



# FUTURE NORTHANTS

**Unitary Council DRAFT Blueprints**



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# Objectives Today



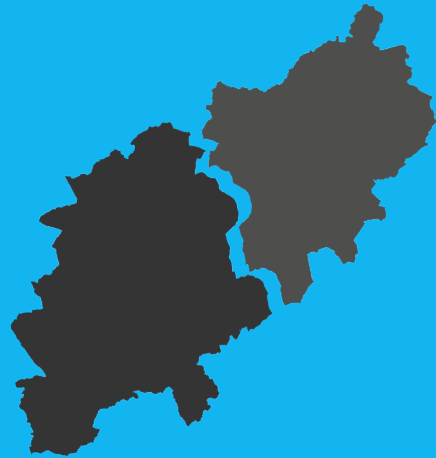
- Presentation of the Draft Service Blueprints to Members.
- That members consider the draft blueprints / alongside the disaggregation and aggregation proposals for staff and services and endorse the direction of travel.
- Agree that we will hold separate North & West detailed Blueprint sessions with members.
- Agree we can share the outline blueprints with staff & unions.
- Agree what is going to the Shadow Executive in terms of detail.

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# What we're going to show you



- The steps taken to complete the DRAFT blueprints
- Overall draft blueprint for the future Councils
  - Overarching view - how the services will be delivered & fit together
  - Confirmation – what will be delivered by who and where
  - Sense of Place and People - approaches in the new Unitaries
  - Transformation - being delivered for Adults and in Customer and Digital Services
- Supported by background material
  - detailed service function blueprint manuals
  - Details of year 1 plans and plans to split hosted services

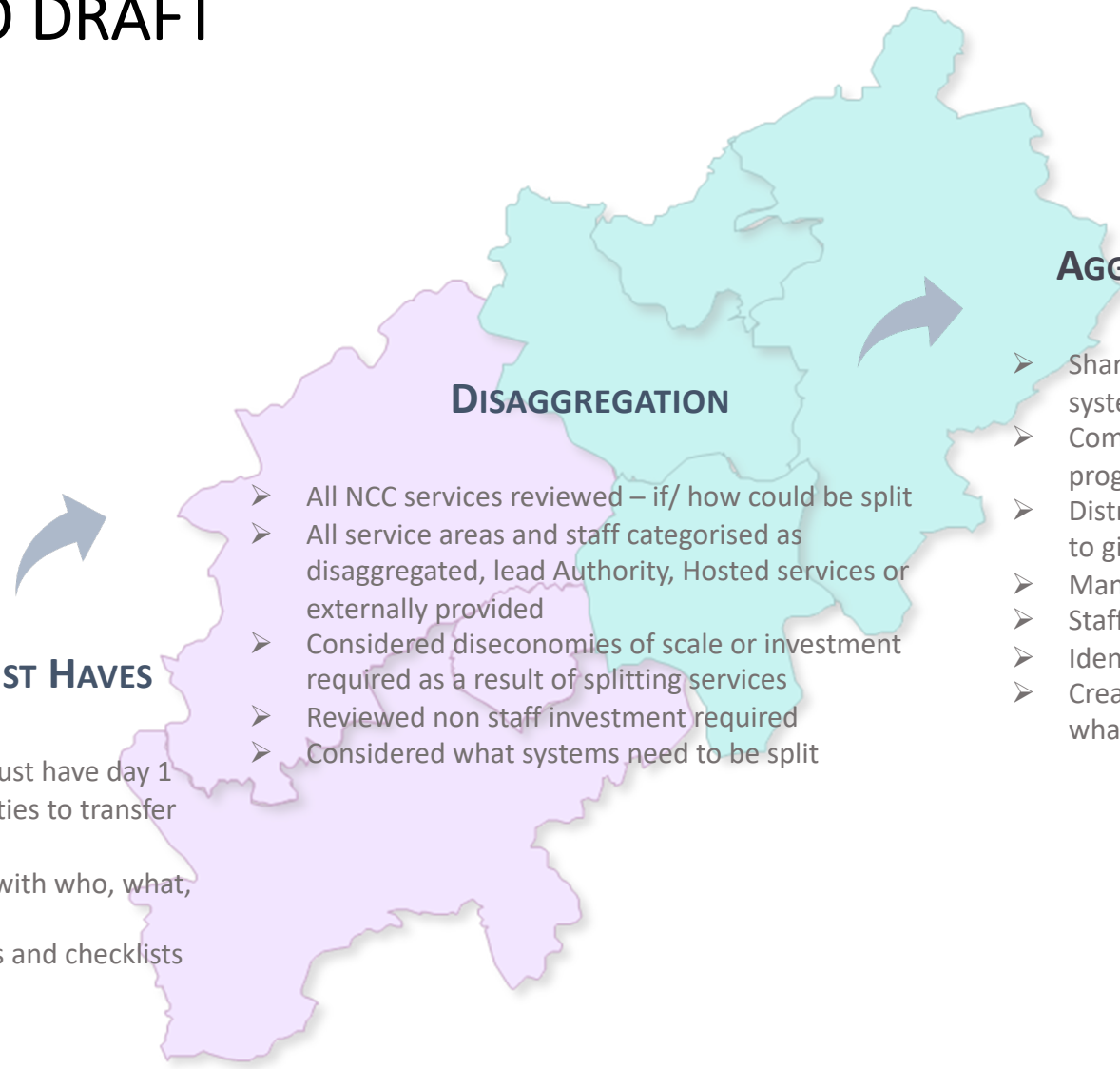


# FUTURE NORTHANTS

## Unitary Council Draft Blueprints

Background &  
Context

# OUR JOURNEY TO DRAFT BLUEPRINTS



## SAFE & LEGAL DAY 1 MUST HAVES

- All services areas consulted on must have day 1 products, capabilities and certainties to transfer safely and legally
- Collated lists of all requirements with who, what, when and how defined.
- All programmes tracking products and checklists of critical must haves

## DISAGGREGATION

- All NCC services reviewed – if/ how could be split
- All service areas and staff categorised as disaggregated, lead Authority, Hosted services or externally provided
- Considered diseconomies of scale or investment required as a result of splitting services
- Reviewed non staff investment required
- Considered what systems need to be split

## AGGREGATION & BLUEPRINT PRODUCTION

- Shared systems and cross cutting tools, capabilities and systems identified for implementation.
- Common policy and procedure areas identified and progressing for Day 1
- District & Borough staff reviewed & overlaid NCC staffing to give total staffing picture for all functions.
- Management posts and structures identified for functions
- Staff & functions assigned to Portfolio
- Identify “plus”, COVID learning and transformation
- Creation of blueprints setting out the day 1 services: what transfers as is, what changes and how things work.

# REMINDER: UNITARY BUSINESS IMPERATIVES



Business imperatives we must achieve



## Day one Safe & Legal

First and foremost all programmes must achieve **a safe and legal day 1 transition.**

That means that we must have the staff, systems, budgets, procedures and policies to deliver our statutory duties.

We need to avoid disruption to services to our residents and businesses and that nothing falls through the net in the transfer, especially protecting vulnerable residents and children.



## Support Services

We agreed to ensure the continuity and robustness of key LGSS support services for our new Councils and partners (who share & buy them) that we would keep these services together under a lead authority model.



## Cost-Effective

We need to ensure our blue prints are affordable and we continue to deliver balanced budgets & planned savings. We will need to look at the diseconomy of splitting things and the opportunity for innovation and from bringing things together to get a total picture.

