



FUTURE NORTHANTS

Programme Director's Update

July 2020

This document contains private and confidential information

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Mobilisation Plan

Future Northants Safe and Legal Plus - Mobilisation Plan RAG Status

25th June 2020

	Activity	Status	Notes
1	Review and realign programme resources	G	Mainly complete now with some realignment to complete to two programmes
2	Programme Delivery Resources	G	Resources from D&B and County Council. Requirements being scoped.
3	Programme Boards Set Up	G	Boards on track for each programme and TOR being developed
3	Programme Cost Baselining	G	Completed new baseline and realigned budgets
4	Detailed Benefits Realisation	G	Maintain watching brief on impacts of COVID and any subsequent delays - benefits reprified as part of financial monitoring now
5	Member Task and Finish Groups Operational	G	TOR and membership approved, first meetings underway or diarised
6	Programme Documentation	G	PIDs, ToRs For Boards, Critical Path and Programme plans underway and on track
7	Comms and Engagement Realignment	G	Underway
8	PMO realignment	G	Programme file storage in place, new boards functional.
9	Day One Safe and Legal Blueprints	G	Alignment of services underway, lead authority/Host Authority D&B Alignment on track
10	Programme Plans overall	G	Programme preparations are critical to be in place to commence delivery of Blueprint once approved
10.1	HR Plan	G	Underway, will require D&B and County resources
10.2	ICT Plan	A	Still some areas of risk being mitigated (refer to ICT highlight report)
10.3	Legal and Democratic Plan	G	Underway
10.4	Comms and Engagement Plan	G	Individual engagement plans by programme TBD, will require D&B and County resources
10.5	Individual Programme/Project plans based on MVP	G	Underway
10.6	Critical Path, day one readiness	G	Planning and mapping underway



Notes to Mobilisation Plan

- The Programme Management Office has updated and issued a suite of operational documents to support officers in their delivery of the programme, specifically the **Programme Approach Document**, Quality Management Strategy and Project Delivery Framework.
- The mobilisation phase is now complete and reporting will stop on this phase. Work is now focusing on the implementation phase pending approval of the blueprint.
- The work reported at the last Shadow Executive to establish the critical path and day one assurance is undergoing validation across each programme.
- Throughout this period Martin Cox and Marie Devlin-Hogg have continued to work with all the Trade Unions on behalf of the programme in defining the approach and the legal requirements of the transfer of staff and most importantly recognising the important role that the trade unions play in what we have to do.



Programme Status Summary

Overall FN programme RAG Status - July 2020

Programme	Programme Lead	Programme Status	Commentary
Place North	Ian Vincent	G	On Track
Place West		G	On Track
Finance	Barry Scarr	A	Working through in priority order the scope and project plans.
Corporate	Martin Cox	A	Resources are needed from all councils to support the implementation. The programme is currently identifying all deliverables that may have a cost implication and until this is fully understood the budget element remains amber.
Childrens	Liz Elliott	A	Number of areas requiring further planning work to validate go live of Trust and delivery of service improvements and transformation
Adults	Anna Earnshaw	G	On Track
ICT	Richard Ellis	A	Remediation activities underway, risk level reducing.
Customer and Digital		G	On Track

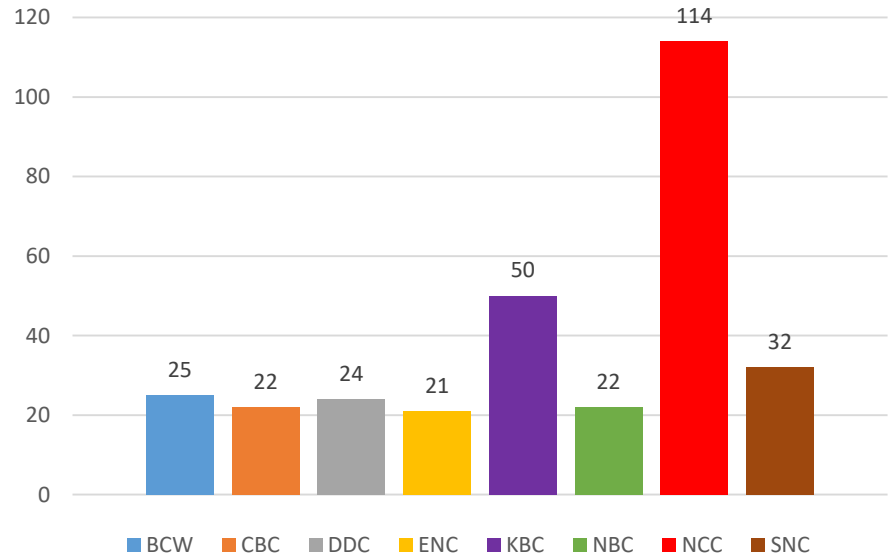
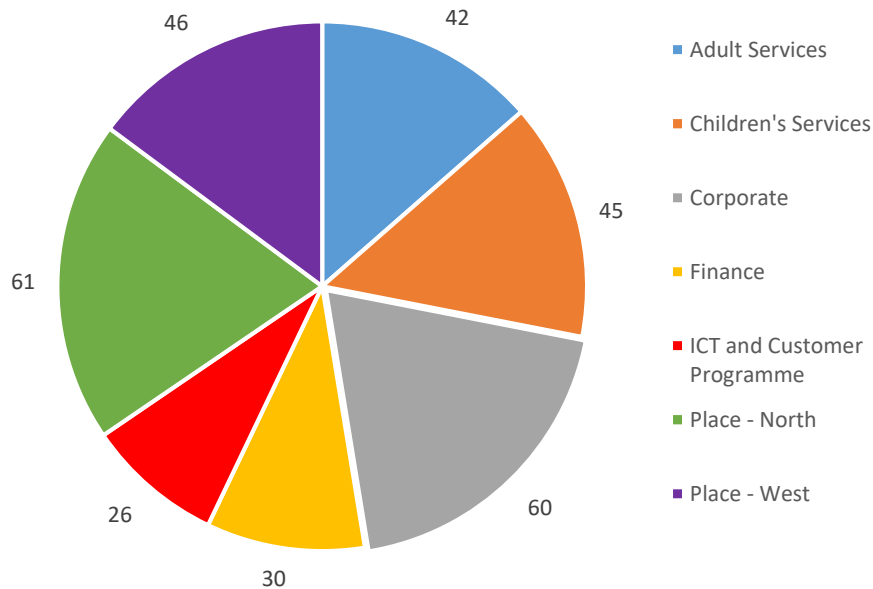


