

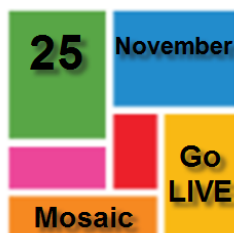
NOVEMBER PG CORE BRIEF

1. Mosaic Launches with Early Help

Mosaic, the new Client Information System successfully launched today for the Early Help teams across the county. (Page 3)

2. Ofsted – Inspection of Services Update

All staff who work with children, young people and families, have a part to play in both preparing for and being involved in the Ofsted inspection. (Page 4)



3. Warwickshire County Council Christmas Appeal 2015

The Warwick District Children's Assessment Team are pleased to announce another Christmas Appeal to help families in need. (Page 5)

4. How to stay healthy this winter

It may be cold outside, but winter needn't be the unhealthiest time of year for you and your family. (Page 6)

5. EDRM Mini Workshops – December 2015

The EDRM project team are hosting mini workshops during early December 2015. It is mandatory for at least one Team Site Owner from each team site to attend a workshop. (Page 7)

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The Warwickshire Directory is aimed at helping people find information about local organisations, groups and agencies that provide activities, advice, services and support. (Page 7)

7. Following the Closure of The College of Social Work

In the light of the closure of The College of Social Work (TCSW), People Group Leadership Team wishes to confirm arrangements for social workers and the maintenance of professional standards going forward. (Page 8)

8. Warwickshire MASH – The multiagency safeguarding hub

Safeguarding children and adults is a priority for us all. The issues and challenges span beyond any single organisation. (Page 9)

9. Warwickshire School Health and Wellbeing Service

From 1st November 2015, the “School Nursing Service”, previously delivered by South Warwickshire Foundation Trust (SWFT) transferred to Compass and is now the “Warwickshire School Health and Wellbeing Service”. (Page 10)

10. Celebration of the Youth

On Saturday 14th November, over 100 staff, partners, young people and local councillors all came together to celebrate with us at Lillington Youth Centre (LYC). (Page 11)

11. The Care Act 2014 – update

The Business Change Team has been busy developing tools to support the delivery of The Care Act 2014. (Page 11)

12. People Group Accommodation: Our Survey Says...

Back in August, service and operations managers from across the People Group were invited by the Local Centre Project Board to provide feedback on local centres and other accommodation being used by our teams. (Page 12)

13. Key dates and information from Finance

The People Group Finance intranet page is continually updated with new useful information, timetables and guidance. (Page 13)

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- ❖ The Education and Learning Admin Team (picture below) carried out its annual tour of the Saltisford buildings for Children In Need on Friday 13th November.



- ❖ The recovery of overpayments of salary to an employee or ex-employee is managed for you by HR who have, to date, absorbed the administrative costs of that task.

- ❖ Get your festive jumpers at the ready, the Christmas Jumper Day is on Friday 18th December and Saltisford Office Park are getting involved for the third year running!



Suggestions for upcoming PG Core Briefs should be sent to peoplegroupcommunications@warwickshire.gov.uk or alternatively, emmastokes@warwickshire.gov.uk.

Mosaic Launches with Early Help

Key message: Mosaic, the new Client Information System successfully launches today (25th November 2015) for the Early Help teams across the county.

For months, the project team has been documenting processes, building and configuring the system, testing each workflow and ensuring that the data migrated successfully, whilst ensuring all staff are trained on the new system.



The Mosaic system is now available for the following areas within the Early Help and Targeted Support Business Unit:

- Common Assessment Framework (CAF) Team
- CAF Family Support Work Team
- Family Group Conferencing
- Priority Families Support Work
- Targeted Support for Young People
- Parent Support Adviser

The new Mosaic system revolutionises the way we record and look after customer information. Existing social care systems such as Carefirst and ShareCare have been replaced with Mosaic, Work for the children's safeguarding and adult's processes are also due to launch in 2016 ensuring all teams work with one system.

Mosaic and the new education system will be compatible with each other to ensure there is joined up information around the child and family. To complete the process Corporate Systems such as Agresso and Firmstep will also be linked providing a complete solution.

The introduction of these new systems will improve information sharing, reduce administration and maintenance costs, improve communication internally, and with partners, and help staff to do their jobs more effectively and efficiently.

