







WARWICKSHIRE WAY FORWARD STAFF ENGAGEMENT GROUP

NOTES OF MEETING: 24th AUGUST 2017

PRESENT:	Gill Campbell, Graham Palmer, David Sherwood, Kelly Masterson, Joe Quintanilla, Sue Reeves, Mark Roden, Ramandeep Sandhu, Zoe Hutchinson, Claire Gafoor, Adam Miller, Caroline Comrie-Sinclair, Olivia Burscough.	
APOLOGIES:	H White, J Kenna, L Hargreaves, M Thiara, S Lines, N Williams, E Musgrove, L Coleman	
GUESTS(S):	Fiona McCaul, C&F Transformation Programme Manager	
Item		Action
	<p>Children & Families Transformation Programme Update: Fiona McCaul, C&F Transformation Programme Manager introduced herself to the group, having recently been appointed. £9.4m of savings required over 3 years.</p> <p><u>Misconceptions!</u> People think a programme slows everything down! <i>When it is very complex they are not coordinated and go off in different directions; a Programme brings that together.</i></p> <p>A Programme becomes an empire. Why spend money on it and it's staffing, when we need more workers for day to day jobs? <i>Specific skills and a certain level of objectivity, together with a stepped approach work to ensure success of a change process.</i></p> <p>Some projects within the Programme have by necessity had to start but now that the Programme Manager is in place a more co-ordinated approach can be taken. The group felt reassured that the Programme must go through stages/ step by step method.</p> <p>There is a recognised risk management/process. Issues can be raised at any point and if necessary escalated by Fiona up to Corporate Board. There are critical points in the timelines, stopping points where the Programme needs specific information, analysis. It is a staged process; can keep a gate shut until other related elements catch up. We are at Stage 1 of the Programme. [See Appendix A]</p> <p>WCC can't afford services to continue unless we do it for a lot less. Need to demonstrate that saving and quality is maintained and statutory duties are maintained. However we want to do that with minimal impact, not impacting staff, not impacting children.</p> <p>At the start of the year three key things were identified we need to change:</p> <ul style="list-style-type: none"> - O-5 Redesign 1.12m to save. <i>Family hubs – where will they be, where is the needs? How do we make it 'needs based' and do the financial modelling to prove we'll save the money. Monika Rozanski is leading on designing what the Family Hubs might look like.</i> <i>Please contribute to the consultation by going to</i> <u>Reshaping Services for Children and Families - Family Hubs Consultation Survey</u> 	

	<ul style="list-style-type: none"> - One Team <i>Develop through restructures, efficient processes, closer team working, co-location and understanding each other's service offers.</i> - Children Looked After (CLA) <i>Using existing resources effectively. An important part of the project is to increase capacity overall. Staff retention is equally important as recruitment. Caseloads need to reduce.</i> <p>These 3 projects won't deliver on their own; they are dependent on each other. The Programme needs to keep them coordinated and manage the interdependencies.</p> <p>Not all the savings can be made from these 3 projects alone. Keen to have ideas for small schemes which can make a difference e.g. buying annual leave. Will be taking a few small schemes to SLT for agreement to try it for 8 weeks and stop it if it doesn't work and do another one, something like 6 really good ideas a year done.</p>	
	<p>You said, We did: An important part of this group is to ensure that when questions are asked, a response is given. All issues are logged and Gill & Graham follow them up. We have summarised some of the key items on the sheet accompanying these minutes.</p> <p>Further information will be fed into each meeting as responses are received to earlier questions.</p>	
	<p>Children & Families Transformation Staff Engagement Group Terms of Reference, roles and responsibilities and a Job Description are important factors in helping representatives understand their remit.</p> <p>An important role of the programme is getting things done and group members will have an increasing role in supporting the changes necessary.</p>	
	<p>Group Members Feedback:</p> <p> If staff don't understand the 'As is', they won't have any faith in the 'To be'.</p> <p> Staff feel that change is forever happening, we don't get full stops.</p> <p> Staff don't believe that an evaluation and review process happens.</p> <p> There doesn't seem to be any learning from previous projects.</p> <p> We need to be confident that Beate has heard our messages; when we feedback, people always ask are 'they' actually listening.</p> <p> We need to sell it – "you can have a say, you're voice will be heard!"</p>	

	Any Other Business: <ul style="list-style-type: none">- Shadowing opportunities – how do we develop this? Reps to consider how to facilitate this for next meeting GC to check whether any corporate initiatives are planned.	ALL GC
	Future Agenda Items: <ul style="list-style-type: none">- Children & Families Transformation Staff Engagement Group Terms of Reference- One Team, Project Manager – Introduction- Communications - update- Celebrating success	

For more information about the

Children & Families Transformation Staff Engagement Group
[Warwickshire Way Forward - WCC Intranet](#)

Contact the Chair on **01926 742491** gilliancampbell@warwickshire.gov.uk
or
Graham Palmer, Project Manager on **01926 742817** grahampalmer@warwickshire.gov.uk

Give us your thoughts and feedback by adding to the sheet by following this link
[Staff Engagement Feedback](#)

Future Meeting Dates:					
SEPT	THURS	21.9.2017	SOUTH	9.30 - 11.30	SB3 2F CR7
	THURS	21.9.2017	NORTH	2 - 4	HRC GF MR6
OCT	WED	18.10.2017	SOUTH	9.30 - 11.30	SB3 2F MR7
	WED	18.10.2017	NORTH	2 - 4	HRC GF MR6
NOV	THURS	23.11.2017	SOUTH	9.30 - 11.30	SB3 2F CR7
	THURS	23.11.2017	NORTH	2 - 4	HRC GF MR6
DEC	THURS	14.12.2017	SOUTH	9.30 - 11.30	SB3 2F MR7
	THURS	14.12.2017	NORTH	2 - 4	HRC GF MR6