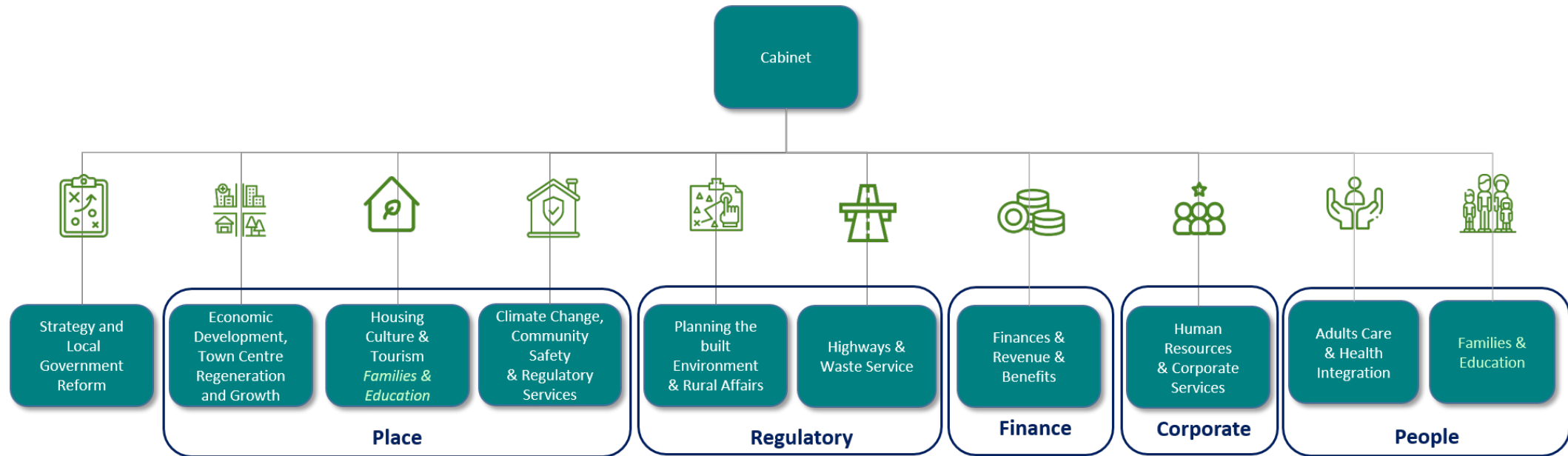


## Transformation

Wherever and its safe and doable, we want to find ways and opportunities to transform and deliver “plus” elements in the programme.

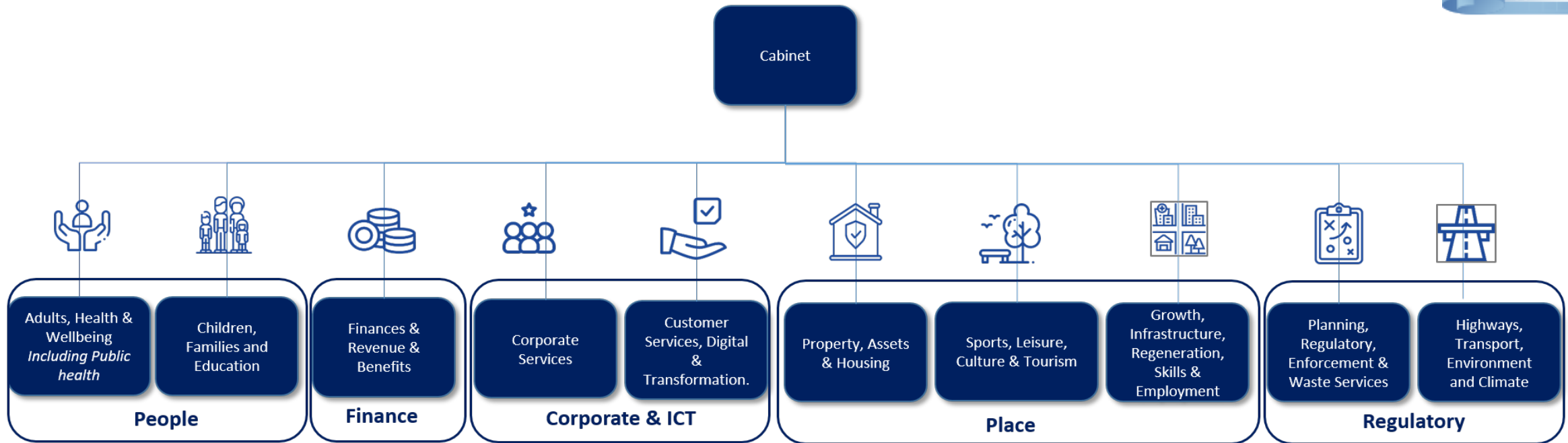
Where we cant do it this side of Unitary we will set out the opportunities, ideas and new ways of working that we want to pursue and build a pipeline of transformation projects that the two Unitaries can implement to improve services efficiencies and best practice post day 1.

# West Portfolios



The Blueprints have been set out in chapters that reflect key themes or directorates that underpin in Unitary Councils portfolios

# North Portfolios



The Blueprints have been set out in chapters that reflect key themes or directorates that underpin in Unitary Councils portfolios





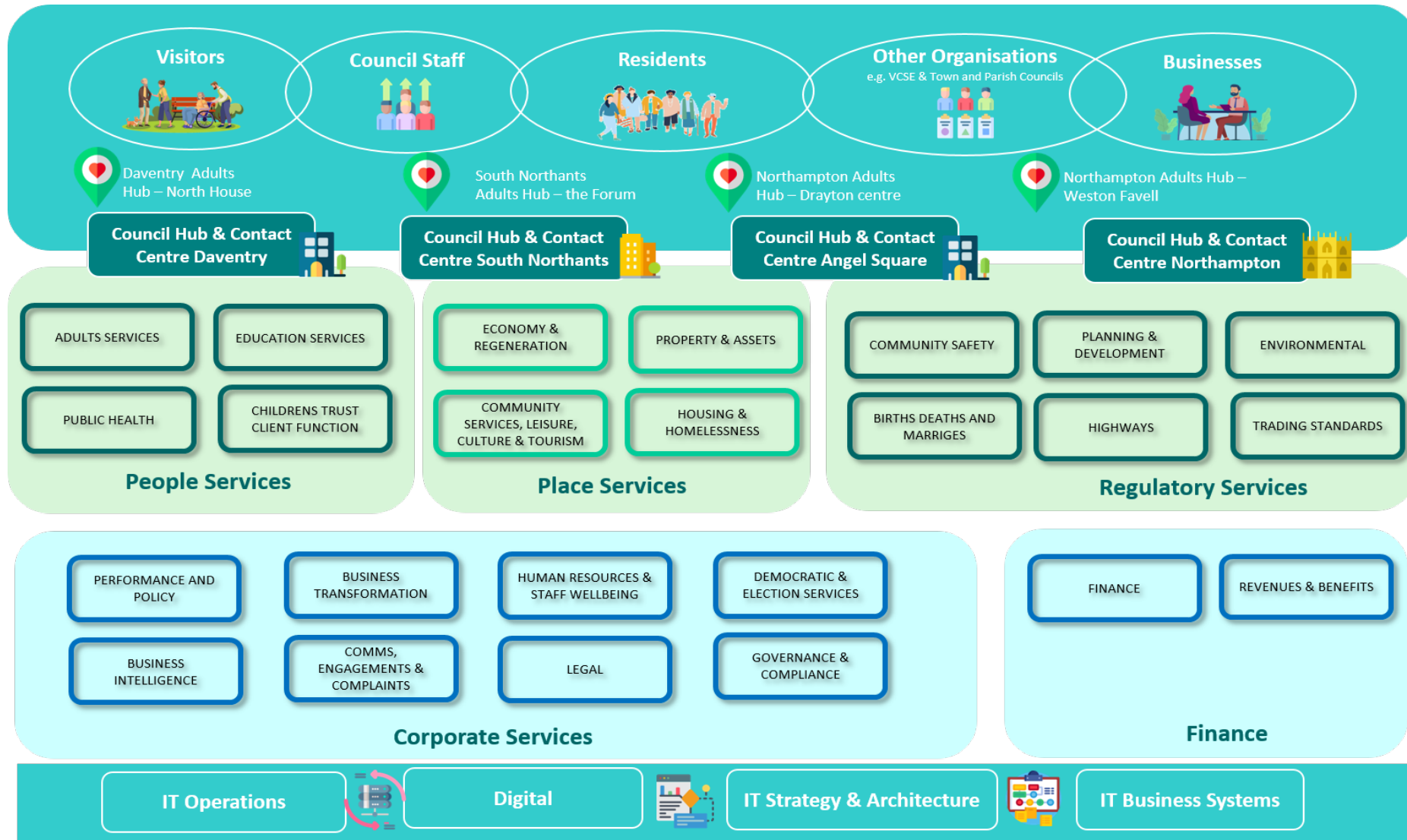
# FUTURE NORTHANTS

## Unitary Draft Council Blueprints



DRAFT Blueprints

# West Draft Blueprint – Functional Map



## Customer Service Front door

Range of access points supported by professionals & contact centre technology to route calls and automate more on-line transactions

