Programme Directors Update

- Programme Status – High Level
- Design Phase Status
- Statutory Roles – Update
- Engagement with Trade Unions
- Communications and Engagement update
# Programme Status – High Level

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<tr>
<th>Finance</th>
<th>Overall Status</th>
<th>Comments</th>
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<td>Programme Running Costs</td>
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<td>Benefits Realisation</td>
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<td>Financial Modelling</td>
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<th>Day One Preparations</th>
<th>Overall Status</th>
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<td>Scoping activity</td>
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<td>Further work required to fully map and display in engine room</td>
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<th>May Preparations</th>
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<td>Interim/Perm Stat Recruitment</td>
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Design Phase

- The programme of work to deliver the design phase is staged month by month
- February is the commencement of the design principles phase
- These principles will be applied to the formative design (strawman) for further testing in March
- Preparation of Blueprints will take place in April
- Joint Committee will take recommendation to Shadow Unitary
Design Phase Tracking Status

- December preparation completed
- Monitoring progress on completing the January outputs
- February design workshops underway

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<th>Programme Status Report - Design Phase</th>
<th>2019</th>
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RAG Status:
- On Track
- Delay but recoverable
- Deadline Missed
Recruitment to Statutory Roles

Interim Recruitment - Statutory Roles (Head of Paid Service, Monitoring Officer, s.151 Officer)

✓ NNJC endorsed the interim recruitment and selection approach, 16 January 2020

✓ Meetings to be diarised with ‘Interim Appointments Task and Finish Working Group’ to progress recruitment actions

Permanent Recruitment update – Statutory Roles (Head of Paid Service, Monitoring Officer, s.151 Officer, DCS and DASS)

✓ NNJC endorsed the permanent recruitment and selection approach and high level timescale, 16 January 2020

✓ Benchmarking of market rates for statutory roles undertaken – to be shared through established governance structure for decision on advertised salary ranges for roles

✓ Draft role profiles for statutory roles in development

✓ Procurement process for external search agency underway
Unitary Working With Trade Unions Agreement

✓ Design Board agreed Unitary Working with Trade Unions Agreement and 2.5 days facility time to coordinate unitary related trade union activities – 16 January 2020

✓ Discussions with the trade unions ongoing – additional feedback received from Trade Unions 22 January 2020

✓ Diary appointments for both Trade Union Forums being progressed for meetings over the next 10-12 months.
Communications and engagement

Recent activity
✓ All Northamptonshire staff briefings – presentations, Q&As
✓ Issued first of regular staff and Cllr newsletters with portfolio and programme updates
✓ Engine Room set up and used for several briefings and tours
✓ Comms and Engagement leads on all programmes of work
✓ External and internal engagement strategies developed
(agenda item)
Communications and engagement

Coming up

• Branding Audit to commence and planning timelines for branding and requirements for day one.
• SCO progress announcements
• Change Champions Events
• Engine room tours for all elected members
• Elections preparations
Change Champions

• Two sessions held based on North/West geography
• First meeting of borough and district champions with some county champions attending in the north and in the west.
• Champions asked to share perceptions of the programme and challenges facing staff
• Networking opportunity
• Excellent turnout with circa 120 colleagues attending