



Transformation Committee 5 September 2018

Update on Joint Working with Borough Council of Wellingborough

Purpose of report

To provide an update on progress with our joint working arrangement with the Borough Council of Wellingborough.

1.0 Introduction

1.1 At its meeting on 2nd July 2018 the Transformation Committee agreed a report recommending to Council, subsequently approved on 23rd July, the adoption of principles and a range of services to work jointly with the Borough Council of Wellingborough.

1.2 The principles agreed were:

- To optimise value for money for our customers and residents
- To build on the investment in our shared IT platform
- To create best practice processes, procedures and policies
- To build capacity and resilience in our teams
- To develop the skills of our workforce
- To provide resilience during a period of change

1.3 The following services were agreed to be part of the joint working with BCW:

- Revenues & Benefits
- Building Control
- Land Charges
- Planning Administration
- Democratic Services
- Elections
- Communications

1.4 This report provides an update on progress made since the last committee on joint working arrangements.

2.0 Update on Progress with Joint Working

2.1 Since the last meeting of this Committee significant progress has been made to establishing and communicating our joint working arrangements with the Borough Council of Wellingborough. The key areas of progress are:

- ENC & BCW Councils have approved the principles and services for joint working
- Services have started to develop their joint working plans and team charters
- Communication of joint working with teams affected has taken place
- Governance arrangements have been established

A more detailed update is provided in the following paragraphs:

2.2 Joint Working Charters

Following discussions with managers from the seven joint working services one of the critical success factors was identified as buy in and ownership of the arrangements amongst the teams in both councils. To facilitate this each service manager is working with their teams to develop a Joint Working Charter. The Charter will set out the approach each service will take to joint working, how they will work together and the expected behaviours to be shown towards each other.

2.3 Joint Working Plans

Each service is currently developing a Joint Working Plan. These plans will include setting out the actions to be taken to optimise the opportunity of working together, resources required, risks to be managed, and benefits to customers.

2.4 Communication to Staff

There has been a number of communications with staff at each council, including:

- Meetings between senior managers and service managers to discuss options for joint working and how to engage their teams
- Team meetings led by services managers to discuss joint working with staff
- Messages to all staff via both councils intranets
- Initial discussion with unions with further meetings planned

2.5 Governance

The progress towards setting up the joint working governance arrangements is as follows:

- Reporting to councillors is in place at both councils. At ENC this is through the Transformation Committee
- A Project Board has been established, led by senior officers at each council, with regular meetings timetabled
- Joint project teams for each service are being established

2.6 Local Government Re-organisation Proposal

At its meeting on 29th August the Council considered submitting a proposal to government about local government re-organisation in Northamptonshire. The outcome of this proposal would impact on the approach to our joint working with BCW and is actively being considered as part of developing joint working plans by each service.

2.7 Business Transformation Team (BTT)

At its last meeting this Committee endorsed proposals to increase the Council's resource to provide capacity to assist in managing the unprecedented change faced. Since the meeting, the Personnel Sub Committee has approved the changes to the BTT structure, the BTT Manager roles have been recruited to and the remaining roles in the team are currently being advertised. It should be noted that it will take time to fully recruit to the team due to the notice periods of appointed staff. Once in post, one of the projects the BTT will work on is joint working with BCW.

3.0 Financial and Resource implications

3.1 There are no direct financial and resource implications arising from this report.

3.2 Any direct financial implications from joint working are currently being assessed as part of the current work to develop joint working plans for each service. Whilst there maybe some requests for additional funding the expectation is that these will be managed from within existing revenue budgets and capital programmes.

4.0 Legal implications

4.1 There are no direct legal implications arising from this report. Any legal implications will be assessed as joint working plans develop and reported to committee accordingly.

5.0 Risk implications

- 5.1 The likely risk implications of joint working were considered as part of the report to this committee in July.
- 5.2 The risks are actively being reviewed as part of the current work to develop joint working plans for each service.

6.0 Equality and Diversity implications

- 6.1 There are no equality or diversity implications arising directly from this report. Any equality and diversity implications will be regularly assessed as part of the service joint working projects.

7.0 Constitutional Implications

- 7.1 The report does not have any constitutional implications, as each council will continue to retain its own autonomy and decision making processes. Any constitutional implications will continue to be assessed as part of the process of producing the detailed proposal.

8.0 Implications for our customers

- 8.1 Service levels are planned to be at least at the same level they are currently. There are expected to be benefits to customers through streamlined and best practice working, as well as enhanced resilience with both councils. Any implications for customers will be assessed as part of the service teams reviewing opportunities to implement best practice approaches.

9.0 Privacy Implications

- 9.1 There are no privacy implications as a result of the activities set out in this report.

10.0 Corporate Outcomes


- 10.1 The impact on corporate outcomes is being assessed as part of the process to develop joint working plans for each service.

11.0 Recommendations

- 11.1 The Committee is asked to resolve to:

- (1) Note the progress being made on joint working with the Borough Council of Wellingborough.

(Reason – To place the Council in the best position possible during a significant period of transformation and change)

Legal	Power:				
	Other considerations:				
Background Papers: Report on Joint Working with Borough Council of Wellingborough to Transformation Committee on 2 nd July 2018					
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