## Fulfilment Services

Providing a range of services to the people and places within the unitary footprint

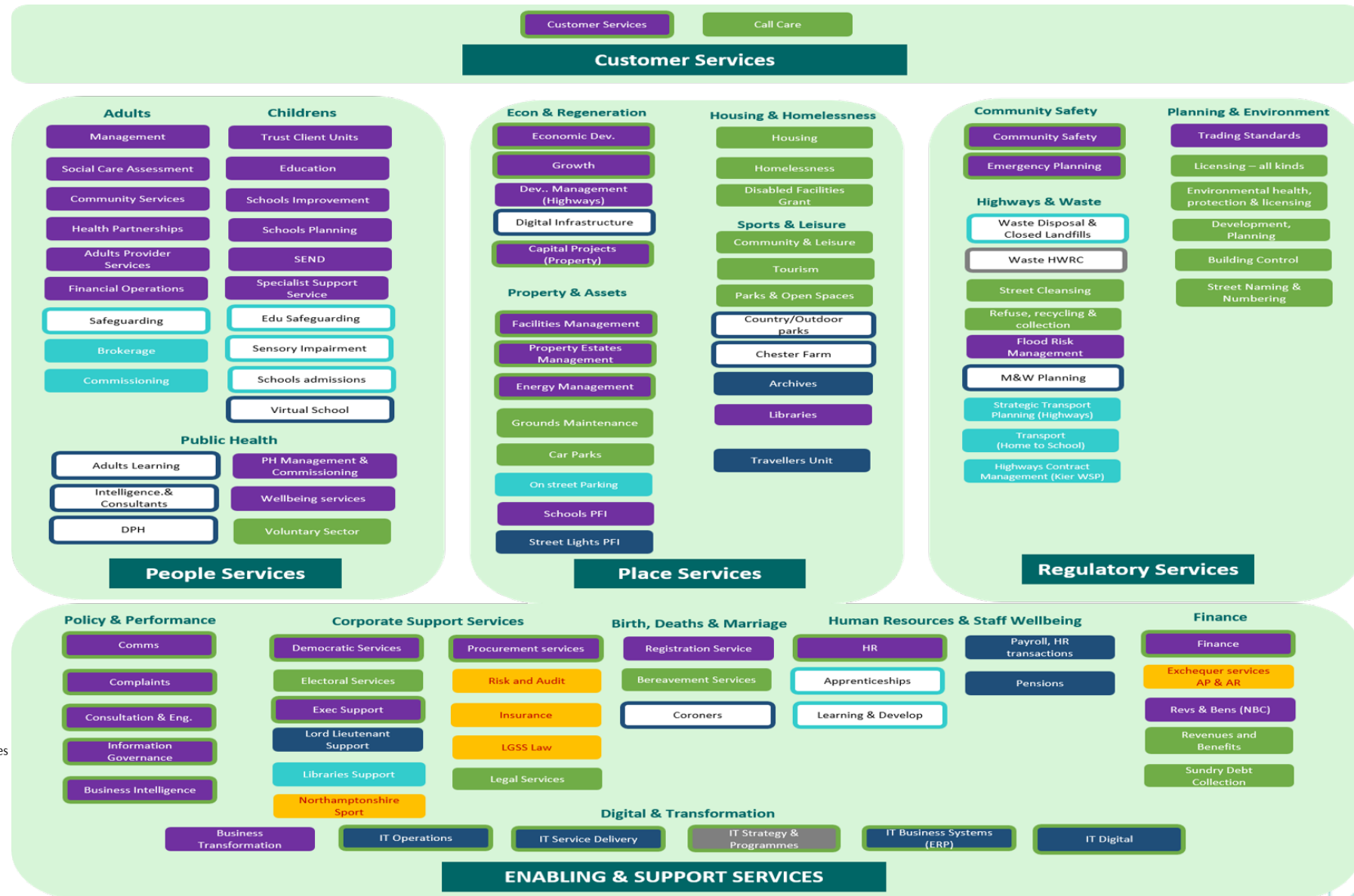
## Enabling and Support Services

Provide the underpinning back office support services and ICT infrastructure to keep the Council running and performing its business

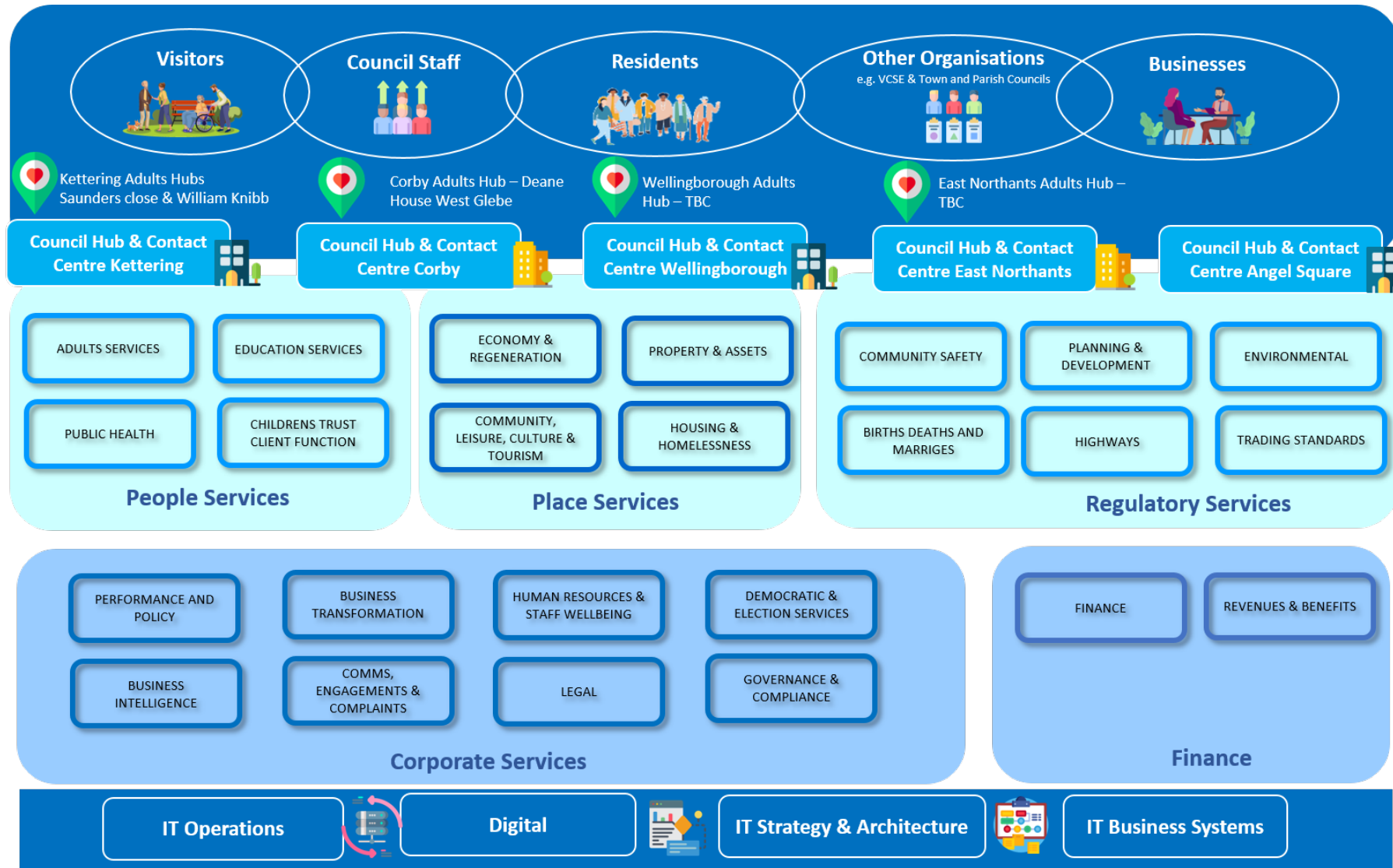
# West Draft Blueprint

This is how the West blue print is made up from the NCC & D&B services

- Key:**
- NCC only function that is disaggregated
  - NCC & D&B Common function
  - District & Borough only function that is aggregated
  - NCC function that is Lead Authority - Provider
  - NCC function that is Lead Authority - Receiver
  - NCC function hosted for up to 12 months - Provider
  - NCC function hosted for up to 12 months - Receiver
  - NCC function hosted for more than 12 months - Provider
  - NCC function hosted for more than 12 months - Receiver
  - Function provided by other organisations to the new authorities



