

# **Local Government Re-organisation in Northamptonshire**

26 March 2019

# The journey so far: Key events in creating new authorities - 2018

- Max Caller Report: March
- Invitation from the Sec of State: April
- Proposal submitted to Secretary of State (from 7 LAs): 31st August
- Government consultation launched: end of November

# The journey so far: Key events in creating new authorities - 2019

- Government consultation concluded: 25th January
  - *(Note: all of the following subject to the amount of parliamentary time available)*
- Government decision expected before Easter recess of Parliament (i.e. late March/ early April)
- Structural Changes Orders (SCO) laid before Parliament: post Easter
- Completion of parliamentary process on SCO expected by the end of June
- First meeting of the Shadow authorities: 14 days after SCO formally agreed (estimating early July)

*(Appointment of the three statutory officers (interim) will be progressed during 2019)*

# The journey so far: Key events in creating new authorities - 2020

- Budget approval for two new authorities: February
- Two new councils go live (Vesting Day): 1st April
- Elections for the two new authorities: May

*(Appointment of the Chief Executive can only be confirmed by the Shadow authority)*

**North unitary area**

**Population: 343,614**



**West unitary area**

**Population: 401,996**

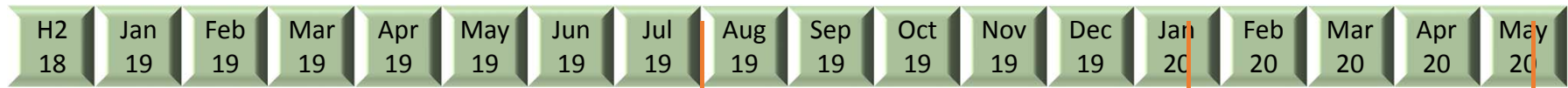


# Where we are trying to get to

One programme of work to deliver the creation of two new unitary councils:

- That are sustainable
- That are safe and legal from the outset
- Where services are seamlessly delivered on day one and beyond
- Which are on their own journeys of transforming services in Northamptonshire

# Programme Phases



**Phase 1 - Create New Unitary Councils**

- Initiation
- Disaggregation Agreement
- Baseline Data
- TUPE Principles
- ICT Principles
- Prepare for the Shadow Councils
- Parliamentary Orders

**Phase 2 – Preparing to Deliver Services on 1 April 2020**

- Discovery
- Detailed Implementation Planning
- Day 1 Preparation (Budget, Policies, Constitution, TUPE, Governance etc)
- Mobilisation

**Phase 3 - Designing the New Authorities**

- Design Principles
- Interim Vision & Strategic Priorities
- Interim Target Operating Model
- Culture, Values, Organisational Design
- Develop and Implement Transformation Plans
- Development of new Corporate Plan

