

CHESHIRE EAST

Cabinet

Date of meeting: 7 October 2008
Report of: Leader
Title: Progress Reporting Paper

1.0 Purpose of Report

- 1.1 The purpose of this paper is to provide Members with an update on the programme; to draw attention to progress made against key milestones and highlight what the next steps will be for the forthcoming months.

2.0 Decisions Required

The Cheshire East Cabinet is recommended to:

- 2.1 note progress made during September (appendix 1);
- 2.2 recognise activities to be undertaken throughout October and November (appendix 2)

3.0 Financial Implications for Transition Costs

- 3.1 None

4.0 Financial Implications 2009/10 and beyond

- 4.1 None

5.0 Risk Assessment

- 5.1 All milestones should be considered against the high level Risk Matrix.

6.0 Background - Appendix 1: Progress during September

- 6.1 Appendix 1 sets out the key milestones, as taken from the High Level Implementation Plan, which were due for completion in September. The status of each milestone and a brief description of what has been achieved can be found here.

7.0 Options - Appendix 2: Next Steps

- 7.1 Appendix 2 highlights the key milestones to be achieved in October and November.

8.0 Appendix 3 – Milestone Plan

8.1 Appendix 3 provides a visual representation of progress to date in the form of a Milestone Plan.

9.0 Reasons for Recommendations

9.1 Members of the Cabinet are invited to comment on:

- achievements to date; and
- activities that need to be undertaken throughout October and November.

For further information:-

Portfolio Holder: Councillor Wesley Fitzgerald

Officer: Alistair Jeffs

Tel No: 01244 9 72228

Email: alistair.jeffs@cheshire.gov.uk

Background Documents:-

Documents are available for inspection at:

Member Support Team, Westfields, Middlewich Road, Sandbach, CW11 1HZ

PROGRESS DURING SEPTEMBER

Listed below are a number of key milestones that were due to be completed in September. The status of each milestone and a brief summary of what has been achieved can be found in the paragraphs following the table.

SEPTEMBER	
Overall programme	1.1 Tier 2 Appointments (if internal) 1.2 Commence Recruitment of Section 151 and Monitoring Officers
People	1.3 Agree Approach – Fair Funding Formula for Schools 1.4 Social Care – Frame Proposals for Aggregation/ Disaggregation
Places	1.5 LDF Local Development Scheme and Statement of Community Involvement
Performance & Capacity	1.6 Draft Sustainable Community Strategy
HR	1.7 High Level Organisational Structures Agreed 1.8 Staff Retention Strategy 1.9 Flexible and Mobile Working Employee Principles Agreed 1.10 Detriment Scheme 1.11 Relocation Expenses Scheme
Finance & Asset Management	1.12 Implement Financial Ledger for Modelling

1.1 Tier 2 Appointments (if internal) – IN PROGRESS

The formation of the Corporate Management Team has started to take shape with the Chief Executive and Strategic Directors for People and Places being recently appointed. Recruitment is now underway to appoint four more leaders to complete the Corporate Management Structure. Positions currently advertised include:

- Borough Treasurer & Head of Assets
- Head of Human Resources/Organisational Development
- Borough Solicitor & Monitoring Officer
- Head of Policy & Performance

These posts have initially been ringfenced to employees of the existing seven Cheshire Authorities. Closing date for applications is Friday 3 October.

1.2 Commence Recruitment of Section 151 and Monitoring Officers – IN PROGRESS

Both positions have been advertised as part of the Tier 2 recruitment process as mentioned above. The role of Section 151 officer is incorporated into the post of Borough Treasurer & Head of Assets and the role of Monitoring will become the responsibility of the Borough Solicitor & Monitoring Officer.

1.3 Agree Approach – Fair Funding Formula for Schools - COMPLETE

It was agreed at the Cabinet meeting on 8 September that authorisation be given for work to be undertaken on the School Funding Formula for the Authority. The proposed formula needs to be agreed during January 2009 and will be used to issue school budgets in 2009-10.

Members also gave approval for work to commence on the Scheme for Financing Schools that sets financial regulations under which schools spend their budget shares. The scheme needs to be approved by the Schools Forum during early 2009 and should be issued to schools before 1 April 2009.

