

Agenda Item No:

SUBJECT:	Transformation Support: Phase 1
REPORT OF:	Chief Executive

1. Purpose of Report

- 1.1 This report concerns the procurement of the support for phase 1 - the change programme involving Members and senior officers.

2. Links to Councils Policies and Objectives

- 2.1 Delivering of value for money for council taxpayers and pursuit of efficiency in services are a key aim for both Councils.

3. Detail

- 3.1 The first meeting of the Joint Committee on 19 January 2012 considered a report on the approach to be taken to support the transformation work needed to be done in connection with phase 1 and 2 of the implementation of the Business Case. Phase 2, shared services, will be the subject of a separate procurement timed for implementation in September 2012 onwards. The outcome will be the subject of a separate report before proceeding.

- 3.2 In terms of phase 1, the support needs will encompass:

- Team building for the new management structure, establish a shared management vision.
- Identifying and help implement the ways of working needed to enable the support of two separate District Councils. This could involve some work around developing a common approach to service planning.
- Effective communications with staff, Members, outside bodies on the changes occurring.
- Identification of the 'culture' issues for each Council, and how they might impact on the development of shared services.
- Member development to cope with the changing culture and ways of working.
- Initial priorities for shared services to be implemented in phase 2.

Consultants were advised that they need to demonstrate:

- Experience in the field of helping local authorities change.
- Able to draw on lessons from other authorities who have gone down this route, in particular what has worked elsewhere.
- Have a practical focus on what is appropriate to the Chiltern/South Bucks situation, and not be just an exposition of management/organisational theory.
- Need to be flexible to be able to adapt and respond to issues that emerge.
- An experienced facilitator.

- 3.3 In agreeing to this procurement Members were particularly sensitive to the members development aspects and timing - in letting the contract the Joint Committee may decide to omit either the member or officer components, or let different aspects to different consultants.

Bids were invited from four firms who have worked with either or both Councils in the past on change/organisational development issues:

Teleios	Appendix 1
AHA Consulting	Appendix 2
Solace Enterprises	Appendix 3
Penna	Appendix 4

At the time of writing, bids were being evaluated and officers will report further at the meeting. However particularly in respect of the Member proposals, the aim is to stimulate some discussion and a way forward would be to delegate to one or two Member of each Council the final selection in conjunction with officers, perhaps after selecting two for further discussion.

4. Recommendation

- 4.1 Members of the Joint Committee to consider a way forward and agree to delegate the selection of consultants to the Chief Executive of Chiltern and South Bucks Councils in conjunction with the Leaders of the respective Councils.

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Background Papers:	