NORTH NORTHAMPTONSHIRE
SHADOW AUTHORITY

Programme Director's Update

October 2020

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Programme Status Summary

Overall FN programme RAG rating as at 30th September 2020				
Programme	**Programme Lead**	**Programme Status**	**Commentary**	**Estimated Direction of Travel for next period**
Place North	Ian Vincent	G		→ G
Place West		G		→ G
Finance	Barry Scarr	G		→ G
Corporate	Martin Cox	A	Whilst progress has been made in securing the legal resources to provide additional and specialist support, work has yet to begin on some of the outputs such as the templates for contract novation, further work on the constitution and draft data sharing agreements. Resource pressures for workforce changes also continues to cause pressure on delivery.	→ G
Childrens	Liz Elliott	A	No change from previous month. The Creation of the Children's Trust is the immediate priority and good progressw is being made on the contract negotiations. Savings initiatitives remain a concern and the impact of COVID but budget is being mitigated. (see financial report for programme)	→ A
Adults	Anna Earnshaw	A	This is moving moving from amber to green. There are still some areas to address overall to ensure the early go live disaggregation and the further work that will be required for vesting and these are being proactively managed within the programme.	→ G
ICT	Richard Ellis	G		→ G
Customer and Digital		G		→ G

Programme Notes

Programme Structure – with the adoption of the blueprints and the appointment of Transformation Directors along with senior leadership teams we are:

- Reviewing the current governance arrangements

- Assessing the programme structure

- Creating clear alignment to North and West

- For day 1 assurance, assessing which things need to be centrally coordinated and managed

- Considering changes to terms of reference to PIB and JIE

- Considering how the new senior leadership teams operate within the programme environment to own and lead day one preparations

Resources will then be aligned to the proposed structures so there is a clear delineation of North and West Programmes as well as resources that focus on Day 1 and those that focus Aggregation/Transformation.

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Day 1 Assurance

North Northamptonshire Unitary

As of 7th October 2020

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Day 1 Assurance: Overview

- The Day 1 Assurance Office is currently monitoring the implementation status of over 800 Critical Products at Unitary level for North Northants

- Working directly with relevant Programme Managers and others to clarify and resolve Critical Products that are reporting implementation issues or concerns

- Designed, built and tested the process for capturing and monitoring the implementation status of Day 1 Services for North Northants

- Working directly with relevant Programme Managers and others to clarify and resolve Day 1 Services that are reporting implementation issues or concerns

- Started auditing Day 1 Readiness statuses reported by Programmes and their Project Managers to assure accuracy and reliability

- Designed, developed and provided the prototype North Day 1 Assurance Report (As follows)

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North Northamptonshire Unitary Level Critical Products

Critical Products where implementation should have started but has not

- No Critical Products reported at this status

Critical Products where implementation progress is of concern

ICT IC11 Business systems	Disaggregation of NCC systems and data may result in data protection and GDPR breaches – emergency meeting arranged for w/c 5th Oct 20

Critical Products where implementation progress is under increased watch

Corporate C05 Staffing structures & transfer of staff (TUPE)	Timely completion of transfer and TUPE of staff to Day 1 positions critical to successful go live
Corporate C15 Lead Authority and Hosted agreements	Lead Authority and Hosted services agreements need to be in place for Day 1 now Blueprints N & W approved
Corporate C22 Contract transfer	Essential to Day 1 and reporting need for additional legal capacity that will need to be procured

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North Northamptonshire Day 1 Services Readiness

Services where implementation should have started but has not

- No services reported at this status

Services where implementation progress is of concern

- No services reported at this status

Services where implementation progress is under increased watch

- No services reported at this status

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Change Management

How are we engaging with our employees?

We are all meeting with CEO's from each council…
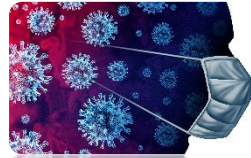
    Example – a walk round the offices

Thus far CEO's are very supportive…

    Helping plug gaps of Change Champions

Engagement activity…

    Must be safe!

    Virtual Market Stalls and drop-in sessions planned

    Live Q&A's planned

    Continuing CC sessions with Guest Speakers

    Continue our work with PM's and SME's

CM Q: "What are your thoughts on the blueprints? Responses: "I'm just going with it at the moment!"

Staying COVID-19 Secure in 2020
We confirm we have complied with the government's guidance on managing the risk of COVID-19
FIVE STEPS TO SAFER WORKING TOGETHER

let's talk

COMMUNICATION DR

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Change Champions Update

Change Champions Stats: Numbers, Recruitment & Resignations

September Numbers per Council

- Change Champions

Council	Change Champions
BCW	25
CBC	22
DDC	20
ENC	21
KBC	49
NBC	30
NCC	152
SNC	32

September Recruitment & Resignations

Council	Recruited	Resigned
BCW	2	0
CBC	0	0
DDC	0	0
ENC	1	0
KBC	0	0
NBC	9	0
NCC	7	0
SNC	0	0

