

Appendix 2. Scope for Convergence

<p>Project: 3.3 Operational structure from day 1 Work Package: 3.3.2 Convergence of existing teams</p>	<p>Project Lead: Nicola Houwayek Work Package Owner: Nicola Houwayek</p>
<p>Purpose/Objectives:</p> <ul style="list-style-type: none"> To ensure that Dorset Council has transitional operating structures from 1 April 2019 <p>Key Outcomes:</p> <ul style="list-style-type: none"> Enabling the savings from staffing budgets for 2019/20 Supporting the safe and legal service continuity Visibility of how stranded costs, relating to people are being mitigated Reviewing the impact of TUPE in terms of posts and stranded costs Converging teams to de-duplicate delivery Managing vacancies. <p>Key Outputs:</p> <ul style="list-style-type: none"> Definitions of transformational redesign and convergence Baseline of current service structures Definition of the process with clear design principles and approach Review of each team and an assessment of level of alignment required Structure charts effective from 1 April 2019 Implementation process Voluntary redundancy process. <p>Key Risks & Issues:</p> <ul style="list-style-type: none"> Potential limiting impact of convergence on the ability to transform Negative impact on retention and productivity of employees Non-compliance of TUPE legislation: Consultation can be initiated prior to 1 April, however all staff have the right to TUPE to Dorset Council with no compulsory redundancies until consultation with the new organisation has taken place, after 1 April 2019 Negative impact on motivation and service delivery. The timing of any restructuring is critical to minimise the impact successive restructuring. Potential loss of required resources too early and which are needed to enable the transformation (can be mitigated by deferred redundancy agreements). 	<p>Other Team Members:</p> <ul style="list-style-type: none"> Angie Twelves, Nina Coakley, Paul Loach, Sara Collinson, Mel Horton, Heather Williamson, Emily Garnam, Fiona Neville, Hannah Brown, Sarah Baker, Steve Hedges, Heather Lappin, Marc Goodman <p>Start Date:</p> <ul style="list-style-type: none"> 25 September 2018 <p>Proposed Completion Date:</p> <ul style="list-style-type: none"> Needs to be completed by 31 December to enable consultation to start from January 2019 <p>Intended Audience & Approx numbers:</p> <ul style="list-style-type: none"> All existing sovereign councils – Dorset Councils Partnership, Dorset County, East Dorset, Purbeck <p>Dependencies:</p> <ul style="list-style-type: none"> Implications of and relationship to BCP approach <p>Resources:</p> <ul style="list-style-type: none"> Project Manager Project Support Officer Communications Officer

Convergence Timeline (until start of consultation)

