



CABINET

11TH JUNE 2015

AGENDA ITEM (9)

ONE TEAM UPDATE

Accountable Member	Councillor Lynden Stowe Leader of the Council
Accountable Officer	Ralph Young 01285 623000 ralph.young@cotswold.gov.uk Kath Hoare 01285 623000 kath.hoare@cotswold.gov.uk

Purpose of Report	To provide a final update on the One Team programme.
Recommendation(s)	(a) That the close down of the One Team programme be approved; (b) that the remaining budget be returned to the Council Priorities Fund and Capital Fund respectively.
Reason(s) for Recommendation(s)	The programme is substantially complete and the target financial benefits have been achieved, as detailed in the background information section, and so it is recommended that the One Team programme is closed down.

Ward(s) Affected	All
Key Decision	No
Recommendation to Council	No

Financial Implications	<p>Significant savings have been made as a result of these changes. The cashable savings achieved, at Cotswold DC, since 2009 are in excess of £5m per annum. Changes implemented through One Team have enabled the Council to be in a position to deliver further savings in future years, as part of the 2020 Vision.</p> <p>In addition to the financial benefits there is:</p> <ul style="list-style-type: none">i. greater resilience, both in terms of specialist staff and ICT infrastructure as a unified network means that West Oxfordshire District Council can act as a backup.ii. wider experience and better collective skill set, as the organisation learns from the changes made to date and prepares for those to come.
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	<p>iii. better access to services and information for customers.</p> <p>These benefits will increase through business as usual activity or as part of the 2020 Vision.</p> <p>The remaining One Team programme budget is £63,700 revenue and £152,000 capital. It is recommended that this is returned to the Council Priorities Fund and Capital Funds respectively.</p>
Legal and Human Rights Implications	None
Environmental and Sustainability Implications	None
Human Resource Implications	None
Key Risks	None
Equalities Impact Assessment	None

Related Decisions	<p>Approval of the One Team strategic statement (Mandate) – Cabinet July 2009</p> <p>Approval of the One Team programme brief – Council October 2009.</p>
Background Documents	None
Appendices	None

Performance Management Follow Up	<p>Outstanding actions will be managed via Service Plans and further savings and corporate changes will be managed as part of the 2020 Vision programme.</p>
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Options for Joint Working	
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<p>Background Information</p> <ol style="list-style-type: none"> The One Team programme was set up in 2009/10 to underpin the changes that the Council needed to make to transform how it operated in order to meet the significant financial challenges it faced and to prepare for the future. These changes have now been substantially achieved and so it is recommended that the One Team programme is closed down. Significant savings have been made as a result of the changes. The cashable savings achieved by the Council since 2009 are in excess of £5m per annum. Changes implemented through One Team have enabled the Council to be in a position to deliver further savings in future years, as part of the 2020 Vision. The last five years have seen significant changes at the Council. The following summarises what is different:-

- a substantial proportion of our services are now delivered via shared services, either in partnership with West Oxfordshire District Council; through GO Shared Services or through Ubico Ltd;
- we have an ICT infrastructure that supports shared working through the use of video conferencing, video phones, unified networks, shared document storage areas and laptops that support mobile working;
- there is a new customer centric, mobile responsive Web Site, supported by cross service authoring groups and new software, to enable access to further on-line services and information to be developed in future;
- services are delivered through a broader range of delivery models: for example, GO Shared Services, a shared service with a lead employer set up by four Councils with six clients; Ubico Ltd., a Teckal company set up initially by two Councils to deliver waste collection and other environmental services; Leisure and Cultural Services, which have been transferred to alternative providers;
- a common suite of software applications with improved support underpinning Planning, Building Control, Land Charges and the Gazetteer at Cotswold and West Oxfordshire District Councils, enabling future service delivery improvements and public access to better quality information;
- increased opportunities for development and training as a result of significant organisational change, linked to appraisals based on a framework of expected behaviours, supported by access to a corporate training programme;
- wider awareness of how to get it 'right first time' for customers by working across teams using business process improvement skills;
- a successful track record of managing a diverse set of programmes and projects, of varying sizes and complexity over varying numbers of organisations in a changing external environment with an evolving strategic direction. Over twenty projects have been delivered, including some which affect every member of staff in both organisations, for example, use of Agresso, and one which affected service delivery to every household in the Cotswold District, for example, setting up Ubico Ltd.

5. Any outstanding issues or actions from One Team are being picked up either as business as usual via service plans or in projects that form part of the 2020 Vision.

6. A proactive approach to reviewing programmes and projects has meant that we have learned as an organisation from earlier experiences and will continue to feed this learning into future programmes and projects.

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