

Operational Executive Decision-Making Form

Operational Decision Record

Publication Date 12/04/22	Decision Reference Number 4595
Decision Title	
Transformation & Improvement - Future Ways of Working programme #34	
Decision Value	
Up to £0.135m	
Revenue or Capital Spend?	
Revenue	
Department	
Finance and Resources	
Contact Officer (Name, job title, and contact details)	
Richard Henderson (Director of HR & EDI)	
Decision Taken	
To approve the spend associated with the additional resources required to implement the councils Future Ways of Working programme.	
Reasons for Decision and Background Information	
<p>To progress the Councils recovery and improvement plan and deliver on the themes of Asset Rationalisation and New Ways of Working (reflecting the post Covid-19 impact) the costs associated with this decisions are to develop and implement:</p> <ul style="list-style-type: none">• The formalisation of New Ways of Working and the categorisation of 'Worker Types'.• Ensure that leadership, support, development, equipment and tools are available to ensure colleagues can undertake their roles successfully.• Make the necessary changes to the Councils estate and its accommodation to ensure the infrastructure supports the way we want/need to work.• The council remains an employer of choice able to attract and retain talented people, offering modern working arrangements, modern accommodation and an infrastructure which supports the way we work.	

Other Options Considered and why these were rejected

- **Do nothing:** this does not support the aims/ambitions of our Future Ways of Working programme, or produce the identified benefits. It does not support:
 - The return of office based workers, post Covid-19 or protect against the negative impacts identified.
 - A well-managed and organised approach to asset rationalisation and
 - It will potentially damage the reputation of the Council and impact on our attraction/retention of talent.
- **Attempt to implement without additional resource:** this work cannot be delivered with in current resources or part of other programmes, it requires a dedicated resource or the programme will fail. There is no existing capacity to implement the change of worker types and vary contracts, or adequately support/guide managers/teams to make this change. Additional resource is required to appropriately plan and execute asset rationalisation and secure the benefits. Colleagues have been clear, through high engagement activity, that they require additional support with this improvement programme.

Reasons why this decision is classified as operational

This is a financial commitment of under £150,000.

It involves the delivery of an agreed policy within a budget approved at Executive Board on 20 July 2021.

Additional Information

N/A

Decision Maker (Name and Job Title)

Mel Barrett – Chief Executive



Scheme of Delegation Reference Number

Authority delegated by Executive Board 20 July 2021

Date Decision Taken

11/04/22