They will also contribute significantly in ensuring we meet the requirements of new legislation like the Care Act, Better Care Fund and Children and Families Act.

For more information on the Mosaic project, email cisp@warwickshire.gov.uk or visit the CISP intranet pages [here](#).



Ofsted – Inspection of Services Update

Key Message: All staff who work with children, young people and families, have a part to play in both preparing for and being involved in the Ofsted inspection for Children in Need of Help and Protection, Children Looked After, Care Leavers and Reviews of LSCBs. This inspection is unannounced and we are only notified 24 hours before the inspection will begin. Therefore, we need to be prepared!

The next round of call dates from Ofsted are:

*Monday 11 January 2016
Monday 25 January 2016
Monday 8 February 2016
Monday 22 February 2016*

Further dates for 2016 have just been released, see above.

Once we get 'the call' the inspection team will arrive the following morning. The inspection will span across a four week period, with inspectors being on-site for 9 working days across this time. You may be asked to give up a room that you have pre-booked so that we can accommodate the meetings required by the Inspectors.

We will try to minimise this as much as possible but apologise in advance for any inconvenience this will cause.

Please see next page, as a reminder, some tips for preparing both before and during the inspection:

- **Please** ensure files, electronic records, displays, leaflets and posters are up to date and accurate.
- **Think** about areas of particularly good practice and ensure evidence is available.
- **Ensure** you have a good working knowledge of your area of work
- **Avoid** using organisational acronyms, abbreviations or terms without explaining them.
- **Be** honest and open about challenges and ensure you can support these with positive practice.
- **Think** about how you can demonstrate your commitment and promote the positive elements and the impact it has on the lives of children, young people and families.
- **Ensure** that your 'out of office' and voicemail is always activated when you are away from the office and contains clear and up-to-date information about when you will return and states who can be contacted in your absence.
- **Be** aware of your surroundings during the time of the inspection – you never know who is listening to your conversations!



Further information about the inspection, can be found on the [Ofsted Inspection intranet page](#).

If you have any questions please email safeguardinginspections@warwickshire.gov.uk or contact: Jenny Butlin-Moran, Service Manager on (58) 2514 or Jayne Barrow, Planning & Improvement Manager on (58) 6977.

Warwickshire County Council Christmas Appeal 2015

Key Message: The Warwick District Children's Assessment Team are pleased to announce the launch of the 2015 Christmas Appeal to help families in need.

Following on from the amazing generosity of staff who contributed to last year's appeal, the Children's Team are again seeking donations of non-perishable foods such as:

Tins, rice, pasta, cereals, long life milk, squash, tea, coffee, sugar, biscuits, chocolate treats, Christmas crackers and gift wrap.
(We still have a good supply of house decorations from 2014 so these are not required - thank you!).

In addition, donations of new toys and books to cover all ages and gifts such as socks, gloves and toiletries are always appreciated by local people who would otherwise struggle to provide for their families.

Please note items should be new and not gift wrapped. Families can then experience the joy of the wrapping and giving of gifts.

The boxes will be able from **Thursday 26th November** and found in Saltisford in:

Building 1: Next to the lift as you come through the door.

Building 2: By the glass partition on the right hand side as you come through the door.

Building 3: in the Post room

On behalf of all the families, warmest thanks and appreciation for your abundant generosity and support.



Photograph: Donations from staff for the 2014 Christmas Appeal

The collection will run until just before Christmas and final date to bring in donations will be on the **Friday 18th December**. If we receive any donations after this date, we can organise a final collection in January.

If you have any questions regarding the Christmas Appeal, please contact Social Care worker lesleyfoster@warwickshire.gov.uk or telephone 01926 413827.

Alternatively, email emmastokes@warwickshire.gov.uk who will be able to answer questions you may have about the collection.

How to stay healthy this winter

Key Message: It may be cold outside, but winter needn't be the unhealthiest time of year for you and your family.

Here are some ways to make sure that, even when your body is telling you to hibernate, you can stay healthy and fit, no matter what the weather's like.

1. Make sure to book in for your flu vaccine if you are eligible, and that family and friends who are eligible book in to get theirs. Protect yourself, your family and colleagues -

In Warwickshire, 1 in 3 people are entitled to a free flu vaccination. GPs and pharmacies are now offering the flu vaccination. To find out more about the vaccine go to: www.warwickshire.gov.uk/flu. In the resources section you will find lots of poster/leaflet materials and a mythbuster which gives you the facts versus fiction regarding the vaccines.