Change Champion Role

- **Actively promote and support change**, and demonstrate you are passionate that the end result is a success.
- **Listen to people, and act as an intermediary** for 2-way communication between the Future Northants Team and all the people you speak to.
- **Be a cheerleader** for the changes and a good role-model for colleagues, offering additional explanations or answering questions.
- **Counteract rumours** by communicating positive, factual information about the changes and establishing any training needs that colleagues may have.
- **Be the first to receive news and updates** on Future Northants and share and explore these with your colleagues
- **Help the Programme Team** understand where more information is needed, giving your colleagues a voice.

Change champion snapshot

The numbers...



Feedback from Champions indicates the concerns remain the same; where will I be located, who will my team be, will I stay on the same terms and conditions?

Looking back

- Future Northants Programme Repurpose video's set up, filmed and edited
- Worked with programme managers to implement the new structure and support teams to progress to delivery at pace, including:
 - Change Managers piloting use of MS365.
 - Change maker profile delivered to 88% of the Future Northants Programme Team.
 - Future Northants Team organisational development proposal signed off.
 - Adult Social Care staff engagement plan implemented, including newsletters, videos, intranet and stories.

Looking forward

- Supporting roll out plans for MS365
- Engagement with change champions for voice and mail automation pilots.
- Following completion in Adult Social Care of the qualitative and quantitative data gathering exercise, change readiness assessment to be completed.
- Currently carrying out change champion mapping to service areas and will be looking to identify gaps where we need more representation.

Communications and engagement

Recent activity

- ✓ Issued first staff, cllr & stakeholder briefing of new programme
- ✓ Promoted first shadow exec meetings; ongoing promotion and coverage of all meetings
- ✓ Booked media training for shadow exec members
- ✓ Met with BBC political reporter re: leader updates
- ✓ Updated FAQs
- ✓ Held first north and west Task & Finish Group meetings
- ✓ Regular engagement with all the Trade Unions



Confidential – not for wider circulation

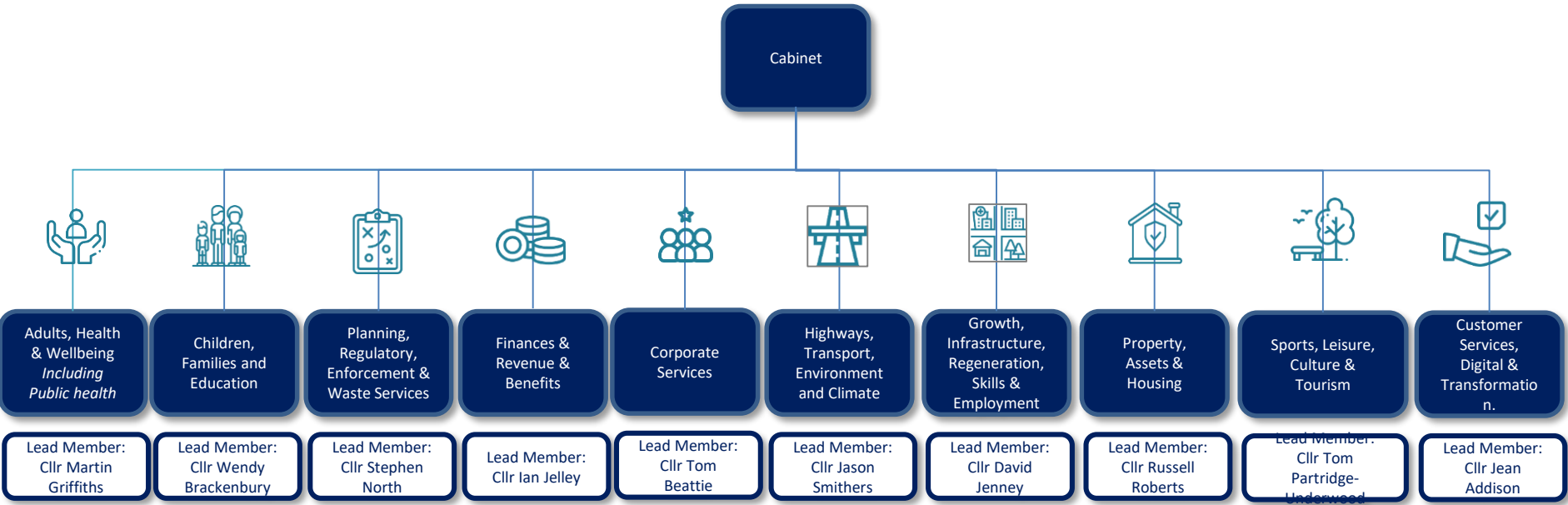


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Shadow Council Portfolios

**Proposed
North
Portfolios**

North Portfolios



Budget monitoring

Audra Statham



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