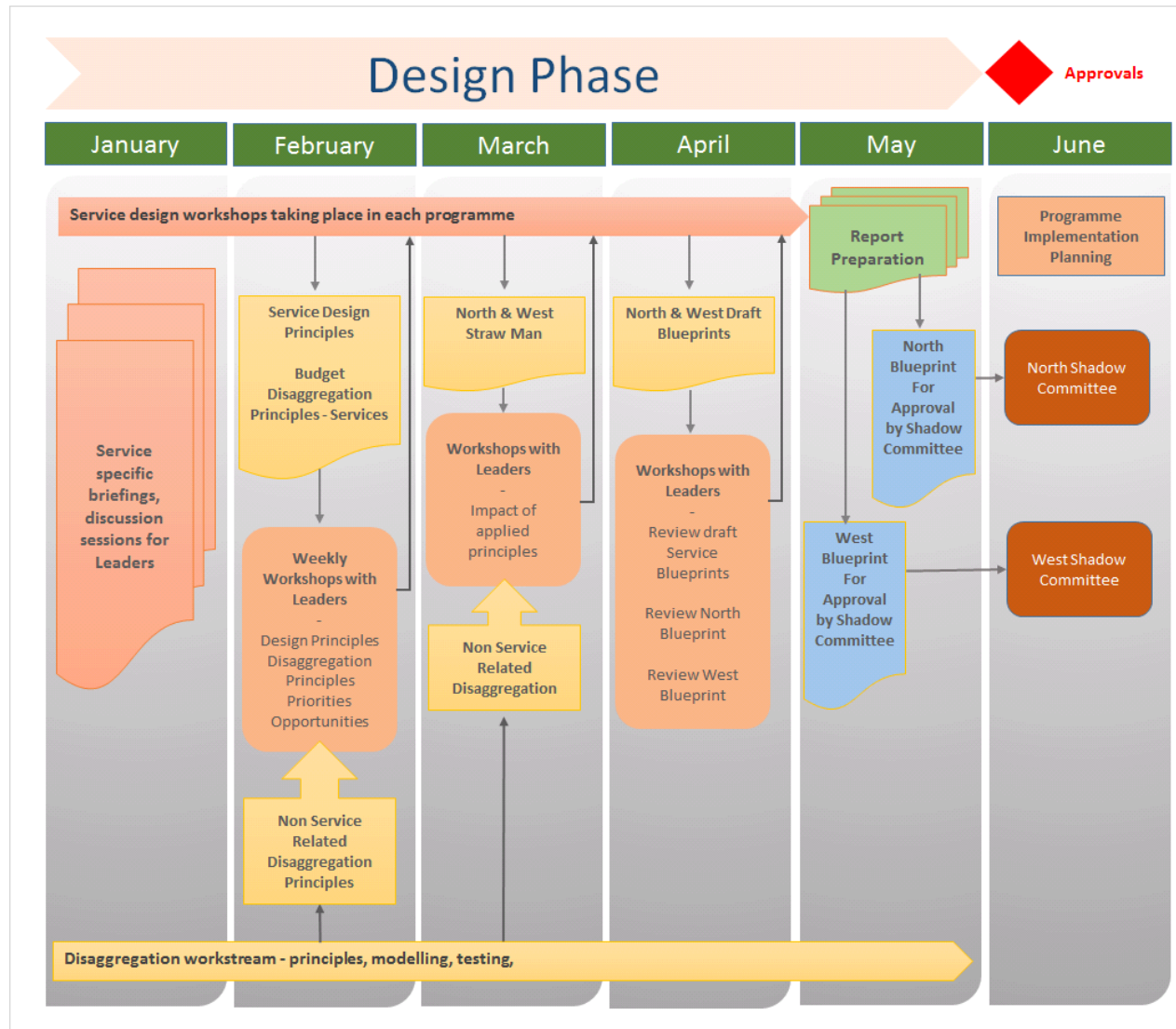
Programme Status – High Level

Finance	Overall Status	Comments
Programme Running Costs	G	
Benefits Realisation	G	
Disaggregation/Aggregation	G	
Financial Modelling	G	
Day One Preparations	Overall Status	Comments
Scoping activity	A	Further work required to to fully map and display in engine room
May Preparations	Overall Status	Comments
Interim/Perm Stat Recruitment	G	Further work required to to fully map and display in engine room



Design Phase

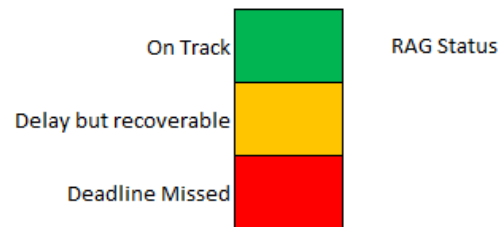
- The programme of work to deliver the design phase is staged month by month
- February is the commencement of the design principles phase
- These principles will be applied to the formative design (strawman) for further testing in March
- Preparation of Blueprints will take place in April
- Joint Committee will take recommendation to Shadow Unitary



Design Phase Tracking Status

- December preparation completed
- Monitoring progress on completing the January outputs
- February design workshops underway

	2019	2020					
	Dec	Jan	Feb	Mar	Apr	May	Jun
Programme Status Report - Design Phase	Preparation	Service Briefings	Design Workshops	Straw Man	Draft Blue Prints	Reports	Approvals
Adult Social Care							
Children's Social Care and Education							
Growth and Infrastructure and Public estates							
Revs and Bens							
Communities amd Leisure							
Housing							
Corporate Services and Customer and Digital							
Regulatory and Environmental Services							



Recruitment to Statutory Roles

Interim Recruitment - Statutory Roles (Head of Paid Service, Monitoring Officer, s.151 Officer)

- ✓ WNJC endorsed the interim recruitment and selection approach, 7 January 2020
- ✓ Meetings diarised with 'Interim Appointments Task and Finish Working Group' to progress recruitment actions

Permanent Recruitment update – Statutory Roles (Head of Paid Service, Monitoring Officer, s.151 Officer, DCS and DASS)

- ✓ WNJC endorsed the permanent recruitment and selection approach and high level timescale, 7 January 2020
- ✓ Benchmarking of market rates for statutory roles undertaken – to be shared through established governance structure for decision on advertised salary ranges for roles
- ✓ Draft role profiles for statutory roles in development
- ✓ Procurement process for external search agency underway



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Unitary Working With Trade Unions Agreement

- ✓ Design Board agreed Unitary Working with Trade Unions Agreement and 2.5 days facility time to coordinate unitary related trade union activities -16 January 2020
- ✓ Discussions with the trade unions ongoing – additional feedback received from Trade Unions 22 January 2020
- ✓ Diary appointments for both Trade Union Forums being progressed for meetings over the next 10-12 months.



Communications and engagement

Recent activity

- ✓ All Northamptonshire staff briefings – presentations, Q&As
- ✓ Issued first of regular staff and Cllr newsletters with portfolio and programme updates
- ✓ Engine Room set up and used for several briefings and tours
- ✓ Comms and Engagement leads on all programmes of work
- ✓ External and internal engagement strategies developed
(agenda item)



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Communications and engagement

Coming up

- Branding Audit to commence and planning timelines for branding and requirements for day one.
- SCO progress announcements
- Change Champions Events
- Engine room tours for all elected members
- Elections preparations



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Change Champions

- Two sessions held based on North/West geography
- First meeting of borough and district champions with some county champions attending in the north and in the west.
- Champions asked to share perceptions of the programme and challenges facing staff
- Networking opportunity
- **Excellent turnout with circa 120 colleagues attending**