2. Regularly wash your hands with soap and water –

This is particularly important after sneezing or coughing, after going to the toilet and before eating, as this will help reduce the spread of flu and winter tummy bugs such as Norovirus.

3. Eliminate your sleep debt - In winter, we naturally sleep more because of the longer nights. "It's perfectly natural to adopt hibernating habits when the weather turns cold!"

4. Eat more fruit and veg - When it's cold and dark outside, it can be tempting to fill up on unhealthy comfort food, but it's important to ensure you still have a healthy diet and include five portions of fruit and veg a day.

5. Try new activities for the whole family - Don't use the cold winter months as an excuse to stay in and lounge around. Instead, get out with the whole family to try out a new activity or taking a bracing winter walk on the beach or through the park. Be careful of icy pavements and roads which can be slippery, and dress for the weather.



6. Have a hearty breakfast - Winter is the perfect season for porridge. Eating a warm bowlful on a cold morning isn't just a delicious way to start your day, it also helps boost your intake of starchy foods and fibre. These give you energy and help you feel fuller for longer, stopping the temptation to snack mid-morning. Oats also contain lots of vital vitamins and minerals.

7. Keep yourself warm – heat your home to least 18 degrees C or (65F)- Top tips include: keeping doors closed, eating hot meals and drinks, wearing layers, insulating your home, closing curtains at dusk. Act on Energy provide a free advice line for Warwickshire residents, and can give advice about fuel bills, switching suppliers, how to manage your home more efficiently, benefits you may be entitled to, as well as organising boiler repairs and replacements and loft and cavity wall insulation for those most vulnerable to living in cold homes. The helpline number is 0800 988 2881.

8. Look out for other people who may need extra help over the winter period. For more information, please click this link. For any questions relating to this article, please contact cherryphillips@warwickshire.gov.uk or telephone 01926 476799.

EDRM Mini Workshops – December 2015

Key message: The EDRM project team are hosting mini workshops during early December 2015. It is mandatory for at least one Team Site Owner from each team site to attend a workshop. It is optional for approvers/contributors to attend. **Workshop attendance will be recorded via WILMa.**

The purpose of the workshops is to reinforce Team Site user responsibilities and refresh users of best practice. Each mini workshop will cover:

- Roles and responsibilities of the Team Site Owners including requesting and managing team site access permissions
- Updating contact details on team site home pages
- Saving both .doc and .pdf documents in EDRM
- Avoiding uploading documents outside sets
- Reviewing documents
- Version control
- Protective marking
- How to get assistance

Sessions will be held at Northgate House, Warwick as follows:

1st December 2-4.30pm, meeting room 5
3rd December 2-4.30pm, meeting room 6
7th December 10.30am-1pm, meeting room 5
10th December 10.30am-1pm, meeting room 2
14th December 9.30am-12pm, meeting room 9
16th December 1.30-4pm, meeting room 4

To book onto a session, log into WILMa and navigate to Courses > ICT, Systems and WILMa > [ICT EDRM Mini Workshops](#). For any questions contact zoevanwell@warwickshire.gov.uk.

Are you looking for local activities or services?

Key message: The Warwickshire Directory is aimed at helping people find information about local organisations, groups and agencies that provide activities, advice, services and support.

Information and advice is an essential part to enabling people, carers and families to take control of, and make well-informed choices about, their care and support.

Please visit the Directory online at www.warwickshire.gov.uk/directory.

The Directory Team are committed to continually improving the range of information, advice and services available to people online.

If you are involved with or know about a community group or organisation that isn't listed. Please email the Team as the Directory could be a great way of promoting the service to a wider audience for **free**.

For more information, please contact the Directory Team by emailing directory@warwickshire.gov.uk or by calling us on 01926 742604.



Following Closure of The College of Social Work...

Key Message: In the light of the closure of The College of Social Work (TCSW), People Group Leadership Team wishes to confirm arrangements for social workers and the maintenance of professional standards going forward.

The Professional Capabilities Framework (PCF)

The PCF has now been taken over by the British Association of Social Workers (BASW) along with several other TCSW resources and owned documents. Warwickshire County Council continues to use the PCF at all levels, from student social workers up to the Principal Social Worker.

ASYE Certification

Warwickshire County Council will be issuing certificates to NQSWs who have completed the ASYE until the Department of Health identify how these will be issues in the future.

Qualification Verification

For replacement certificates, or verification of any previous social work related qualifications, please visit Social Care Institute of Excellence (SCIE) who will be delivering this service going forward.

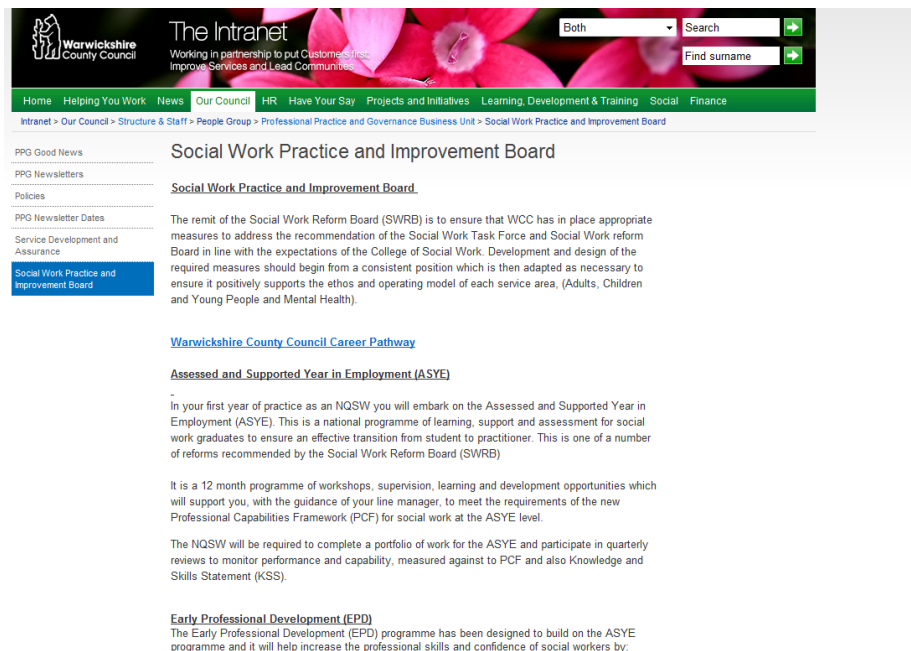
Within Warwickshire we have our own Social Work Practice and Improvement Board (previously known as the Social Work Reform Board Task and Finish Group) which will continue to champion professional standards and support to Social Workers.

The Board has an intranet page so that you can keep in touch with developments. This can be accessed via the page: [SW Practice & Improvement Board](#).

For more information, contact:

Sarah Harris, Principal Social Worker & Service Manager, Children's Social Care - email sarahharris@warwickshire.gov.uk - mobile 07826 534666

Sarah Sharland, HR Business Partner (supporting People Group) - email: sarahsharland@warwickshire.gov.uk (01926) 412731



The screenshot shows the Warwickshire County Council Intranet page. The header includes the council logo and the title 'The Intranet' with a tagline 'Working in partnership to put Customers first, Improve Services and Lead Communities'. A search bar is visible. The main navigation menu includes links like Home, Helping You Work, News, Our Council, HR, Have Your Say, Projects and Initiatives, Learning, Development & Training, Social, and Finance. The breadcrumb trail indicates the path: Intranet > Our Council > Structure & Staff > People Group > Professional Practice and Governance Business Unit > Social Work Practice and Improvement Board. The page title is 'Social Work Practice and Improvement Board'. Below this, there is a link to 'Social Work Practice and Improvement Board'. The main content area describes the remit of the Social Work Reform Board (SWRB) and the Assessed and Supported Year in Employment (ASYE) programme. It mentions that ASYE is a national programme of learning, support and assessment for social work graduates. It also states that ASYE is a 12-month programme of workshops, supervision, learning and development opportunities. The page concludes by stating that NQSWs will be required to complete a portfolio of work for the ASYE and participate in quarterly reviews to monitor performance and capability, measured against the PCF and also Knowledge and Skills Statement (KSS). At the bottom, there is a link to 'Early Professional Development (EPD)' and a brief description of the EPD programme.