# North Draft blueprint – Functional Map



## Customer Service Front door

Range of access points supported by professionals & contact centre technology to route calls and automate more on-line transactions

## Fulfilment Services

Providing a range of services to the people and places within the unitary footprint











## Enabling and Support Services

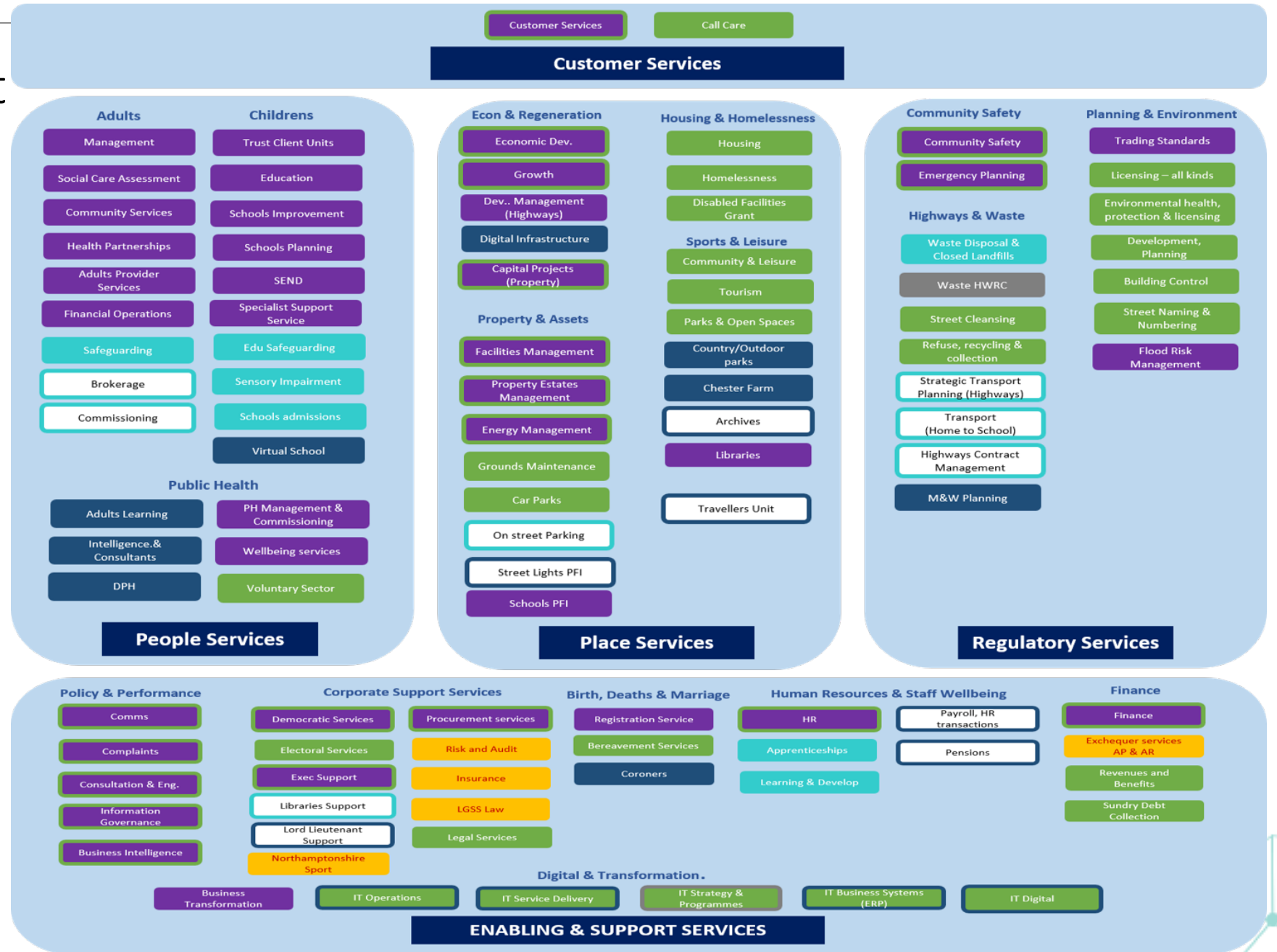
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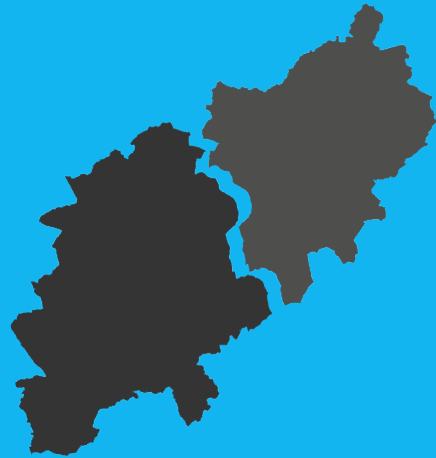
# North Draft Blueprint

This is how the North blue print is made up from the NCC & D&B services

**Key:**

-  NCC only function that is disaggregated
-  NCC & D&B Common function
-  District & Borough only function that is aggregated
-  NCC function that is Lead Authority - Provider
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# FUTURE NORTHANTS

