

# IT & D Orbis Exit Proposal - Consultation Response Summary

## Introduction

There was good engagement during the consultation with 25 consultation responses submitted by 15 individual colleagues plus collective responses from Unison. In general, the commitment to consult and to provide an opportunity to contribute was welcomed. However, anxiety was expressed at some of the proposed structure changes and the impact the changes would have working within those services.

Whilst the intention of the consultation was to provide a mechanism for feedback on the specific changes required as a direct result of a decision to cease the Orbis partnership, numerous other suggestions were received regarding wider transformation ideas. These suggestions are out of scope for the consultation; however, they may be considered as part of future changes, as required.

Themes varied between the service areas and are summarised below.

In summary the consultation has been helpful in shaping some of the details of the proposed changes, and the proposal to exit the Orbis IT and Digital partnership is still recommended for East Sussex County Council (ESCC).

## Summary of Themes:

### **Engagement, Information, and Assurance**

The consultation was well engaged, and the opportunity to contribute was welcomed; however, concerns were raised about the clarity of information provided, particularly in relation to job descriptions, grading, and processes. These concerns were addressed through further explanation, individual follow-up discussions and clarification responses.

### **Impact of Structural Change on Roles and Services**

Responses reflected anxiety about the proposed structural changes, including reporting lines, role design, grading, and job security, with impacts differing across service areas. Management considered feedback on a service-by-service basis, accepting and incorporating some suggestions (notably related to reporting lines), further exploring grading concerns with HR and affected staff, and clarifying where proposals were unchanged due to operational needs or financial constraints.

### **Scope of the Consultation and Future Considerations**

Many responses extended beyond the scope of the Orbis exit, raising wider transformation and service redesign ideas. While these were acknowledged and recorded, management clarified that such matters were outside the remit of the consultation and would not be progressed at this stage, though some may be progressed as part of future changes, as required.

# Overall Team Structure:

