

Report to the Council

Committee: Cabinet

Subject: Business Services

Portfolio Holder: Councillor S Stavrou

Recommending:

That the report of the Business Services Portfolio Holder be noted.

People Strategy

Apprentices

National Apprenticeship Week ran the week of 3rd February. A social media campaign titled 'EFDC Apprentices, Making Impact...Not Tea' was created with our Digital Marketing Apprentice, featuring all apprentices and their success stories. A case study on Leona Canavan, the Council's first female mechanic apprentice was featured on EELGA (East of England Local Government Association) web site. Five of the Council's higher level apprentices are entering the Essex heat (4 March) for the East of England Local Government Apprentice of the Year 2020.

Common Operating Model - Council Restructure

The Head of Paid Service is leading a recruitment process to permanently appoint to three senior management roles, with final interviews taking place 19 and 20 February. The aim of these roles is to build capacity at an executive level, working with the Head of Paid Service to deliver the strategic direction set by members.

Consultation is underway or about to take place for the remaining teams to finalise the restructure process.

People Strategy 2020 – 2022

Our current People Strategy is coming to a close, so work has started on the new People Strategy for 2020 – 22. Members of the both the executive and scrutiny functions have been invited to a workshop on 5 March to discuss the proposed themes. The new Strategy will support the organisation through change and the challenges ahead. The new Strategy will start to be implement from April 2020.

The People Team

The People Team are supporting the work on the Accommodation Project by providing policy updates and guidance packs supporting the Council's aim for our employees to work flexibly during and after the refurbishment of the Civic Office building.

The Team are also supporting the going live of Qualis Management with various workstreams one of which is the transfer of the Council's Housing Repairs employees to Qualis. Employees will be subject to the provisions of the Transfer of Undertakings (Protection of Employment) Regulations, commonly known as TUPE. It is expected that the Housing Repairs employees will move to Qualis on 1 October 2020.

Business Support

FOI's/SAR's

The responsibility for the management of FOI's and SAR's has recently transferred to the Business Support Team. The Business Support Team previously provided support to collate responses, so this is a benefit to now have the whole process managed within the one place.

HM Land Registry Project

The Local Land Charges Team are continuing to work with HM Land Registry and are in the pre-migration phase for the HMLR data migration project. So far, seven Councils have migrated, fifteen are due to migrate in 2020/21 and 136 have volunteered to be in the pre-migration phase. We have volunteered to fully migrate all of our data in 2021/22.