

# **Staff briefing**

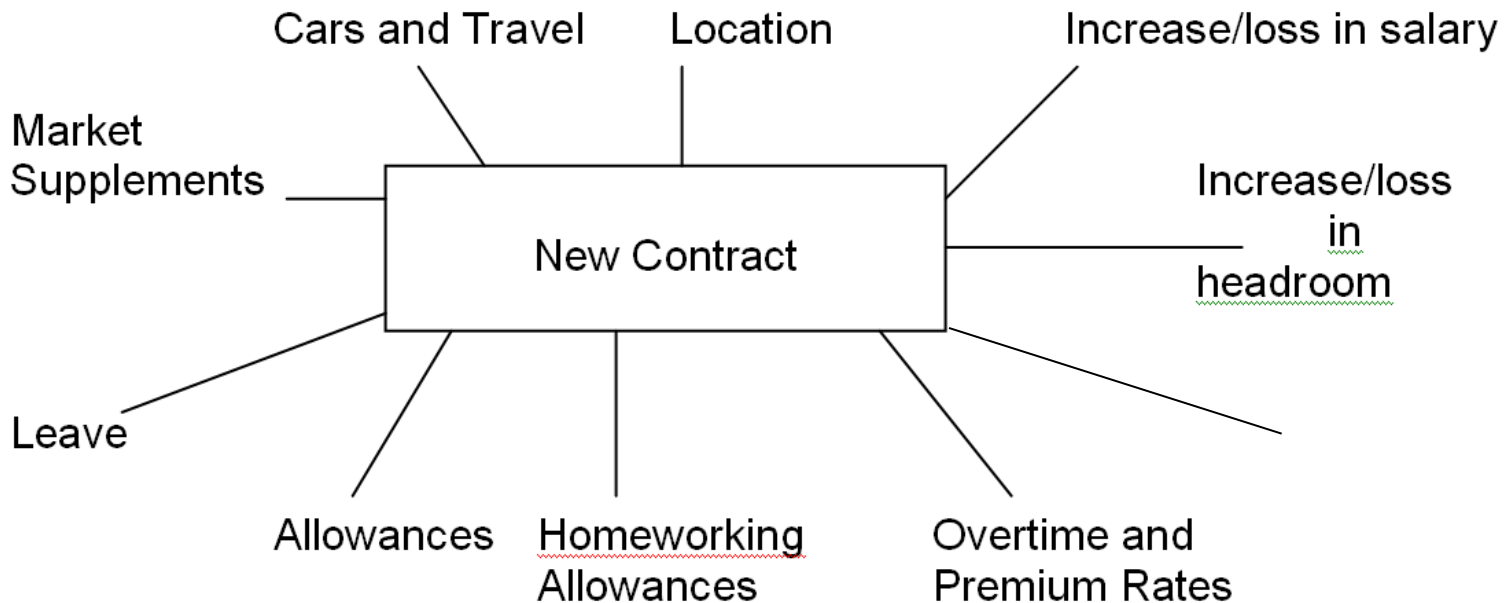
## **May 2013**

- Pay and Reward Update
- Restructuring and Organisation Design
- Corporate visioning
- Peer challenge
- Overall budget position
- Vision 2031

# Single Pay and Reward

- Councils' Approval
- HR Project Team
- Individual Impact
- Three groups of staff
- Letter and contract
- Fair and transparent

## New contract



# Timetable

1st Group – staff not in current restructure

e.g. Waste Operations

Most of Planning

Audit/Comms/ICT

From 17 May

2nd Group – current restructuring (April-June)

Econ Dev and Growth

Finance

HR and PAs

Legal

Policy

June – when appointed

3rd Group – July-September restructuring, as appointed

Final check, individuals.

# Fred

- Currently scp 23, £20,198
- JE Score 350, Band C
- Protection on current salary until March 2015, substantive post top Band C, scp 22, £19,621
- National pay increases applied to scp 22, No change in salary for Fred.
- 1st April 2015, Fred's salary changes to the new scp 22, (£19,621 plus any pay increases April 2013/14/15).

# Organisational design

- Based on Trust
- Accountability
- Responsibility
- Decision Making
- Empowering
- Efficient (Resource and Talent)
- Layers and Spans

# Organisational layers

- CEO/Directors
- HoS
- Business Managers and Senior Partners
- Team Leader 2
- Advisors & Team Leader 1
- Operational Delivery Teams



# Job families

- Sets or ladders of jobs
- Share a core set of competencies
- Role profiles not function specific
- Career development progression
- Levels of proficiency, responsibility and competence
- Administrative, Operations, Business Partnering/Technical
- Clear link to Organisation Layers

# Job Families

Pay Bands/ Levels	Operations Career Family	Admin Career Family	Professional/Business Partner Career Family				Layers
<b>Director</b>						•	Chief Executive/Director
<b>HS3</b>					•		Head of Service
<b>HS2</b>					•		
<b>HS1</b>					•		
<b>I</b>				•			Business Manager
<b>H</b>			•				Business Partner Level 3
<b>G</b>			•				Business Partner Level 2
<b>F</b>	•	•	•				Team Leader/Advisor Level 2 Business Partner Level 1
<b>E</b>	•	•	•				Team Leader/Advisor Level 1
<b>D</b>	•	•					Admin / Front line / Operations
<b>C</b>	•	•					
<b>B</b>	•	•					
<b>A</b>	•	•					
<b>Apprentice</b>	•	•					Apprentice

# Corporate Vision

- Corporate / Strategic Plan and Medium Term Financial Strategy refresh for 2013-2015
- Staged approach: vision, priorities, actions and projects
- Vision exercise at Joint Cabinet Planning in Newmarket on 12 April 2013
- Members considered a range of statements about the possible future role of the councils. What should be our offer to businesses, customers, community groups and partners?
- Consistency of view between the two councils and lots of common themes, including
  - more engagement with others
  - measured risk taking
  - taking a more commercial approach
  - improving customer access

# Peer challenge

- Carried out sometime between October 2013 and February 2014
- Team: another Chief Executive, councillor and staff from the LGA
- Supportive and improvement focussed
- It is NOT an inspection - no score or ranking
- Team will look at
  - Leadership and governance
  - Growth and economic development
  - Partnerships and commissioning
  - Priority setting and financial planning

# Budget

# Housekeeping

- Outcome of county elections
- Clear desk policy