1.4 Social Care – Frame Proposals for Aggregation / Disaggregation – IN PROGRESS

Work on Social Care service delivery and structure is progressing as part of the People's Block Workstream. Service structures have been reviewed as part of the corporate exercise on disaggregating services or retaining pan-Cheshire services (this is considered in more detail elsewhere on the agenda).

1.5 LDF Local Development Scheme and Statement of Community Involvement – IN PROGRESS

Work has been progressing well on the LDF Local Development Scheme and the Statement of Community Involvement. Both of these issues will be put before Cabinet and Council in October.

1.6 Draft Sustainable Community Strategy – IN PROGRESS

A draft Interim Consolidated Sustainable Community Strategy for Cheshire East has been produced. Members have been involved in the production of the strategy providing an input and suggesting amendments which have been incorporated into the document accordingly.

Stakeholder consultation is under way with a view to Council on 20 October approving the interim document. A new Sustainable Community Strategy for Cheshire East will continue to evolve and be refined over the coming months with it going out for consultation Spring time 2009.

1.7 High Level Organisational Structures Agreed – IN PROGRESS

The High Level Organisational Structure has been completed at Tiers one and two. This in turn, clarifies the allocation of all key service areas across the six

Management Board areas of responsibility. Over the following weeks further work will be undertaken to provide more detailed organisational structures in each of these areas.

1.8 Staff Retention Strategy – IN PROGRESS

A paper has been drafted to be discussed initially with the Joint Chief Executives of the seven existing Authorities on the 14th October.

1.9 Flexible and Mobile Working Employee Principles – REPOSITIONED

A paper was shared with the Cheshire East JIT in September which was supported in principle. It was however recognised that Flexible and Mobile Working (F&MW) was a much wider issue than HR and as a result an integrated F&MW project specifically for the East is to be commissioned bringing together HR, ICT and Property to focus on day one priorities and a longer term strategy for the new Authority.

1.10 Detriment Scheme – IN PROGRESS

Detriment was considered at Staffing Committee on 16 September where Trade Unions had the opportunity to respond to proposals. However, there remains a number of areas which are under discussion with the Trade Unions.

1.11 Relocation Expenses Scheme – IN PROGRESS

The issues surrounding relocation support was addressed by the Staffing Committee where representations were made by the Trade Unions. Further consideration is being given to this.

1.12 Implement Financial Ledger for Modelling – IN PROGRESS

An Oracle Project Team has been established for a number of months and is making good progress with the implementation work for rolling out the Oracle Financial Ledger across the new Authority from April 2009. Some initial work has been undertaken on modelling the Financial Ledger but this work is now dependant on finalising the organisational structure before any more detailed modelling can be undertaken.

NEXT STEPS

The following milestones have been grouped under the relevant Block, Joint Transitional Project or Overall Programme and are to take place throughout October and November.

OCTOBER	
Overall Programme	<ul style="list-style-type: none"> ▪ Chief Executive in Post ▪ 2nd Tier officers appointment (fast track)
People	<ul style="list-style-type: none"> ▪ Set up School Forum ▪ Set up School Admission Forum ▪ School Governors Re-appointing
HR	
Finance & Asset Management	<ul style="list-style-type: none"> ▪ Medium Term Financial Strategy Update

NOVEMBER	
People	<ul style="list-style-type: none"> ▪ Agree Packages/Cost of Support Services for Schools
Places	<ul style="list-style-type: none"> ▪ LDF Core Strategy Consultation ▪ Waste Disposal Contract Preferred Bidder
Performance & Capacity	<ul style="list-style-type: none"> ▪ Establish Shadow Local Strategic Partnership ▪ Corporate Plan Development
HR	<ul style="list-style-type: none"> ▪ liP Arrangements for new Authority ▪ Agree Core Values Framework for Cheshire East ▪ Employee Code of Conduct
Finance & Asset Management	<ul style="list-style-type: none"> ▪ Finalise 2009/10 tax base ▪ Medium Term Financial Strategy