

## **9e. CABINET MEMBER FOR RESOURCES**

### **IT Security Improvements**

Behind the scenes ICT staff have worked evenings and weekends modernising the firewalls that protect BCC and customer data; keeps safe our business critical services from viruses and malware; and provides intrusion prevention capabilities. Alongside this work ICT are in the final stages of lengthy preparations to upgrade our web filtering solution which keeps our staff and customers, e.g. in libraries or children's homes, safe whilst on line.

Whilst the previous firewall and web filtering solutions were adequate the new solutions being installed are 'best of breed' and allow us to fully comply with government data security advice and specific legislation – i.e. the 'Prevent Radicalisation' strand of the Anti-Terrorism Act.

The changes to our network infrastructure have been vast. The reason I mention it now is that no one will have noticed it happening. Through thorough planning and preparation the works have been carried out with minimal, and for most staff no, adverse impact.

### **Amersham Data Centre**

As part of the Property Strategy to exit Old County Offices, ICT carried out extensive work to make our Amersham Data Centre the Primary or main location for the provision of all ICT services. In order to make this fit for purpose and in line with best practice, colleagues in Property Services provided and installed a backup generator. During the last year we have suffered 2 major power outages so this work gives us the assurance that in the event of any significant utility power cut we can continue our services as normal. After much planning this was completed in September 2015.

### **Bucks County Council Graduate Trainee Scheme: recruitment to the second intake Sept 2015**

In mid-September we recruited three new graduate trainees to the second intake of our corporate Graduate Programme. We had an excellent response to the recruitment campaign receiving over 100 applications; and in addition, the Business Units were able to offer fixed-term contracts to four of the shortlisted but unsuccessful candidates to the corporate scheme.

The two-year fixed-term programme, introduced in October 2013, forms a central part of our strategy to ensure we have a high-calibre workforce for the future. It offers talented graduates the opportunity to gain valuable experience and insight to the current challenges and opportunities for innovation within Local Government; the scheme is centrally funded and managed by the HR Learning & Development Team. Earlier this year, 4 of the 6 trainees from the first intake were successful in taking up project management roles within the Business Units approximately 6 months before the end of the programme.

The new trainees will follow a development programme similar to the first six graduate trainees recruited two years ago. This will involve 6-month placements rotating around the Business Units and HQ; giving the trainees increasing responsibility for supporting business critical projects with exposure at all levels of

the organisation. With a focus on the development of change and project management skills, the trainees will complete a formal accredited learning programme (Prince 2 and Agile); and access work-based learning across a range of key business skills including influencing, networking and collaboration.

The new trainees are already contributing to key projects and initiatives including the Harrow and Bucks HR shared services project; the Transport for Bucks customer journey project and the recent 'Hackathon' event within TEE; and other digitalisation initiatives.

### **TEE Country Parks Hackathon**

On 8<sup>th</sup> & 9<sup>th</sup> October the Innovation & Commercialisation Team successfully ran the Transport, Economy and Environment's Country Parks Hackathon, the first event of its kind for Buckinghamshire County Council.

Hosted at Pinewood Studios this two-day event brought together colleagues from across the Council, Buckinghamshire businesses, consultants, developers and students to fast-track ideas in an exciting way to benefit our Country Parks.

Starting with inspirational introductions, day one then launched into presentations from "Idea Owners" most of whom had been part of the pre-event online community that helped to bring everyone together. Attendees were then given the free choice to join whichever team best matched their skills and expertise.

Teams then worked solidly until they were asked to give a progress report at the end of day one. It was inspiring to see just how much work can be achieved in a few hours from a room full of excitement and enthusiasm.

The venue opened early on day two to allow teams to continue working – many of whom had set out early to avoid the traffic. Teams then worked through the morning and lunch to continue developing their ideas in readiness for presentations to the whole room, and most importantly, the judging panel.

The judging panel, consisting of senior managers and external experts, had the unenviable task of picking the top three ideas that would be given the opportunity to present to an Investment Board in November to bid for seed funding to progress their ideas. Support from suppliers helped reduce the cost of the event, with some suppliers also providing prizes.

A short film of the event can be found on the internet at: <https://youtu.be/tolEgosrLiE> showing the atmosphere of the two days and the positive reaction it created. The Innovation and Commercialisation team intends to build on the success of this first event by organising Hackathons (2 day) and mini-Hacks (1 day) as ways of encouraging and developing innovative thinking.

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