Warwickshire MASH – The multiagency safeguarding hub

Key message: Safeguarding children and adults is a priority for us all. The issues and challenges span beyond any single organisation. Working together means we are better equipped to provide a faster, better and integrated response that centres around the individual.

Warwickshire's MASH has been set up to bring agencies together and focus on providing a coordinated, consistent approach to safeguarding children and adults.

Our focus is on early engagement and support to potentially vulnerable children and adults and their families. We will do this by collating and sharing information through a multi-disciplinary team of professionals which in turn will allow us to assess risk, threat and harm and act swiftly to keep children, adults and families safe.

Cllr Les Caborn, Warwickshire Lead for the MASH, said, "The launch of this recruitment campaign for a MASH Manager and the selection of Saltisford building no.3 as our preferred location are both fantastic steps forward towards the launch of Warwickshire's Safeguarding Hub which will be a vital resource in making sure, more than ever before, our most vulnerable residents are safe and protected from harm."

Ron Ball, Warwickshire's Police and Crime Commissioner added: "The target is for the MASH to go live by May 2016, starting with children's services, and this recruitment is a landmark step towards achieving that."

If you have any questions regarding this article, please contact Lesley Tregear, Implementation Lead for the Warwickshire Multi-agency Safeguarding Hub (MASH), by telephone: 07876 587833 or Email: mashproject@warwickshire.gov.uk



People in Warwickshire are safeguarded from harm, receiving the services they need, at the right time, effectively and efficiently.

Update on the Warwickshire School Health and Wellbeing Service

Key messages: From 1st November 2015 the “School Nursing Service”, previously delivered by South Warwickshire Foundation Trust (SWFT), is transferring to Compass and becomes the “Warwickshire School Health and Wellbeing Service”.

Compass is a company limited by guarantee (rather than shares) and a registered charity. Compass already delivers high quality services for children and young people, within Coventry and Warwickshire and other areas across the UK.

Why is this happening?

Warwickshire County Council has mandated responsibility for commissioning the delivery of the Healthy Child Programme (5-19). Over the past 18 months, we have reviewed and evaluated existing provision, including a health needs assessment of school-aged children in Warwickshire, a Healthy Child Programme audit, consultation with key stakeholders and market testing with providers.

The Council has a duty to compete its’ services under the Public Contract Regulations 2015, as well as a duty to secure and assure Best Value.

These duties, coupled with the desire to commission a modern service, resulted in the re-design and re-commissioning of a “*School Health and Wellbeing Service: A Health Improvement Service for School-Aged Children and Young People*”.

What changes will take place after the 1st November 2015?

In the short term, there will be very little impact on the delivery of the service as the existing staff transfer across to Compass. However, some examples of short term changes to be expected are:

- One dedicated telephone number and email address for the service, irrespective of whether you are a professional, child/young person or family member:
 - Service telephone number: **03300 245 204**
 - Service email address: warwickshireSH&WBSservice@compass-uk.org
- Extending the range of service locations suitable for children and young people across the County making access and engagement easier (particularly increasing choice outside of the school hours and setting)
- Changing from issuing a paper based health needs assessment questionnaire to an online questionnaire for families of Reception children (with support for those who need it) and Year 6 children through an on line assessment completed in a classroom setting
- Provision of an online adolescent messaging service to increase access during and outside of core school hours.

Please contact katesahota@warwickshire.gov.uk or telephone 01926 413763 if you have any questions about this article.

Celebration of Youth

Key message: On Saturday 14th November, over 100 staff, partners, young people (past and present), local councillors, local MP Chris White, and members of the public, all came together to celebrate with us at Lillington Youth Centre (LYC).

The staff at the well-known local youth centre (which is part of WCC Targeted Support for Young People - TS4YP), put on the event to showcase the variety of projects that work with and support young people across Warwick district.



LYC was joined by the Sydni Centre, WAYC and the Kenilworth Centre, all of which run open access youth clubs and detached projects across the district. With agencies as diverse as Saturday Rocks Youth Disability Group, Push Projects (LGBTQ youth charity), RightStep (careers service) and Compass (drug and alcohol advice service), plus many more, it was a busy and informative afternoon. The young people themselves manned stalls, and there were films to watch and live music to listen to.