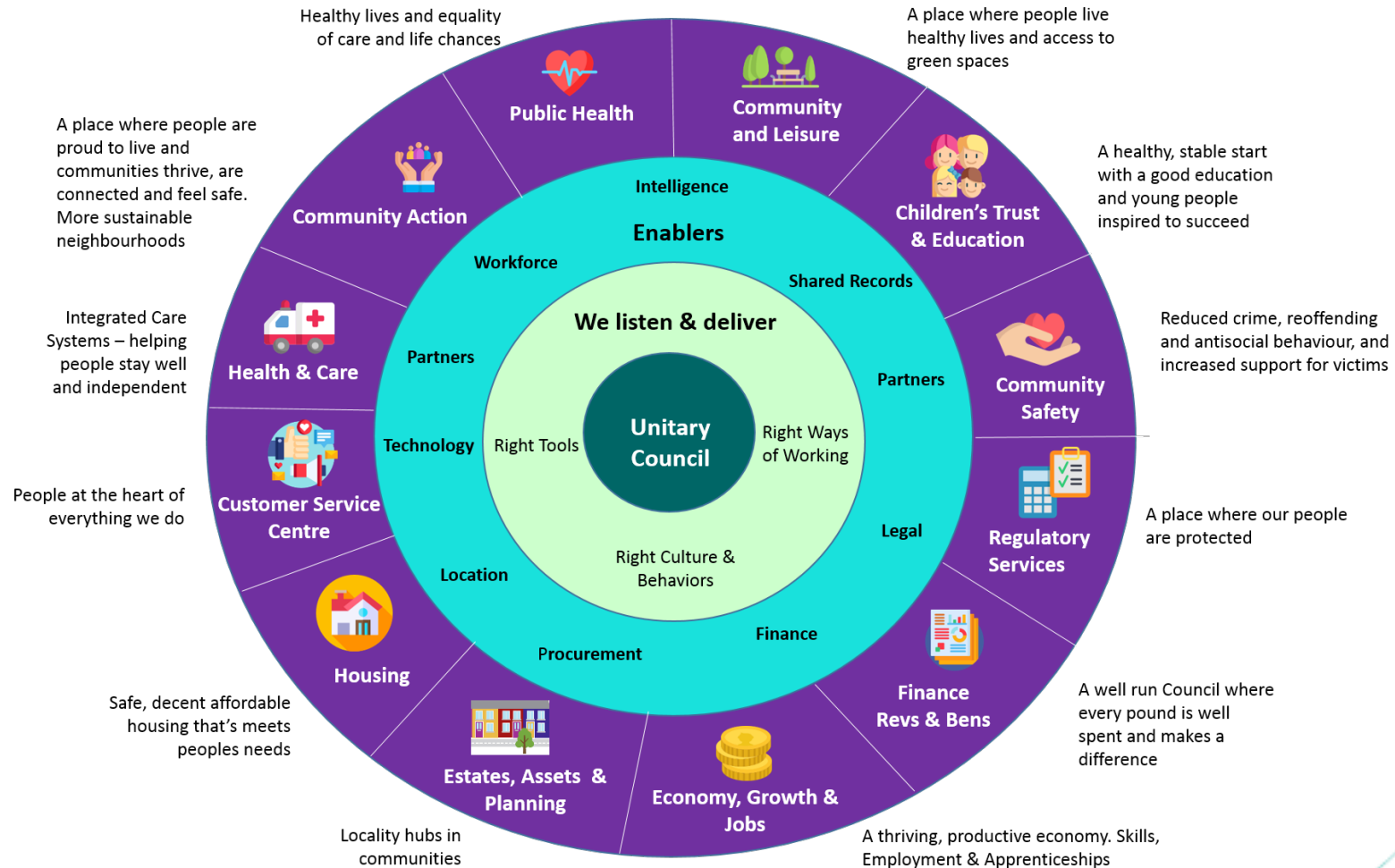
## Unitary Draft Council Blueprints

Key Directorate Themes  
and Opportunities



# Our People, Our Place

With the blueprint “wiring” complete and agreed we now have the opportunity to bring our component parts together and make West and North Northants great places **to grow up, get on and grow old.** The next slides provide some of potential opportunities



# BLUEPRINT FOR TOMORROW – PEOPLE SERVICES



## *Aspirations for our residents wellbeing*

Integrated Health and Social care services organised around our residents and focused on good health outcomes.

People are living longer and healthier lives than ever before, with good health outcomes and a reducing gap in inequalities.

Our residents live independent, fulfilling lives, within strong, healthy, inclusive and resilient communities.

We work with people & their communities supporting them to help themselves and connecting them to the assets and services around them.

We continue to work with our partners and communities to innovate and improve our offer, helping people recover from illness sooner, promoting fostering, reducing social isolation and loneliness, and supporting our most vulnerable residents

## *Aspirations for protecting the Vulnerable*

We support people to deal with the challenges of life before they become too hard to manage, through early help and intervention.

We make sure children and adults, particularly those who need more help, are healthy, safe and protected from harm.



## *Aspirations – a child Friendly Councils*

Supporting families to give children the best start in life

Improving educational attainment and closing achievement gaps for children and young people vulnerable to poor learning outcomes

Improving social, emotional and mental health and wellbeing

Help young people into adulthood, to develop life skills, and be ready for work

## *Aspirations – a age Friendly Councils*

Making our County a great place to grow old.

Prioritising prevention; Promoting opportunities for older people to be healthy, active, included and respected

Developing accessible and affordable transport options to help older people get around

strong focus on social networks within neighbourhoods - Helping older people participate and reducing social isolation.



# BLUEPRINT FOR TOMORROW – PEOPLE SERVICES - ADULTS



**OUR MISSION IS TO MAKE THE BEST USE OF THE AVAILABLE RESOURCES TO KEEP PEOPLE IN NORTHAMPTONSHIRE SAFE AND INDEPENDENT**

## Assurance for transfer

**Unitary Teams in place** – Adults teams will have been operating in their new Unitary structures and out in their community hubs since October 2020 ensuring service continuity and minimal disruption.

**Legal Duties.** Adults service that meets its 6 statutory duties: advice and signposting, helping people support themselves, providing social care assessments, meeting eligible social care need, developing social care markets, protecting the vulnerable

**Ensuring quality across Adult Services:** The new model of service provision means that we will provide services of a high quality and in such a manner that the whole system is simpler to use and access for all people, carers and partners.

**Financially Sustainable** - A service that meets the needs of all residents in such a manner that it delivers the good outcomes they require, they value and within budget - helping them as far as possible to remain in their own homes.

## PLUS Areas being delivered for Day 1

**Sticks like glue:** Our people will have the time to understand and listen to our residents and be well connecting in the community. The service will help people maintain control over their lives, sticking like glue to them until they achieve their outcomes and avoiding hand-offs.

There will be **no presumption of ongoing support.** We will be **easy to get in touch** with, and always have a conversation.

People will **tell us their story once**, we'll listen to their problems to make sure we really understand what they want and need.

We'll **think differently** about how we support them through their crisis, and increase their links into communities, charities and family. Where we connect people to services we'll 'stick like glue' to make sure everything works out.

If people need ongoing help **we'll think creatively** to design the support they need, and once they're settled we'll check in to make sure it's **working for them.** We'll also get in touch annually to make sure the right options are in place.

## TRANSFORMATION Opportunities to Develop

**Integrated place and People services** - Adult social care transformation gives greater opportunity through the use of strengths based and place based working to integrate with current district and borough services as well as current NCC services. This includes housing, well being services, library and information services, community engagement and safety.

**Integrated Care across Northamptonshire (ICAN)** - The opportunity to further develop and embed the integrated health and Care through our joint programme with 3 aims

- Ensuring people stay well
- Ensuring people stay at home
- Ensuring no one is in hospital unless they have to be

**Community Resilience** - Further strengthen links to the voluntary and third sector

**Commissioning strategies** to be place & population based. Strengthen prevention services across health, social care and communities.

**Accommodation strategy** that underpins collaborative working with communities.

# BLUEPRINT FOR TOMORROW – PEOPLE SERVICES - CHILDREN



## **Assurance for transfer**

**Childrens Trust Client Unit in place** – childrens managed against a clear set of outcomes for children and ongoing improvement, helped to account through a clear contract and performance measures and financial transparency.

**Legal Duties.** An Education service that meets its statutory duties and the associated timescales expected of a Local Authority.

**Disaggregation** of the DSG and Base Budget for Education to meet the service requirements.

**Partnership working:** Education Working with key partners and stakeholders to support and challenge improvement where needed through solid performance information.

**Ensuring quality** across Education Services: through pathways which meet the children and young peoples needs both of Education and for the Children's Trust

**Trust as part of Council** - Ensure that the trust remains connected to and part of the Councils corporate plan

## **PLUS Areas being delivered for Day 1**

**Getting the Best Start in Life** : An Education service that is focused upon improving Education outcomes for all of our Children and Young People

**Childrens Trust** - Work with Children's Trust to embed SLA and KPI – efficient pathways for children accessing both services

**Schools Sufficiency and Specialist School Placements** – medium term transformation

**Vulnerable Learners** - Medium term strategy for DSG and Vulnerable Learners – specifically use of EHE, AP and culture with the schools

.

## **TRANSFORMATION Opportunities to Develop**

**Creating a bright future** - creating a place where all children are given the best start in life and young people grow up inspired to exceed expectations

**Integrated early help offer** in our communities incorporating maternity, health visiting, antenatal and parenting support services, all working to identify issues early and respond to those needing support.

**Education Journey** - Our children have a good primary education and successful transition to secondary school, attending and achieving throughout

**life ready children** on exit from secondary school, equipped for work and life-long learning

**Additional support** - children and families requiring specialist and additional support have their needs identified early and appropriate person centred support is provided

# BLUEPRINT FOR TOMORROW – PEOPLE SERVICES – PUBLIC HEALTH



## Assurance for transfer

**Legal Duties** – service that meets its duties across the system through the statutory appointment of a Director Public Health to be responsible on behalf of the council for the following functions: weighing and measuring of children, health check assessments, sexual health services, public health advice service to health partners, health protection.

**The money:** Public Health will discharge its statutory duties and be able to meet the needs of residents and deliver good outcomes within its budget and according to grant conditions.

