

**PWYLLGOR CRAFFU  
PERFFORMIAD AC ADNODDAU CORFFORAETHOL**

**9 GORFFENAF 2024**

**RHAGLEN DRAWSNEWID – ADRODDIAD CYNNYDD**

**Y Pwrpas:** Darparu diweddariad cynnydd ar weithredu Rhaglen Drawsnewid y Cyngor.

**Yr argymhellion / penderfyniadau allweddol sydd eu hangen:**

**Ystyried diweddariad sy'n amlinellu'r cynnydd o ran cyflawni blaenoriaethau allweddol a nodir yn Strategaeth Drawsnewid a Rhaglen Waith y Cyngor.**

**Y Rhesymau:**

Gofynnwyd am ddiweddariad cynnydd ar weithredu'r Rhaglen Drawsnewid gan y Pwyllgor Craffu fel rhan o ddatblygiad ei Flaenraglen Waith

Angen i'r Cabinet wneud penderfyniad

NAC OES

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:

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# EXECUTIVE SUMMARY

## CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE 9<sup>TH</sup> JULY 2024

### TRANSFORMATION PROGRAMME – PROGRESS REPORT

- Following the Local Government elections in 2022, it was agreed to that this would be an opportune time to review the Authority's approach to transformation and ensure that the programme was fully aligned with the aims and objectives of the new Corporate Strategy.
- The roll out of this new approach would be underpinned by the development and implementation of a Transformation Strategy. This is the first time that the Council that has produced a Transformation Strategy, and it is intended that this would provide the strategic framework to drive a programme of significant change and transformation across the organisation over the next 5 years.
- The Strategy is focussed on delivering on the following thematic priorities:
  - Efficiencies and Value for Money
  - Income and Commercialisation
  - Service Design & Improvement
  - Workforce
  - Workplace
  - Customers and Digital
  - Decarbonisation
  - Schools
- The attached report provides an overview of progress in implementing these priorities and associated projects, together with some of the key outcomes achieved to date.

**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
<b>YES</b>	<b>NO</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>

## 1. Policy, Crime & Disorder and Equalities

The Transformation Strategy provides 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.

## 1. 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.

## 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 Workforce Workstream is overseeing 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

Assistant CEX – People Management

**1. Scrutiny Committee – Corp, Performance and Resources Scrutiny 9-7-24**

**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**

**Section 100D Local Government Act, 1972 – Access to Information  
List of Background Papers used in the preparation of this report:**

**THERE ARE NONE**