REPORT OF THE LEADER OF THE COUNCIL

STAFFING STRUCTURE FOR PERFORMANCE, INTELLIGENCE AND POLICY TEAM

Purpose of the Report

1. The purpose of this report is to seek approval for the staffing structure for the Performance, Intelligence and Policy team which is part of the Corporate Strategy Group in Policy, Planning and Corporate Services Department.

Background

2. The savings proposals that were agreed by Policy Committee on 13th November 2013 included a number of outline business cases that were to deliver savings in performance functions that were dispersed across the council prior to the centralisation of performance. This has resulted in savings equivalent to 9.2 fte's.

3. As part of the development of the Strategic Management Framework it was agreed that performance management functions from across the council would be centralised into a new team, the Performance, Intelligence and Policy Team, with other functions including research, equalities, policy and information. In addition to develop consistent approaches to the access, reporting and management of data it has recently been proposed that the team will now include the report specialist roles that support Frameworki and other systems from ASCH and CFCS.

4. Staff and the Trades Unions have been consulted on the proposed structure in accordance with the employment procedures rules.

5. Through redefining your council a key programme of work on performance management and benchmarking has been established as part of the cross council portfolio for transformation and this will lead to further developments in this area.

The Performance, Intelligence and Policy team

6. It is proposed that the Performance, Intelligence and Policy team will build on existing good practice and work together across three key areas:

   Data
   Managing the Council's data strategy, data sharing, open & big data and data management, governance and assurance processes;
   Managing data and information from NCC systems and partners to provide accurate and relevant business information and dashboards to support detailed analysis and timely business decisions;
   Managing the council's data warehouse, data marts, data cubes, technical reports and data rules;

Providing statutory collection / reporting requirements.

Performance and Strategic Analysis
Working with services, leadership teams & partnerships to analyse, understand and respond to business intelligence, benchmarking information, shared data, pressures, demand and progress against plans.

Ensuring informed plans, commissioning, decision making, quality assurance and reporting to manage service, council, partnership and strategic performance risks.

Research and Intelligence
Managing external statistical, benchmarking and partnership research data. Specialist interpretation forecasting, modelling , projections and mapping on the county's population, social condition and economy for use in developing evidence based policies, plans and service commissioning; This is supported by specialist advice regarding the equality implications.

7. The integrated team structure is set out in Appendix A and includes a total of 27.5fte permanent posts. The initial integrated structure may need to have minor adjustments made to it over the coming months as it becomes clearer about emerging service needs and priorities.

8. In addition 6.5 temporary posts are included in the structure. The reason these posts are temporary is that the funding is not permanent. These temporary posts will provide support to the Strategic Analytical Unit, which supports the work of the Safer Nottinghamshire Board; the Troubled Families programme; additional data reporting demands in ASCH and the business reporting and management information project. There are 5 managerial posts within the structure other senior posts refer to the level of expertise and experience required of post-holders. New and changed posts will be subject to job evaluation.

9. The team will have to ensure that there is no reduction in service to key priority areas and partnerships. Resourcing has been designed to allow for a focus on these areas, with less intensive support for non-priority areas. A range of activity that will support the service to operate in this way and build on existing good practice will be implemented through the performance management and benchmarking programme.

Consultation

10. Employees have been consulted and provided with opportunities to input into the development of the Performance, Intelligence and Policy Team. This consultation was open from 26 September 2014 to 13 October 2014 and included a team presentation and consultation at which Trade Union colleagues were present.   Feedback received during the consultation period has been incorporated both into the job descriptions and the final team structure.

Other Options Considered

11. A range of options have been considered in developing the Performance, intelligence and Policy Team structure , however these did not achieve the efficiencies and savings identified in the Strategic Management Framework and Outline Business Cases.

Reason/s for Recommendation/s

12. The proposed structure reflects the budget proposals for 2014/15 including a number of outline business cases which were agreed by County Council. The outline business cases

were brought forward to achieve savings that would contribute to the Council's budget challenge pressures and to support the establishment of a new support function, agreed as part of the Strategic Management Framework.

Statutory and Policy Implications

13. 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, 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.

Financial Implications

14. The budget savings outlined have already taken place and have come out of the 2014/15 budgets. The structure of this team will be funded from existing budgets within departments. All budgets will be amalgamated in the new team.

RECOMMENDATION/S

It is recommended that:

1. Policy Committee notes the work undertaken in developing the centralised Performance, Intelligence and Policy Team

2. The proposed staffing structure for the Performance, Intelligence and Policy Team as set out in Appendix A be approved.

Councillor Alan Rhodes
Leader of the Council

For any enquiries about this report please contact:
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Constitutional Comments (KK 30/10/14)
The proposals in this report are within the remit of the Policy Committee.

Financial Comments (SEM 30/10/14)
The financial implications are set out in the report.

Human Resources Comments ((MLH 3/11/2014)
The human resources implications are set out in the body of the report. The assimilation of employees into the new structure will be through the application of the Council's enabling procedure.

Background Papers
Outline Business Cases A06, A19, A68

Electoral Division(s) and Member(s) Affected:
All