**Services:** Public Health service commissioning and delivery will be based on intelligence, best practice and modelled with future demand and trajectories in mind.

**Focused:** Public Health will target its services using intelligence and insight, to address local inequalities within North Northamptonshire.

**Sharing more:** Public Health will have a presence at a strategic (ICS) and operational (ICP) level to ensure staff skills mix is maximised.

## PLUS Areas being delivered for Day 1

**Public Health has a strong focus on outcomes** across the county and targeting areas of inequality and poor health outcomes.

**Preventative strategies** means that all individuals who live in Northamptonshire can and do benefit from such an approach.

**strong focus** on community within PH which impacts positively across Leisure, communities, housing and the environment.

**Intelligence led strategies and plans** – significant use of and access to data ensuring that all decisions improve outcomes across the community.

## TRANSFORMATION Opportunities to Develop

**Transformation** – Public Health transformation gives greater opportunity through place based working to integrate health and wellbeing services across the unitary functions and align with Growth Strategy and our Climate Change ambitions.

**Integration** - The opportunity to further develop and embed the integrated care system with health across both unitary councils.

**Commissioning strategies** and opportunities to be able to develop further and more quickly.

**Strengthen prevention** services across health, social care and communities.

Consider an accommodation strategy that underpins **collaborative working with communities**.

# BLUEPRINT FOR TOMORROW – PLACE SERVICES

## **Aspirations for Housing & Wellbeing**

*Boost the pace of housing development and improve the quality, choice and affordability of the homes on offer so that our housing markets meet the requirements and aspirations of existing and future residents.*

*We need to create a housing offer to meet the needs and aspirations of existing and future residents.*

*support improved health across the whole population, encouraging and supporting people to make healthier choices, promoting wellbeing and preventing homelessness and ill-health in the first place*

## **Aspirations for Leisure & Tourism**

*Increased local and national awareness of, pride in, and engagement with our culture, leisure and visitor economy*

*Provide the infrastructure and embed behaviours that enable more of our residents to be more active, more often, improving their health, well-being and quality of life.*

*To develop and market as a great area to visit. To enhance the sporting, historic & cultural offer of the area to increase visitors.*

*residents and visitors more involved with, contribute to, and benefit from our wider cultural ambition and assets*



## **Aspirations for Communities**

*Build on the strengths and perseverance of our communities over during recent months and COVID-19.*

*Work together with local VCSE sector groups and Parish & Town Councils to enable communities to support themselves and co-produce future services.*

*Implement integrated place-based services at a neighbourhood level that are able to be responsive to local need and build on the assets of the community and capacity to deliver change, survive, adapt and grow in the face of challenges*

*continue to work to make all our communities safe for everyone, preventing risks, threats and harm*

## **Aspirations for Planning & Economy**

*Improved economic growth and reduced inequality in economic outcomes across our places and population. Increased business start-ups and inward investment, and improved business performance.*

*Town centres as a critical for our future success - ensuring our town centres can be re-purposed and modernised through transformational development so they can become quality places to live and work, balancing new higher-density residential development with quality cultural facilities, public spaces, a good environment for walking and cycling, public services, retail, entertainment, and employment opportunity.*

# BLUEPRINT FOR TOMORROW – Housing, Wellbeing & Leisure



## **Assurance for transfer**

*Maintain our COVID focus on community compliance and wellbeing.*

*For day one safe and legal there will be **minimal disruption** to current working arrangements.*

*We see the majority of the workforce working in the same buildings as they do now – minimising disruption and work*

*For our residents they will still be able to access local services locally as they do now and all service delivery locations will remain the same for day one.*

*Minimal disruption to existing IT systems.*

*Policies and practices will remain the same where possible only essential or legal changes made before vesting day.*

*Fees and charges for leisure usage will remain unharmonized to avoid adversely affecting take up of services and price differentials in local markets.*

*Alignment of existing websites to new single website will minimise potential disruption to on line service delivery ensuring that current access channels are not broken on day one.*

## **PLUS Areas being delivered for Day 1**

*A single IT system used for Housing options services .*

*COVID- 19 recovery and reset plan to be dovetailed into new operational models with greater integrated multi-agency working and a focus on prevention and crisis management..*

*Maintain our Homelessness and Rough Sleeping COVID successes with 5 key areas of focus that provide the framework for our work:*

- *Minimise rough sleeping*
- *Maximise homeless prevention*
- *Future role of housing related support*
- *Care leavers and youth homelessness*
- *A focus on priority groups*

*Develop a seamless response between housing and social care so that we can better meet the challenges posed by children leaving care and other people with complex health and social needs; helping them to make the transition to independent living.*

## **TRANSFORMATION Opportunities to Develop**

***Work to optimise the Local plan and harmonise the 5 year land supply*** in a way that brings forward opportunities to build new homes – including affordable homes while respecting the need for sustainable rural communities.

***Work with developers and builders to meet housing needs***, improve existing housing and regenerate neighbourhoods, and to secure housing growth of the right scale, type (including a good mix of housing size and tenure) and population need for different stages of life.

***The expansion of the three conversations model*** across housing - provide a springboard, not just a safety net – a future focus on life chances.

***Join up of Leisure services with the proactive work of public health*** to provide a better informed service based on strong evidence & research

*Integrated leisure offer in partnership with all leisure operators, enabling residents to move between facilities and experience the leisure offer they want, when and where they want it.*



# BLUEPRINT FOR TOMORROW – Economy, Infrastructure & Growth



## **Assurance for transfer**

*For day one safe and legal there will be minimal disruption to current working arrangements.*

*Review and harmonise existing scheme of delegations, policies, statements and procedures.*

*Review and alignment of systems and processes*

*Alignment of existing portals to new website will minimise potential disruption to on line service delivery ensuring that current access channels are not broken on day one.*

## **PLUS Areas being delivered for Day 1**

*Complete work on economic recovery from COVID and maximise the opportunities for funding, new skills, new and early release of investment in Town developments, active schemes and infrastructure.*

*Review into business/market intelligence and regional analysis to understand areas of diversification and business growth and job creation of the future.*

*Look at Place strategy from a people perspective linking people to services and employment, enabling people to better manage their wellbeing and increasing the number of people choosing active travel and public transport*

*A joined up approach to digital technology, data, infrastructure, digital literacy and skills across the whole city is vital to our future success*

*A single asset management strategy for operational/ service property and Pan Northamptonshire Estate Framework (One Public Estate)*

*An investment strategy for commercial property investment to attract new businesses, grow existing businesses and generate an income for the new authorities*

## **TRANSFORMATION Opportunities to Develop**

*Investing in **people** - their health and wellbeing, improving education and skills, putting children at the heart of the growth strategy, and employers at the centre of the skills system*

*A focus on **place** will mean developing and regenerating places, supporting neighbourhoods, communities and centres to respond to economic change, growing our economic presence at the heart of the Country and alongside the Arc to pursue the opportunities for major economic hubs around the County.*

*Supporting economic recovery from COVID-19 and building longer-term economic resilience – including a sustainable and joined up infrastructure helping us respond to our challenges. A resource-efficient and connected area will be a better, healthier place to live, more competitive and better placed to ride out future economic and climate shocks.*

*Supporting growth and investment, helping everyone benefit from the economy to their full potential  
Supporting businesses and residents to improve skills, helping people into work and into better jobs*

*Targeting interventions to tackle poverty in priority neighbourhoods*

# BLUEPRINT FOR TOMORROW – Customer & Digital Aspirations



## Aspirations for Customer services

Customers will have access everywhere and anywhere to council services through mobile applications.

Fast and effective referrals to services for people needing more help or in a crisis and needing expert support.

Through our technology we will provide a one stop shop for our customers allowing them quicker and easier access to information and transactions with a true 24/7 capability.

## Aspirations for Customer services

The aim of the strategy is to make digital the preferred channel for most of our residents, businesses and visitors. This will enable us to manage demand more effectively and deploy our people where they are most needed.

A modern platform will mean we have inbuilt capability from day one to continuously extend the range of digital services offered.



## Aspirations for Digital services

Strengthen and grow our modern working capabilities and capacity to support our people to adopt a more mobile and flexible working pattern.