The Mayor of Leamington, Cllr Amanda Stevens, welcomed everyone to the event, which was hosted by Ajay Bawa, MYP for Warwickshire (left), who said 'it is fantastic to see so many people turn out to celebrate the amazing youth work that goes on in the Warwick district.'



Photo: Ajay Bawa

For more information, please contact holliehutchings@warwickshire.gov.uk on or telephone 01926 428142 .

The Care Act 2014 – update

Key message: The Business Change Team has been busy developing tools to support the delivery of The Care Act 2014. During November, we circulated copies of the new “Care Act, Pocket Guide for staff” to practitioners in social care and to our integrated mental health colleagues.

The 10 simple cards act as a prompt on the main points to consider when taking a customer through the assessment and support planning process. Practitioners can also access these electronically through the following link: <http://www.warwickshire.gov.uk/carepocketguide> We are currently consulting with customers and carers to find out if a revised set of cards would be helpful to them.

Care Act Champions

We have now trained over 200 Champions in one or more of seven elements of The Care Act and an evaluation of the progress of this programme has been carried out. In order to support the Champions in their role and to sustain the momentum, we are developing an electronic community (forum) on Google Plus. Champions will be able to use it to share good practice, discuss areas of the Act and as a method of communication to support each other.

Raising the profile of the Care Act with carers

In order to embed The Care Act 2014 which came into effect in April, members of the Business Change Team have attended various community, voluntary sector and health forums to develop their understanding so they may support communities in the future. The team recently attended the Carers Conference and will be attending other community events over the next few months to continue to raise the public's awareness of the Act.

For any questions, please email lesleykendall@warwickshire.gov.uk



People Group Accommodation: Our Survey Says

Key message: Back in August 2015 service and operations managers from across the People Group were invited by the Local Centre Project Board to provide feedback on local centres and other accommodation being used by our teams.

Managers were asked a range of questions about the sites they worked from. So what did they say? In brief, managers felt that...

- Accommodation is generally in the right location both for our staff and customers/clients.
- The standard of accommodation is generally good in HQ and local centre locations, meeting current business needs and enabling modern and flexible working practices.
- The standard of our older accommodation (e.g., Oakfield Park, Fawsley House, Myton Park) is not good, although the parking at these sites is better.
- Local centres offer most benefits in relation to staff productivity, performance and morale.
- Views are mixed both on whether services are co-located with the necessary teams/services to support effective service delivery and whether accommodation enabled staff to increase links/knowledge of other areas of the Group, WCC, and other agencies
- Across all our accommodation there are barriers/areas of improvement with common themes being: meeting room space, particularly access to confidential or private space; parking issues; and standard of our older accommodation.

Thanks to all managers that took part in the survey – the feedback provides a welcome insight into how our property impacts on service delivery. The results will help re-shape the Group's accommodation needs and vision.

By also sharing survey comments with property and facilities management colleagues we hope to highlight changes which could be made to our existing buildings to enhance working environments for our staff.

To find out more about local centres, please contact Alison Williams (alisonwilliams@warwickshire.gov.uk) or visit [this intranet page](#) where you can also find information on the Council's broader property rationalisation programme.

Key dates and information from Finance.

Key message: The People Group Finance intranet page is being continually updated with new useful information, timetables and guidance. You can access the page on the intranet by clicking: [Our Council](#) > [People Group](#) > ['PG Finance'](#) (on the right hand side).



Agresso

The Agresso system will be unavailable on Friday 20 November to allow an update to be added. All SCS invoices via the Hippo system will not be affected by this downtime and should continue to be processed.

Christmas Payments through Agresso.



Supplier payment dates over the Christmas Holidays are:

All pay runs through Agresso will return to being paid on each working day on Monday 4 January 2016.