◆ New Authorities Go Live  
 ◆ Elections

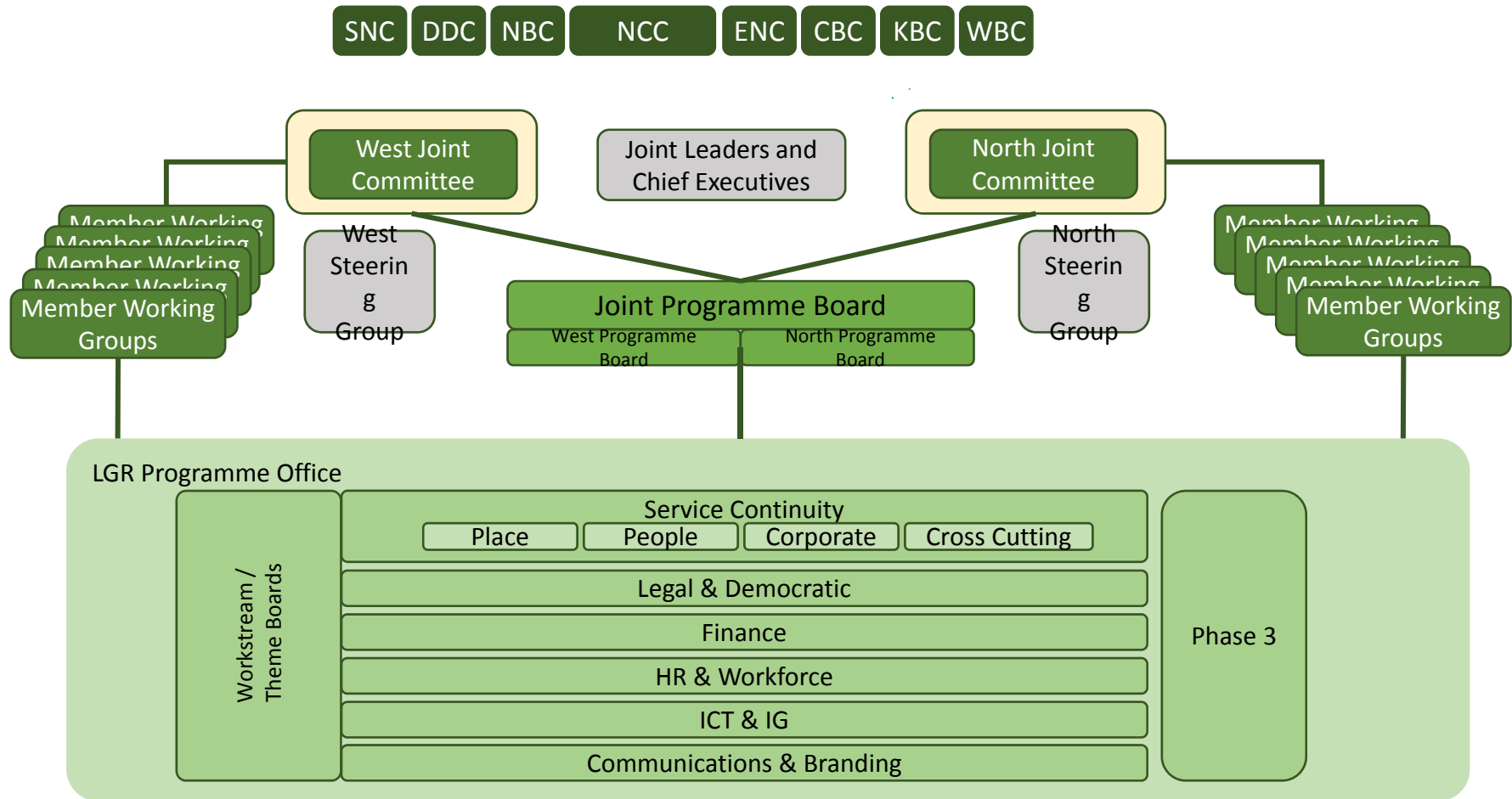
Gateway 1  
Discovery Complete

Gateway 2  
Operational Readiness

Gateway 3  
Post Go-Live



# Current Programme Governance (pre Shadow)





# Programme Objectives

Programme Item	Objective
Service Continuity	To deliver safe and legal services, with no break in continuity, with the eligible workforce transferred to their new employer with clear policies in place and with plans for the convergence of services where duplicated
Safe & Legal operation at vesting day	Legal and balanced budgets set, constitutions agreed with schemes of delegation in place and statutory officers appointed, contracts and partnerships, policies, statutory reporting and all other statutory functions in place
Disaggregation	Agree the basis of transfer of County Council service provision to the two unitaries, with fair apportionment of finance, staffing transfer, assets, vehicles, debt and reserve positions
Senior Management Teams Recruited	Heads of Paid Service and senior (tier 2) teams recruited/appointed, with appropriate support in time to lead the transitional structures and final service continuity deliveries
Transitional Structures	To ensure that both Unitary Councils have transitional operating structures from 1 April 2020. To achieve cost reductions to be defined as required for the 2020/21 budgets
Strategic Transformation Preparation	To define the new operating model and long-term organisational structure for each of the two unitary councils, and define the strategic aims and objectives



# Governance - Programme Reporting, Risk Management

- Provide focus on assuring delivery against milestones and managing major risks
- Workstreams report fortnightly with a programme level summary
- Progress is reviewed at workstream board meetings, Programme Board and Shadow Executive Committee
- Risk appetite to be agreed and reported routinely

**OVERALL PROGRAMME STATUS - DATE**

Overall status: ↔ Scope: ↔ Budget: ↓ Time: ↑ Resource: ↓ Stakeholder: ↔ Risk & Issue: ↔

*Brief description of overall programme status, significant achievements, major concerns or imminent major events*

<b>Return to Green</b>	↔	Describe key actions to return overall programme RAG status from Red or Amber to Green	
<b>Change Requests</b>	↓	Describe any significant, proposed or in progress change requests to the Programme Scope	
<b>Resources</b>	↓	Describe significant resource gaps actions e.g. recruitment, and key events e.g. new or exiting team members	
<b>Plan</b>	↑	Describe readiness of plans and tracking against it, with description of any significant exceptions	
<b>Benefits</b>	↔	Describe whether programme is on track to deliver benefits and any significant exceptions or risks	
<b>This week</b>		<b>Issue/Risk</b>	<b>Mitigation</b>
<b>Top Issue</b>	↔	Describe highest programme level risk	Describe mitigation plan to address
<b>Top Risk</b>	↓	Describe highest programme level issue	Describe mitigation plan to address

**WORKSTREAM NAME - STATUS UPDATE**

Workstream Sponsor: \_\_\_\_\_ Date: \_\_\_\_\_ Workstream RAG: ↔

Project Manager: \_\_\_\_\_

**General Workstream Summary**

*Brief description of overall workstream status, significant achievements, major concerns or imminent major events*

Key Initiative Achievements (This Week)		Next milestones			
Describe key achievements this week		Milestone	RAG	Due Date	Target Date

**Key Initiative Activities (Planned Next Week)**

*Describe key achievements for next week*

ID	Raised By	Date Raised	Risk Description	Impact Statement	I	P	RS	Mitigation Plan	Owner
			Describe the top risk for the workstream		4	4	16		

ID	Raised By	Date Raised	Issue Description	Impact Statement	S	Resolution Plan	Owner
					H		

		LIKELIHOOD				
		(1) Rare	(2) Unlikely	(3) Possible	(4) Likely	(5) Almost Certain
IMPACT	5	5	10	15	20	25
	4	4	8	12	16	20
	3	3	6	9	12	15
	2	2	4	6	8	10
	1	1	2	3	4	5

