

## **SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Employment and Appeals Committee

**DATE:** 19<sup>th</sup> October 2021

**CONTACT OFFICER:** Steven Mair, Director of Finance and S151 Officer

**AUTHORS:** Surjit Nagra, Associate Director – Customer  
Belinda Collins, Interim Transformation Manager  
(01753 875788 ext. 5788)

For all enquiries

**WARD(S):** All

### **PART I** **FOR INFORMATION**

#### **OUR FUTURES PROGRAMME – WORKFORCE UPDATE**

##### **1. Purpose of Report**

This report is an information report to update the Members of the Employment and Appeals Committee on the final closure of Phase 2 of the Our Futures Project.

##### **2. Recommendation(s)/Proposed Action**

2.1 The Committee is requested to note the contents outlined in this report.

##### **3. Supporting Information**

3.1 Just to remind the committee part of the original delivery plan entailed creating a new operating model for the Council. This was prompted by rising demand for Slough's key services in the context of reduced Government funding. The business case also reflected the Council's ambition to be a 'world class' organisation, with a sustainable cost base and a 'one council' staff team.

##### **4. Phase 1 - Update**

4.1 The Council launched the senior team consultation for a reorganisation on the 3<sup>rd</sup> June 2020 which is concluded.

##### **5. Phase 2 - Update**

5.1 The Phase 2 consultation was launched on the 4<sup>th</sup> November 2020 and closed on the 21<sup>st</sup> December 2020

5.2 Following the consideration of all the responses by Executive Directors and Associate Directors with the Chief Executive, a consultation response was issued in January 2021. The council has now implemented the outcomes of the consultation. All at risk staff have had and continue to have, priority to be considered for all vacant posts.

5.3 Recruitment to remaining vacant posts will continue in line with our existing policies and practices and are subject to sign by Executive Board.

## 6 **Agency Workers**

Agency worker reduction is a critical part of the implementation plan. The council has commenced reducing the reliance on agency workers as part of the implementation proposals, although in line with our operational needs. We are continuing to use agency and/or fixed term contracts in appropriate areas where it can be demonstrated that there is a critical business need. This is being kept to an absolute minimum and is authorised on a case-by-case basis supported by an approved business case.

## 7 **Workforce related outcomes**

At the last committee meeting members requested information on the impact of the reorganisation on the workforce to include the following:

- number of individuals successfully redeployed,
- how many made redundant and
- detailed financial information re savings achieved both in Phase I and Phase II of the programme. (this will be updated at the meeting)

Please see the table below for this information.

|                  |    |
|------------------|----|
| Redeployed Staff | 11 |
| Redundant Staff  | 59 |

## 8. **Financial Information**

The Our Futures programme incurred £3.009m one off expenditure in 2020/21 and is forecast to spend a further £2.585m one off expenditure in 2021/22 to implement the transformation programme. The majority of this spend was to fund redundancy costs (£2.611m) and consultancy support for the project (£2.066m).

The programme is estimated to save £3.5m in 2021/22

However this excludes DSO productivity pay, Music Service and some grant funded posts for which the programme omitted the budget and thus nets down to an estimated £2.5m in 2021/22.

## 9. **Background Papers**

None

## 10. **Appendices**

None