

**EAST SUSSEX COUNTY COUNCIL AND
SURREY COUNTY COUNCIL**

ORBIS JOINT COMMITTEE



DATE: 21 OCTOBER 2016

LEAD OFFICER: KEVIN FOSTER (CHIEF OPERATING OFFICER) AND JOHN STEBBINGS (CHIEF PROPERTY OFFICER)

SUBJECT: ORBIS PEOPLE AND CHANGE UPDATE

INTRODUCTION:

As part of the Orbis vision, it is recognised that the development of the Orbis brand and its employees is pivotal in the success of becoming the compelling alternative.

Orbis is undertaking several opportunities to develop and share its expertise, both internally and externally, to maximise the opportunity for growth and development, including participation in a Shared Services Summit, nominations for awards and the launch of the EPIC+ staff development programme.

RECOMMENDATIONS:

It is recommended that the Orbis Joint Committee reviews and notes the ongoing work of the People and Change workstream in Orbis.

DETAILS:

EPIC+ Development Programme

1. As part of the development of staff, Orbis has launched a new development programme, EPIC+, which provides specific, tailored and experiential development for selected colleagues.
2. Orbis Leadership Team (OLT) members nominated individuals at all levels that demonstrate consistent and sustained EPIC performance and who have both the aspiration and the potential to develop and progress their careers further.
3. The EPIC+ nominees will receive development that specifically supports their career and development aspirations. Individual success will depend on the level of personal responsibility people take for their own development. See Appendix 1 for more detail.

Awards

4. To date, Orbis has been recognised in many areas and has won awards in the Public Service People Manager's Association Awards (PPMA) and been finalists for the iESE (Improvement & Efficiency Social Enterprise) and Municipal Journal Awards. Orbis continues to be nominated for a number of awards as detailed below.

5. At the Organisational Culture (OC) Excellence Awards being held on 16 November 2016, Orbis is a finalist for three awards:
 - i. Organisational Culture Excellence Award: Champion
 - ii. Organisational Culture Excellence Award: Transformation
 - iii. Organisational Culture Excellence Award: Public/Not-For-Profit Organisation
6. At the Personnel Today Awards, the Orbis Programme Office has been shortlisted for Public Sector HR Team, Dawn Tomlyn (People and Change Manager) is a finalist for the HR Rising Star Award and Leatham Green (Orbis Programme Director) is a finalist for the HR Director of the Year Award.
7. At the Local Government Chronicle (LGC) Awards, Sarah Mainwaring (Head of HR/OD) has been nominated for the Rising Star Award, the results of which will be announced in the New Year.

Shared Services Summit

8. As part of a commitment to creating greater value across the sector, on 23 November 2016, Orbis is hosting the first collaboration and learning event between three of the local governments sector's largest shared services providers: Orbis, One Source (Havering & Newham London Borough Councils) and LGSS (Cambridge & Northamptonshire County Councils).
9. The Shared Services Summit is the first event to pool a number of Public Sector shared services experts to share expertise, think about how to collaborate and solve a common business challenge. See Appendix 2 for more detail.

Innovation

10. Part of the Orbis brand is being innovative in day to day practice. To support this ambition and enable colleagues to challenge the status quo, Orbis wants to put the building blocks in place to support this journey.
11. A number of creativity workshops have been held for selected members of staff across all services to explore concepts, tools and techniques that could be used to help think about what the future of Orbis services will look like.
12. These selected members of staff will effectively create a pool of creativity champions that will help to create a culture of innovation. An innovative culture will focus on behaviours, people and process and will embed the drive to continually improve how services are delivered.
13. Bringing these skills to life will play an important part in each service's journey to integration and becoming the compelling alternative.
14. Orbis is working with Ernst and Young (EY) to look at creating an Orbis Innovation Lab. There is a meeting on 28 October 2016 to meet with London Ventures to see what can be learned from the work across London Boroughs and share this across Orbis.

Contact Officer:

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Consulted:

Kevin Foster – Chief Operating Officer
John Stebbings – Chief Property Officer
Leatham Green – Programme Director

Appendices:

Appendix 1 – EPIC+ slide pack
Appendix 2 – Draft Shared Services Summit agenda

Sources/background papers:

None
