

REPORT OF THE CORPORATE DIRECTOR, RESOURCES

NEXT PHASE OF THE SMARTER WORKING PROGRAMME

Purpose of the Report

1. To provide an update on the future work of the Smarter Working Programme and to seek approval to communicate this more widely to staff and other stakeholders.

Information and Advice

Background

2. The vision for the Smarter Working Programme (SWP) is:

“A workforce able to work flexibly, where and when it best suits them, their customers & service users and managed by results “
3. In November 2016, Policy Committee approved funding for the Smarter Working Programme for the roll-out of new ICT equipment and the refurbishment of office buildings.
4. Since then, new equipment has been procured and deployed to staff based at Queens Medical Centre (QMC), Chancery Lane and Lawn View House – where additional work has been undertaken to reconfigure the office space to support a greater level of flexibility.

Future work

5. The next objective for the Smarter Working Programme is to restack teams on floors 2, 3 and 4 at County Hall. This will involve the deployment of new ICT equipment and some minor reconfiguration of the office space.
6. This will create the space to bring in ICT and teams from the Place department, currently based at Trent Bridge House, into County Hall and will increase the number of full time equivalent staff based there from 736 to 1,030. This phase is expected to be complete by April 2018.

7. The SWP will then move to deploy equipment and reconfigure offices in Mansfield and Ollerton before returning to County Hall to restack the remaining floors that will see the full time equivalent staff based at County Hall rise further from 1,030 to 1,210.
8. The rationale for splitting the programme activity at County Hall into two phases is:
 - It allows us to strike the balance between the impact of the programme on back-office and frontline services
 - The gap between the two phases of activity at County Hall will allow time for the associated changes to embed

Financial Implications

9. There are no financial implications associated with this report

10. **Other options considered**

- The option to move onto office buildings at Sherwood Energy Village following the completion of the work at Lawn View House

The SWP has always tried to balance the benefits between frontline and back office services. When the tablet devices were rolled out in 2015 we prioritised front line staff ahead of back-office staff. Given that the deployment activity in 2017 has been focused on front line staff at Chancery Lane, QMC and Lawn View House we felt that it would be a good time to undertake some work at County Hall before going back out into the County in 2018.

11. **Reasons for Recommendations**

To seek approval to communicate the future work of the SWP to staff.

12. **Statutory and Policy Implications**

This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, ways of working, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

- 1) That the Improvement & Change Sub-Committee notes the future work planned for the SWP.
- 2) That the Improvement & Change Sub-Committee provides approval to communicate the future work of the SWP to staff and other stakeholders.

Jayne Francis-Ward
Corporate Director (Resources)

**For any enquiries about this report please contact:
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Constitutional Comments [SSR 14/09/2017]

13. The Improvement and Change Sub-Committee has the delegated authority to agree these recommendations.

Financial Comments [RWK 14/09/2017]

14. There are no specific financial implications arising directly from this report.

Background papers and Published documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Electoral Division(s) and Member(s) affected

All