- Recruited - Resigned
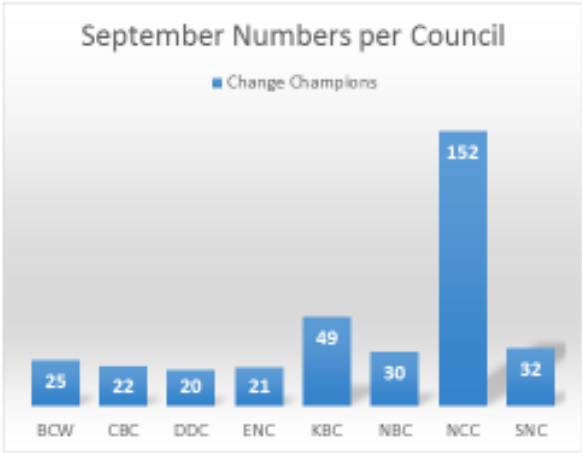
22 recruited in September taking the total from 332 to 354, with 0 resignations. NBC have seen the biggest increase with 9 recruited during September and more to come following consultation with Marion Goodman. Well done Marion. NCC is hot on Marion's heels with an additional 7. CEX Consultations continue with each authority through September to plug the gaps and understand where additional champion coverage is needed.
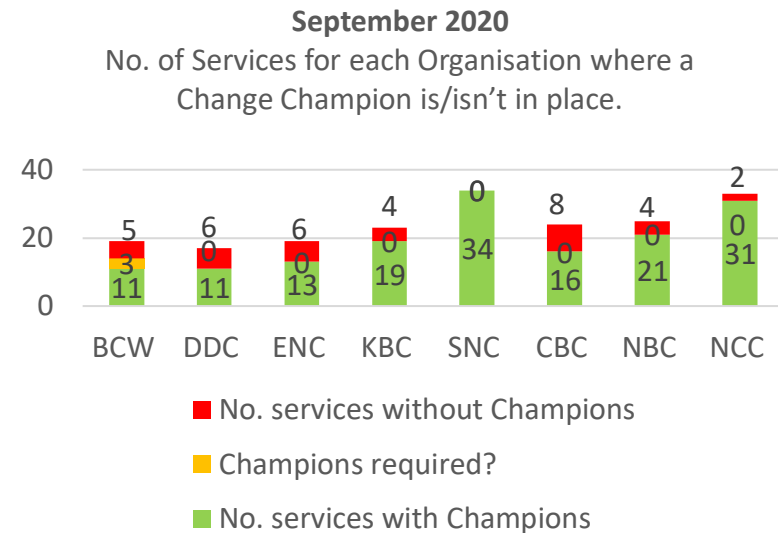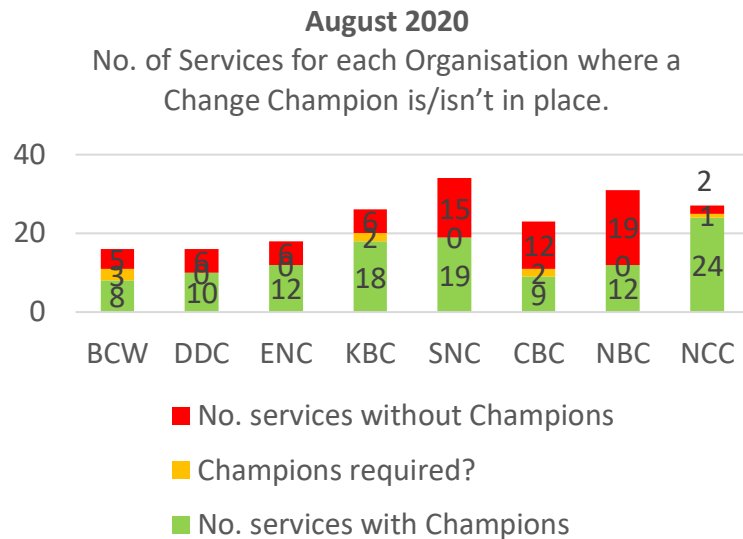
slack Facilitate Communication

Virtual Engagement Workshops continue

Open & Targeted Recruitment

Change Champion Gap Analysis Overview & Comparison

August 2020
No. of Services for each Organisation where a Change Champion is/isn't in place.

September 2020
No. of Services for each Organisation where a Change Champion is/isn't in place.

September narrative: These charts identify the progress being made over the last month. How many services each council have and how many have a Change Champion. From August to September a further 21 champions have been recruited to services without representation. This brings down the total number of gaps down from 71 to 36 across the 8 councils. NBC have brought the gap down from 19 to 4 and SNC have no gaps. Amber services have been eradicated in all but BCW and CEX consultation conducted so far have identified services where more than 1 champion is required.

What's coming?

At initiation stage of 2 key pieces of work...
    1. Manager Support Pack
    2. "All employee" support proposal

MS365 Rollout / ERPG rollout

Further Live Q&A's are planned

Further CC sessions with Guest Speakers planned

Possibility of "Virtual" Engine Room being discussed

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Communications and engagement

Recent activity
- Delivered staff and member blueprint briefing and circulation
- Analysed and presented results of the logo surveys to T&F group (over 5,000 responses)
- Senior appointments comms
- Developed new intro blog from Anna
- Supported launch of the CTRS consultation
- Piloting new FAQs process
- On boarding of new team and resource mapping

Next steps
- Support for iterating and finalising of new logos
- Support for the Housing Allocation consultation launch
- Support wider Day One branding decision-making process
- Broadening / iterating communications channels
- Ongoing support for development of vision / values
- Planning intro comms for Rob Bridge
- Planning for the future: resource needed and phasing

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Finance Report Summary

See Attached Report and Appendix.

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