



# MD BRIEFING



October 2018

## Welcome

We appreciate that this month's briefing comes out after there has been a lot of information circulating about our organisational senior leadership structure, so in this briefing we summarise what has happened to date and look ahead to the next steps of our transformation programme.

Missed our last briefing? [MD Briefing September 2018](#)



## Doing things better update

When we launched our new operating model in May 2018, we highlighted the need for us to do things differently and have the right balance of strategy, commissioning and delivery at the heart of our organisation. We also outlined that to achieve this change it is critical that we make changes to our organisational senior leadership structure. You will now be aware that we have announced the appointments to the Assistant Director roles in our new leadership structure, these replace our previous Head of Service roles.

A recruitment campaign is now underway to fill the vacant Assistant Director posts, together with Strategic Director posts for Resources and Communities Directorates. These will become vacant next year following our changes in role (David's retirement and Monica's appointment as Chief Executive.) Our current Joint Managing Director roles will continue until the end of March 2019.

We appreciate that with our restructuring now underway this brings a much sharper focus to our transformation programme, which is why we thought you might find it useful to recap on what we are doing and why. We would suggest you take a look at the video we recorded earlier in the year that explains a lot of the background to our Doing things Better programme and the development of our New Operating Model.

[Joint Managing Directors: New Operating Model](#)



# Transforming the WCC website

One of the first major milestones of our Digital by Design transformation programme will be the launch of a new look county council website in January next year. We need to make sure we are making the best use of our digital channels and technology, and our current website needs improving so that our customers can easily access our services and get the solutions they are looking for. The development of a new site is therefore a priority for us. It is also important that we have clear website governance arrangements going forward.

The new website will launch in the new year and work is already well underway to achieve this. A review of the existing content has been completed, we will be building the site on a new content management system, and a new design and structure for the site has been developed following extensive customer engagement.

Our digital services team will be working with web authors and page owners to review all content pages and where necessary rewrite the content to ensure that it is in line with business objectives, meets customers' needs and uses the council's writing style. As you can imagine this is no small task and with tight timescales, it will require cooperation from services to meet the deadlines involved. We would also like to stress that the website project is focusing on the transfer of existing content, so any significant changes to pages will not be possible at this stage.

If you have any questions contact [webmaster@warwickshire.gov.uk](mailto:webmaster@warwickshire.gov.uk)

## Wellbeing Focus

10 October marked World Mental Health Day and provided us with an opportunity to highlight the support available both publicly and to WCC staff. You can find more information on [i.Warwickshire](#).

On the back of World Mental Health Day Public Health England launched [Every Mind Matters](#), a new campaign highlighting the importance of looking after your mental health.

The campaign directs people to a new online hub of NHS assured practical advice and support for those experiencing common mental health problems such as anxiety, stress and sleeplessness. It is being piloted in our region and subject to evaluation will be rolled out nationally next year. Wellbeing is a concept that is much more in the public consciousness now, and we now have our own Workplace Wellbeing strategy which sets out our vision for improving the health and wellbeing of our staff, as well as a commitment to the wider wellbeing agenda of the council.

The results from this year's Your Say survey show that internally we have an increased awareness of wellbeing, with 68% of staff who completed the survey agreeing that employee wellbeing is promoted at work. This is a strong foundation to build on and the launch of our Wellbeing Champions will play a key role in spreading the wellbeing word. This network of staff will play a key role in signposting colleagues to wellbeing resources and championing wellbeing in their services. Look out next month for more information.

# Welcome to Warwickshire

Welcome to Warwickshire is something many of us will have attended over the years - for colleagues who have been here for a while you may remember it was delivered over at Manor Hall, and for the last few years in Shire Hall.

To ensure colleagues can access this important part of their induction in a convenient and timely fashion it has been redesigned and relaunched this month as an elearning module, replacing the face to face session.

The new Welcome to Warwickshire induction elearning module is now available for all new starters it gives information about the council, our vision and ambitions, the political and organisation structure, Our Behaviours and a host of other useful information. The content includes videos to watch and quizzes to complete.

All new starters should complete this module as part of their Induction programme within the first two weeks of starting employment with the council. Any colleagues who have joined the council recently and have not attended a face to face Welcome to Warwickshire session should also set some time aside to complete the elearning module.

New starters should access the corporate Induction programme through this [link](#).

Staff who joined after April 2018 and didn't attend a face to face session should just complete the Welcome to Warwickshire Induction elearning module - WFW IND Si013 available [here](#).

## News in brief

[Updated social media policy](#) - If you manage a social media account as part of your job, please make sure you are familiar with the policy.

[WMCA update](#) - Summary of activities currently underway within the WMCA and what this means for Warwickshire

[Do you need a flu jab?](#) - What you need to know about flu vaccinations