Day	Date	Pay Run
Wednesday	23 December 2015	Yes
Thursday	24 December 2015	Yes
Friday	25 December 2015	No
Monday	28 December 2015	No
Tuesday	29 December 2015	No
Wednesday	30 December 2015	Yes
Thursday	31 December 2015	Yes
Friday	1 January 2016	No

Important dates

Quarter Three Financial Position. Due to the Christmas break, Quarter three financial reporting has to be completed before the holidays. The timetable to complete Revenue Forecasts for Quarter Three is:

Month End	ABWPRO reports sent out (No later than)	Forecast Post-back to Agresso Deadline	Report available for GLT
Monday 30 November 2015	Wednesday 2 December 2015	Tuesday 15 December 2015	Friday 18 December 2015

The timetable to complete Capital forecasts for Quarter Three is:

Planner Sheets sent to Sub Project Managers	Forecast planners sheets completed and post-back to Agresso	Planner sheets sent to main Project Managers	Forecast planners sheets completed and post-back to Agresso
Approx: Monday 16 November 2015	5pm on Friday 27 November 2015	Approx: Monday 30 November 2015	5pm on Friday 11 December 2015

Budget Setting for 2016/17 financial year.

A provisional timetable has been added to the PG Finance intranet page timetabling the budget setting process for 2016/17. Please use the intranet path above to review this and plan time in your diary.

For more information, please contact [Steven Leathley](#), Principal Accountant or telephone 01926 742230 or visit the intranet page by [using this link.](#)

STOP PRESS

- ❖ A '**Consultation Workshop**' is taking place in the afternoon of Monday 30th November from 14.00 - 16.00 in the Northgate House Conference Centre. The aim is to build upon the lessons learned event that took place earlier this year in March. The workshop is aimed at all colleagues who are to embark on a consultation process or those who are already involved with consultations and would like to develop their understanding of the process. Please contact harpreetrai@warwickshire.gov.uk to book your place.
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Children in Need 2015

- ❖ The Education and Learning Admin Team (pictured below) carried out its annual tour of the Saltisford buildings for Children In Need on Friday 13th November. The theme this year was 'Childhood Hero'. Saltisford raised an impressive £360. Thank you to everyone who donated and embraced the fun for this very worthwhile cause.



- ❖ The recovery of overpayments of salary to an employee or ex-employee is managed for you by HR who have, to date, absorbed the administrative costs of that task. With effect from 1st January 2016, if the overpayment has occurred because of late or incorrect information being provided to HR, those administrative costs of £100 will be passed back to Managers in the same way as they are for organising emergency payments, and will be charged regardless of the overpayment amount.
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- ❖ **Christmas Jumper Day** is on Friday 18th December and Saltisford Office Park are getting involved for the third year running.

It's easy to take part, simply dig out your favourite festive knit, wear it to work and donate £2 or more. Emma Phelan and Amii Dyne will be coming round to each team just before lunchtime to collect your donations. All money raised will help three amazing charities (Macmillan Cancer Support, Make-A-Wish® UK and Save the Children) give hope to families in difficulty at Christmas.



If you're feeling crafty, simply grab a plain jumper from your wardrobe and create your own using tinsel, baubles and homemade snowflakes. Strategic Commissioning will be holding a competition for the best Christmas Jumper, so why not do the same in your own team? Thanks for doing your bit in a Christmas knit. For further information, please contact amiidyne@warwickshire.gov.uk.

STOP PRESS

Blue print workshops and next steps

- ❖ The People Group have commenced work on developing their blueprint for both Children's and Adults' Services. One workshop has been held with other workshops arranged for December and January 2016.

A blueprint is a model of the operational capability that will need to be put in place to enable the required outcomes and benefits.

The Blueprint comprises of the current, intermediate and target end state of the key aspects of the business operations and take into account includes partner organisations, internal and external stakeholders that need to adjust for benefits to be realised.

The blueprint shall:

- ❖ Map the current as-is position
- ❖ Map out the 3-5 year future state of the business unit
- ❖ Allow the re-validation of the current projects to achieve the vision
- ❖ Identify new projects that need to be scoped and started to deliver the vision

(continued on next page)

- ❖ Additional workshops have been arranged to further develop the blueprint.

The inter-dependencies between existing projects shall also be mapped to ensure there is no duplication of work or double counting of OOP savings. The outcomes and benefits of the projects shall be identified and aligned to the vision.

The outcome of the workshops shall be drafted and presented back to the People Group GLT. Once this has been signed off this shall then be shared with other stakeholders for comments and then final sign off.

The signed blueprint shall then be made available for the publically available for everybody.

For any queries regarding this article, please contact sanjeevkataria@warwickshire.gov.uk or telephone 01926 742151.