Extend the use and analysis of data to inform and evidence our decisions, forecast demand and enable proactive intervention.

Consolidate and rationalise duplicated features of legacy systems to reduce cost and improve services.

## Aspirations for Digital services

Holistic view of the customer to enable customer profiling and the delivery of the right services to the right customers.

A safety net that allows vulnerable residents the opportunity to be guided through digital platforms.

Enable intra-organisation and external collaboration to streamline case management.

# BLUEPRINT FOR TOMORROW – Customer & Digital



## **Key Customer & Digital Assurance Tasks – Day 1**

*Ensuring that both organisation can provide statutory reports from day one is a key requirement.*

*Retain the Street Doctor or equivalent reporting tool to maintain ability to report potholes and road issues.*

*The ERP implementation is critical across three instances and essential the the Children’s company instance is created no later than 1st November 2020 to ensure sufficient time to build and test the North and West instances. This is further complicated by the ERP system being a live environment that also supports two other councils.*

*The Education Capita system requires two instances for day one with data split accordingly and moved to cloud hosting in line with our wider move to a cloud leaning approach.*

*Eclipse must be live for adult social care records along with interim arrangements for managing the financials pending the development and roll out of the Eclipse finance module post vesting day. Children’s Eclipse implementation to commence pre vesting day.*

*MS 365 roll out is critical for day one to provide the new email capability and new email addresses for every employee.*

## **PLUS Areas being delivered for Day 1**

*New website developed with increased self-serve and better customer experience*

*MS365: work from anywhere, Teams, SharePoint online, integrated solution.*

*24/7 working, flexible and remote working enabled by the underpinning infrastructure and learning from COVID.*

*Customer service contact centres are harmonised, increased remote working*

*Harmonised opening hours*

*Systems are developed/ implemented to provide single view of the customer*

*Tell Us Once centralised / Out of Hours reviewed and implement a service to meet the customers needs*

*Face to Face to be developed to enable more self serve and be in locations customers need*

*One telephone number*

*Implement automation to handle non complex email enquiries*

## **TRANSFORMATION Opportunities to Develop**

*Systems and process alignment. Unitary CRM system and workforce management is designed.*

*Increased self serve and digital services based on user needs. Automation and robotics developed and roll out commenced.*

*Telephony contact centre solution is reviewed and developed.*

*Out of Hours services and provision is reviewed and changes implemented.*

*Tell Us Once is centralised process led by customer services.*

*Decommissioning of legacy systems to reduce licence costs and radically reduce silo working through better information flow and single view of customer.*

*COVID 19 has accelerated the pace of change for digital adoption, for all users of our services (internal and external)*



# BLUEPRINT FOR TOMORROW – Customer & Staff Digital Transformation

GIVE TODAY'S MOBILE CITIZENS SECURE, EASY WAYS TO CONNECT WITH THE NEW UNITARY



Illustration showing a person using a mobile phone to submit a service request. A hand holds a tablet displaying a 'SERVICE REQUEST' form with a lock icon, indicating security.

PROVIDE CITIZENS EXCELLENT CUSTOMER SERVICE

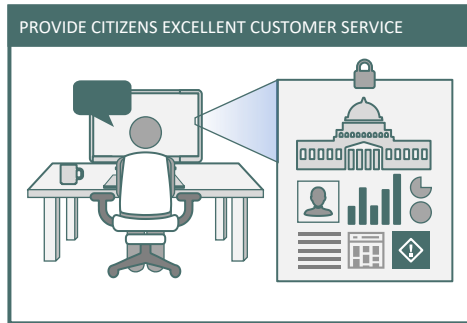


Illustration showing a staff member at a computer workstation. A speech bubble indicates communication, and a background icon shows a government building, representing excellent customer service.

MAKE BETTER INFORMED DECISIONS WITH DEEPER UNDERSTANDING OF CITIZEN AND BUSINESS NEEDS

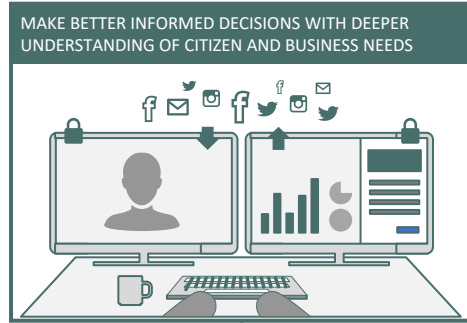


Illustration showing a person at a computer workstation. Social media icons (Facebook, Twitter, Instagram) are shown above the screen, which displays a user profile and data charts, representing data-driven decision making.

INCREASE AGILITY AND EQUIP EMPLOYEES TO STAY CONNECTED FROM ANYWHERE



Illustration showing a hand holding a tablet displaying a case number 'CASE 3572' and a person icon, representing remote access and agility.

ENABLE INTRA-ORGANISATION & EXTERNAL COLLABORATION TO STREAMLINE CASE MGT



Illustration showing a computer workstation with multiple user profiles and a case number 'CASE 3572', representing streamlined case management through collaboration.

ENABLE FASTER RESPONSE TIMES AND QUICKER ISSUE RESOLUTION

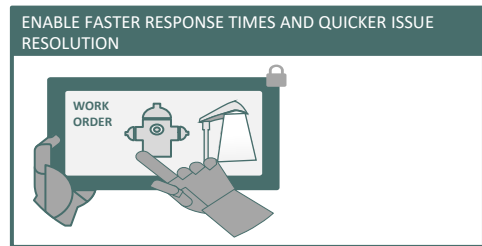


Illustration showing a hand holding a tablet displaying a 'WORK ORDER' with a fire hydrant icon, representing faster response times.

DELIVER NEW ON-DEMAND DIGITAL SERVICES

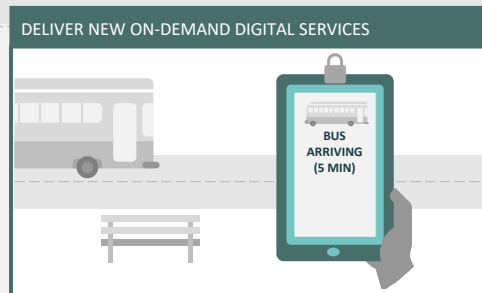


Illustration showing a bus arriving and a person checking a mobile app displaying 'BUS ARRIVING (5 MIN)'. This represents on-demand digital services.

