

## WEST NORTHAMPTONSHIRE SHADOW AUTHORITY

### OVERVIEW & SCRUTINY COMMITTEE MEETING

2<sup>nd</sup> March 2021

<b>Report Title</b>	<b>Future Northants Transformation Update Transformation Task and Finish Group Chair: Councillor Matt Golby</b>
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#### **1. Purpose**

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- 1.1 The purpose of this report is to update the West Northamptonshire Overview & Scrutiny Committee of progress made and next steps for the Transformation programme.
- 1.2 Details about the progress and future steps of Transformation for West Northamptonshire Council is attached at Appendix 1.

#### **2. Recommendations**

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- 2.1 It is recommended that the Overview and Scrutiny Committee:
  - 2.1.1 Note the content of the report
  - 2.1.2 Support bringing regular updates on the work to future Overview & Scrutiny Committee meetings.

#### **3. Implications (including financial implications)**

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##### **3.1 Policy**

- 3.1.1 None

##### **3.2 Financial and other resources and Risk**

- 3.2.1 None

##### **3.3 Legal**

- 3.3.1 None

##### **3.4 Equality and Health**

3.4.1 None

**Report Author: Jane Carr, Director of Transformation**

## **Appendix 1 – Briefing Note for the Overview & Scrutiny Committee**

### **Background & Context**

The current Future Northants LGR programme was extended by 1 year in 2019 which moved the vesting date from 1<sup>st</sup> April 2020 to 1<sup>st</sup> April 2021.

At the time the extension took place there was an agreement by all 8 sovereign Chief Executives that the additional 12 months would be used to focus on early transformation for some of the services.

The approach was endorsed by members of the Shadow Executive with the intention that by vesting day there would be a number of services that were already aggregated or re-modelled.

In Feb/March 2020 Covid-19 Pandemic started to escalate in the UK. This led to a major incident being declared both Nationally and locally. This declaration meant that in March 2021 council resources from both County and District & Boroughs had to be re-deployed to work on the pandemic response. This included a high number of staff from the Future Northants programme.

Due to the reductions of capacity both in the programme and of the SMEs needed to deliver Theresa Grant Chief Executive of Northants County Council, in her role as the Strategic Delivery Director, realigned the programme to Safe & Legal with Safe & Legal plus where it was possible.

The length of the pandemic and the drain on staff resources has meant that this changed again in December 2020 to only look at critical deliverables for day 1.

### **Progress to Date**

In June 2020, a member task and finish group was set up with the aim being: To develop strategic transformation priorities for post 1<sup>st</sup> April 2021. Setting out strategic principles and aims to drive transformation that's embedded in officers' and members' day jobs in the new organisation.

### **Attendees**

Cllr Matt Golby (Chair)  
Cllr Stephen Hibbert  
Cllr Fiona Baker  
Cllr Stephen Dabbs  
Cllr Colin Morgan  
Lead Officers – Paul Helsby, Programme Director (until his retirement in October 2020) Jane Carr, Director of Transformation.

### **Key discussion points**

The task and finish group held its first meeting in June 2020. At this point the group was focussing on long term transformation and some of the key ambitions that members felt were important and wanted focus on.

Following the arrival of the Director of Transformation at the beginning of October, there was a review done of the work of this group and an assessment of how the members in this group could best support the work of the Director of Transformation and future team.

The impact of Covid on the Transformation that should have taken place in 20/21 is that the resources were diverted to Covid response work and Transformation priorities were delayed.

Due to the delay the groups focus was reviewed to take a more detailed look at the first 2-3 years following vesting day. The review focussed on prioritising within the two key areas that would provide the majority of the Transformation work in this time period. The areas were the remaining Hosted Services that will need Disaggregation and Aggregation of services where separate teams will need aligning and services remodelling.

In order to have a clear understanding of what would be prioritised and why the group set and agreed key transformation principles which are:

- 1. Customer/Resident centred**
- 2. Provides best value/Value for money**
- 3. Focus on sustainability (environmental, social and economic)**
- 4. Prevention and Early Intervention focussed**
- 5. Partnership and Collaboration centred**
- 6. Improves quality of services and support**
- 7. Accessible and Inclusive**
- 8. Utilising the right technology at the right time**

These were also prioritised in order of importance.

The priority order of transformation for Hosted and Aggregation was then agreed against this and additional considerations of:

- Customer Impact
- Staff Impact
- Financial Impact
- Impact on Organisational Ability to Operate
- Political Impact

This has given the Director of Transformation a robust member steer on the ordering and to continue with the next steps.

### **Agreed next steps & actions**

- Director of Transformation to create timeline for review by the task and finish group in early March 2021.
- Meeting with North Northants Council to be arranged for Mid March 2021 to discuss and agree final Hosted ordering.