

Cabinet Lead Reports – Full Council 9 December 2015

Councillor Michael Wilson: Cabinet Lead for Governance, Logistics and HR

Legal Services

We are recruiting for a new Head of Legal Services and we will be welcoming a new solicitor, Alexander Kirk, to the legal team commencing 14th March 2016.

Elections

The new Electoral Register was duly published on 1 December 2015. Having contacted all known new electors with Individual Registration forms we are continuing to work on the 3500 non responding 'pending' electors. This figure has now been reduced to 2300 and will be an on-going exercise. The work on preparing for the Local Elections and the Police and Crime Commissioner Election on May 5 2016 has begun in earnest as well as preparations for a by-election in the Bondfields ward on 3 March. We are also undergoing seminars and training for the EU Referendum, although we do not have a date for that at present.

Revenue and Benefits

Universal Credit

Preparations are now underway for the roll-out of Universal Credit to Job Centres in Havant Borough which is due at the end of March 2016. DWP officers have run training sessions for our staff and a stakeholder workshop event is planned for 17th March at which the DWP will raise awareness of the Universal Credit claim process and the type of support that will be available to claimants.

Currently the national roll-out is limited to new claims from single claimants who would previously have claimed Jobseekers Allowance so the number of cases is expected to be low. Initial estimates from Job Centre Plus indicate that there may be around 1200 new claims in Havant Borough in the period up to 31 March 2017.

By the end of March Universal Credit will be "live" in all Job Centres but only for this limited client group. The rest of the national roll-out is dependent on the new digital IT system which is currently being piloted at a small number of Job Centres. The Department for Work & Pensions have advised that the current plan from May is to expand the availability of Universal Credit to new claims from all remaining client groups at a rate of 4 or 5 Job Centres per month throughout 2016 and then, from 2017, to increase to around 50 Job Centres per month. There are no Hampshire Job Centres included in the 2016 phase.

The final phase will be the migration of all existing cases which is expected to start in 2018 and finish by 2020/21.

HR, Learning and Development

The culture change programme of work remains on schedule. An integrated OD plan has been developed and tabled at Joint Executive Board for initial feedback. Further work is now underway to finalise the OD plan for final sign off towards the end of March 2016. This plan will identify the key interventions which are required to support the change in culture needed for the future.

Work continues on Phase 2 Terms and Conditions (T&C) project. A modern and innovative employment package has now been developed. Negotiations commenced with UNISON on the content of this package in January 2016. The aim is for collective agreement to be reached to ease the implementation process. It is anticipated that consultation with staff will commence towards the end of February 2016 at the latest. The project is still on track for the revised package to be implemented from April 2016 onwards.

A programme of leadership interventions will be available from April 2016 to leaders at various levels in the organisation (senior, middle, junior) to enhance the leadership skills available. These interventions will focus on commercial thinking, innovation and enhancing performance. All providers have been sourced and arrangements are in place to roll this out to staff in the near future.

The pilot programme for a 360 degree feedback approach has now concluded and feedback is in the process of being gained to ensure the roll out to the wider organisation from April 2016 onwards is as smooth as it can be. This is a positive step to enhancing performance in the organisation as it will provide staff with feedback on their leadership strengths and development areas.

Talent management processes are in the final stages of development and will be rolled out to staff from April 2016 onwards. Training sessions will be delivered by HR and held during March to raise awareness of talent management and the importance of it for the organisation.

An interactive Councillor Development Brochure is now available on modern gov. This has been developed by the HR team in conjunction with marketing colleagues to enable Councillors to access all information related to development/training in one place. This includes the recently approved Councillor Development Strategy and Councillor Competency Framework documents.