AUTOMATION, MACHINE LEARNING, ROBOTICS AND ARTIFICIAL INTELLIGENCE

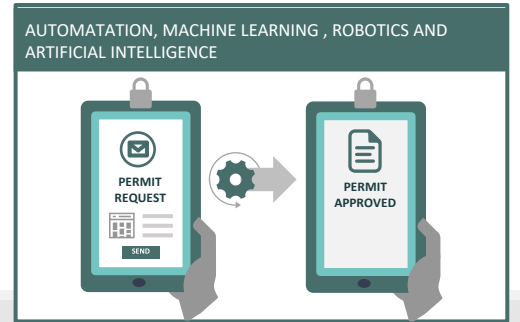
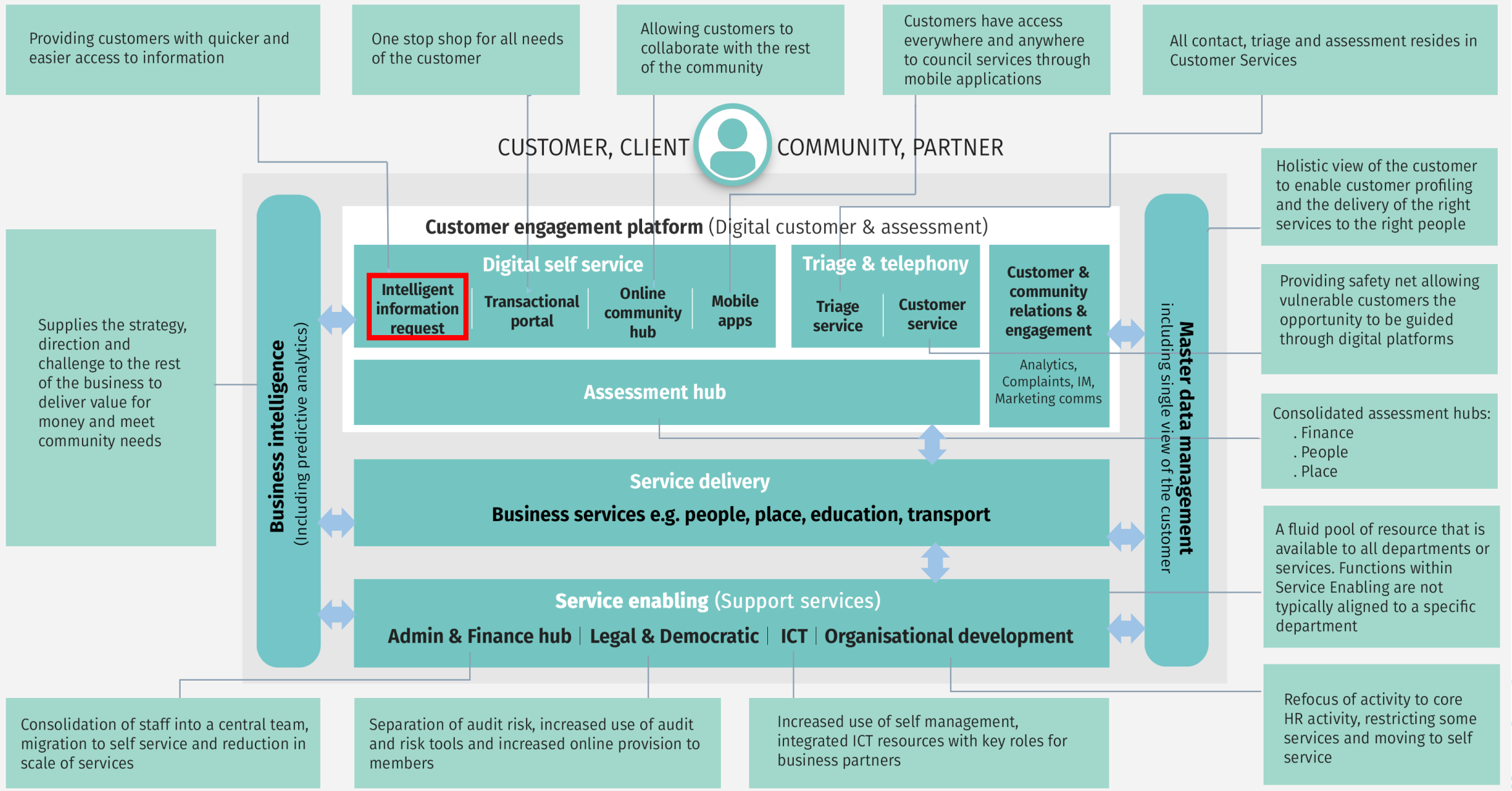
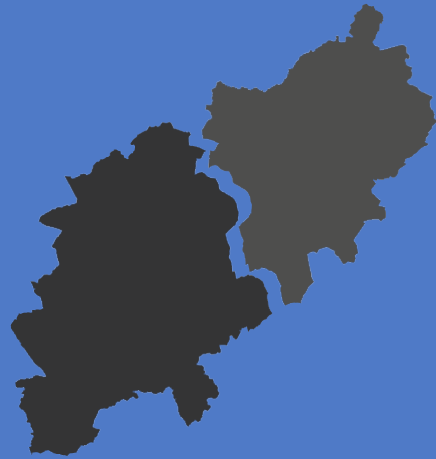


Illustration showing a 'PERMIT REQUEST' being processed through automation to become a 'PERMIT APPROVED', representing the use of AI and machine learning.



# BLUEPRINT FOR TOMORROW – Digital Architecture Blueprint





# FUTURE NORTHANTS

## Unitary Council Blueprints

Key Areas of Focus and  
Development at Next Stage

# BLUEPRINT FOR TOMMORROW – Next Steps

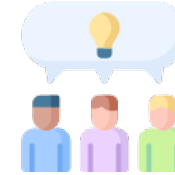
## Focus on Staff and Customers



**Digital Strategy** - Complete work and embed our digital capabilities to ensure we maximise the use of tools and technology to improve and transform the way the councils work, provide services and engage with residents.



**Communications** enable us to clearly explain the challenges and opportunities to our residents, partners and other key stakeholders, and to engage them in being a part of the solutions, further strengthening these vital relationships and collaborative working.



**People Strategy** - set out our ambition to be the best place to work, retain talent, and develop leaders – underpinned by a culture of fairness, diversity and collaboration. focus on keeping our staff safe whilst building in flexibility across the workforce in response to the pandemic.



**Staff Engagement** - Ramp up comms and engagement on our plans and focus on what will change ahead of day 1, what will stay the same and things we will need to change post day 1.

Communicate and engage on TUPE arrangements and plans to provide certainty.

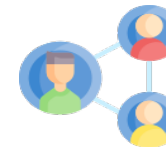
## Opportunities to Integrate and Consolidate



**Progress Integrated Care** Across Northamptonshire (ICAN) programme to care for more people at home, keep them out of hospital, discharge them in a timely way and ensure they recover to independence.



**Estate Management Strategy** – develop approach to managing the councils land and buildings helping us deliver a modern, efficient, sustainable estate and workplaces that remain fit for purpose as we adapt to new ways – and places – of working.



**Joint working and shared teams** - Look at more joined up working across teams and sharing of resource within new Council area, initially on COVID priorities or where gaps in staffing but with increasing focus on opportunities to improve services or make efficiencies.



**Integration** – look for more partnership working and integration opportunities to deliver differently, building resilience and safety and create thriving town and communities.

# BLUEPRINT FOR TOMMORROW – Next Steps

## Governance & Organisational



**Childrens Trust** - Create the West and North Children's Trust client unit with clear outcomes, requirements and protocols to ensure smooth working and pathways.



**Statutory Boards** - Agree and set up arrangements for the Adults Safeguarding board so can meet duties for children and Adults working with key partners.



**Diseconomy of Scale** - Complete Check and Challenge of all NCC service additional costs from diseconomies and prepare options for members consideration.



**Develop Cultural values and behaviours** for the new Councils that underpins everything they do and how they work to achieve their ambitions and commitments to residents, businesses and staff.

## Efficiency and Value for Money



**Financial Strategy** set out plans to be financially sustainable and resilient, safeguarding public funds while achieving value for money.

Ensure we are well placed to respond to the significant funding uncertainties and pressures we face – exacerbated by coronavirus – and to target our money to where it can make the most difference.



**Creating innovation and maximising commercial opportunities.** We will need this to truly transform and make the most of our skills. For e.g. selling planners time, advice to businesses and commercial waste and using our assets to generate income.



**Contract rationalisation & consolidation** - Review all contracts looking for opportunities for future quick wins, medium term and long term opportunities to reduce cost or get better economy of scale.



Develop an integrated strategy for attracting investment and business into the new authority areas and generating skills and employment opportunities building on freedoms and initiatives post COVID.





# FUTURE NORTHANTS

## Unitary Council Draft Blueprints

Decisions and Next Steps

# Timetable Next Steps

August 2020

## 1. Engagement

- **JIE:** Adopt the blueprints pending formal approval
- **Trade Unions:** Engage/consult on north and west blueprints
- **Workforce:** Share blueprints through each council.

## Planning

## MTFP Task and Finish

## MTFP Budget Planning

September 2020

## 2. Approval

- **West Shadow Executive:** formal approval
- **North Shadow executive:** formal approval

October 2020

## 3. Critical Path Action Commence

- **Day 1 Critical products:** implementation progressing
- **Adults** transformation and shadow form completed
- **Day 1 structures** – Tier 1-3 agreed

- **Disaggregation & Aggregation :** financial approach agreed
- **Pressures :** COVID, additional; LGR investment and other pressures Modelled
- **Savings & Efficiencies** applied
- **Revisit Blueprints:** if investment or splits unaffordable

November 2020

## 4. Implementation

- **Childrens Trust:** implementation implemented
- **Adults** transformation and shadow form completed

- **Budget Settlement**
- **Savings initiatives:** agree any new targets and schemes to meet gap
- 

## 2021-22 MTFP Planning