

Cabinet

13 Chwefror 2023

Y Pwnc: STRATEGAETH DRAWSNEWID Y CYNGOR

Y Pwrpas: Bydd Strategaeth Drawsnewid yn darparu'r fframwaith strategol i gefnogi'r gwaith o gyflawni cam nesaf Rhaglen Drawsnewid y Cyngor.

Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

Ystyried y blaenoriaethau allweddol o fewn Strategaeth Drawsnewid y Cyngor a chymeradwyo'r Strategaeth, a fydd yn sylfaen i weithredu cam nesaf Rhaglen Drawsnewid y Cyngor.

Y Rhesymau:

Bydd Strategaeth Drawsnewid yn darparu'r fframwaith strategol i gefnogi'r gwaith o weithredu rhaglen trawsnewid sefydliadol yn ystod y pum mlynedd nesaf.

Angen i'r Cabinet wneud penderfyniad

OES - 13 Chwefror 2023

Angen i'r Cyngor wneud penderfyniad

NAC OES

YR AELOD CABINET SY'N GYFRIFOL AM Y PORTFFOLIO :: Y Cyngorydd Philip Hughes
- yr Aelod Cabinet dros Drefniadaeth a'r Gweithlu

Y Gyfarwyddiaeth:

Enw Pennaeth y Gwasanaeth:
Paul R Thomas

Awdur yr Adroddiad: Jon Owen

Swyddi:

Y Prif Weithredwr
Cynorthwyol (Rheoli Pobl)

Rheolwr Trawsnewid

Rhif ffôn:

PRThomas@sirgar.gov.uk

JOwen@sirgar.gov.uk

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EXECUTIVE SUMMARY

SUBJECT

COUNCIL TRANSFORMATION STRATEGY

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

The main aim of the Transformation Strategy is to provide the strategic framework to underpin a programme of significant organisational change that will support the Council in achieving its wider aims and objectives, as set out within its Corporate Strategy.

It will aim to further accelerate the process of modernisation across the Council, and allow us to continue to deliver high quality, cost-effective services within the context of a challenging external environment.

Transformation should be regarded as an on-going process, and therefore this will be a dynamic Strategy which will require review and updating on an annual basis.

The Strategy encompasses 8 thematic priorities:

- Workforce
- Workplace
- Efficiencies and Value for Money
- Income & Commercialisation
- Service Design & Improvement
- Digital and Customers
- Decarbonisation
- Schools

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: Paul R Thomas

Head of People Management

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	NO	YES	YES	YES	YES	YES

1. Policy, Crime & Disorder and Equalities

The Transformation Strategy which will provide the strategic framework to support the implementation of a programme of organisational transformation and change over the next 5 years. Its main aim is to create the internal change required to support the delivery of aims and objectives of the new Corporate Strategy.

2. Finance

One of the key aims of the Transformation Strategy will be to help the Council to continue to achieve a sustainable financial future in the context of a potential reduction in budgetary resources, combined with increasing service demands and costs. The 'Efficiencies and Value for Money' theme will aim to continue and build on the work of the current TIC Expenditure workstream and to deliver financial savings through efficiencies or cost reductions and smarter ways of working. The 'Income & Commercialisation' theme will look to develop a more commercial approach to the delivery of Council services with a view to increasing the level of income generated and debt recovered.

3. ICT

The use of technology will be key to the modernisation and automation of Council processes, supporting smarter and more productive ways of working for staff, whilst making it easier for customers to contact the Council.

4 Risk Management Issues

The delivery of individual workstreams and the implementation of transformation projects will need to be underpinned by the effective application of risk management practices.

5. Physical Assets

The 'Workforce' theme encompassed within the Strategy will look to exploit the opportunities presented by a move to hybrid working, which will allow the Council to further rationalise its accommodation portfolio and to modernise and improve the working environment within the remaining core buildings

6. Staffing Implications

The Strategy identifies a number of 'people/workforce' issues to be progressed as part of the new phase of Transformation. The Workforce thematic priority will aim to oversee the development of a Workforce Strategy, and delivery of other initiatives, to enable the Council to become a more modern and responsive organisation and an 'Employer of Choice'. Effective staff engagement mechanisms will be key to the successful delivery of the wider transformation and change programme.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Paul R Thomas

Head of People Management

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

1. Scrutiny Committee request for pre-determination

NO

If yes include the following information: -

Scrutiny Committee

Date the report was considered:-

Scrutiny Committee Outcome/Recommendations:-

2. Local Member(s)

N/A

3. Community / Town Council

N/A

4. Relevant Partners

N/A

5. Staff Side Representatives and other Organisations

Trade Union representatives will be engaged as part of the implementation of the Transformation Strategy and Programme

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED YES	Include any observations here
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**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THESE ARE DETAILED BELOW OR THERE ARE NONE (Delete as applicable)

Title of Document	File Ref No.	Locations that the papers are available for public inspection
N/A		