

REPORT TO: Cabinet

1 May 2019

LEAD MEMBER: Leader of the Council

LEAD OFFICER: Mike Hill, Interim Chief Executive

**South Cambridgeshire District Council
– an organisation for a sustainable future update**

Purpose

1. To provide Cabinet with an update on the organisational review following the completion of the first phase of work by Castlerigg. Phase one entailed collating data from across the organisation relating to structures, financial information, policies and service delivery information and further informed by interviews with Cabinet members, senior management, staff and external partners.
2. This is not a key decision.

Recommendations

3. It is recommended that Cabinet:
 - a) Note the progress of the organisational review to date;
 - b) Note the report (Appendix A) which provides a summary of the phase one work.

Background

4. As outlined in previous reports, the Council faces an exciting but challenging future – it is operating in an environment with reducing resources and rising customer expectations. Cabinet met to consider how to best meet these challenges on 26 July 2018 and approved commissioning an independent assessment of the organisation using external consultants. The specification for the work was to undertake a full organisational review including the presentation of a report to Cabinet which would include findings, a full options appraisal and recommendations.
5. This work has now been completed and attached is the report setting out the findings following the collation of data. The report will also be part of the papers provided to Full Council and Employment Committee as they consider the organisational review at future meetings.

Communication to staff, Members and stakeholders

6. Ahead of the report being published, Member and staff have been updated through briefings sessions on the work. Meetings have been held with the Trade Unions for the purposes of consultation and negotiation.
7. A dedicated area of the Council's intranet has been set up, so information can be found easily, and questions and suggestions submitted. The Chief Executive has committed time to provide further updates and answer questions from teams. A

programme of communications has also been developed to keep stakeholders and interested parties updated. This will be further developed as the work progresses.

Phase two

8. As agreed by Cabinet in March, the next phase will comprise of the development of a programme plan and identification of resources required to implement the programme and defined work streams. This work is now being initiated.

Considerations

9. The Council agreed its 2019-24 Business Plan in February setting out a new set of priorities for the organisation. The organisational review is considering this and where resources are required to ensure these can be achieved. This includes the need for the Council to save a further £3 million over the next 5 years due to reductions in central Government grants and funding.

Implications

10. In the writing of this report, taking into account financial, legal, staffing, risk management, equality and diversity, climate change and any other key issues, the following implications have been considered: -

Financial

11. This report is for noting. Any future work that may require changes to the Council's officer structure will be undertaken in accordance with the Organisational Change Policy. There may be budget implications as a result of changes to the Council's management structure.

Legal

12. The additional work for the organisational review can be accommodated within the existing supplier contract and without having to conduct a new competitive tender. Legal requirements relating to employment law and Council policies and practices will be followed.

Staffing

13. A communications plan to keep staff well informed is in place

Risk Management

14. Earlier reports on the organisational review have identified the resources required to carry out the programme of work.

Equality and Diversity

15. None at this stage. We will carry out an Equality Impact Assessment on the changes.

Climate Change

16. None identified

Consultation responses

17. Members and staff have been briefed on the work carried out on the organisational review to date and invited to help shape the next phase as it is carried out. The Council formally recognises GMB and Unison for the purpose of consultation and negotiation. They have also been briefed and will be consulted as the work progresses.

Background Papers

None.

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