

Business Operations



Apr 15 - Jul 15

- Identified 'areas of search': Purchase to Pay – linked to Procurement
- Personnel Support Unit transitioned from HR to Business Ops
- Accounts Payable and Receivable transitioned from Finance to Business OPs

Aug 15 - Nov 15

- Initial baseline data collection
- Simon Pollock appointed Head of Business Operations
- Payroll teams moved from Uckfield and Eastbourne to Lewes
- Recruitment transitioned from HR to Bus.Ops

Dec 15 - Mar 16

- Preparation of consultation document, role profiles, job evaluation etc.

Apr 16 - Jul 16

- Consultation period for integrated Senior Leadership team
- Interviews for Senior Leadership team
- Senior Leadership Team to prepare integration plan for remaining functions

Finance



Apr 15 - Jul 15

- Identified 'areas of search' : 6 ways to reduce duplication; Increasing self sufficiency; Process improvement & simplification
- Accounts Payable and Receivable transitioned from Finance to Bus. Ops
- Monthly joint leadership team meetings commenced

Aug 15 - Nov 15

- Initial baseline data collection and current state assessment completed
- Initial contact with B&HCC made to identify collaborative opportunities within Audit

Dec 15 - Mar 16

- Pragmatic decision made to revisit any formal changes to the finance leadership in spring 2016. Decision made in recognition of the significant demands on the service as a result of the comprehensive spending review.

Apr 16 - Jul 16

- Decision regarding integration of strategic finance function to be made
- Plan for integrated Senior Leadership Team to be designed

HR & OD



Apr 15 - Jul 15

- HR/OD chosen as the 'proof of concept' for Orbis
- Identified 'areas of search' – Professional Advisory Casework: Disciplinary; Grievance; Poor performance; Attendance

Aug 15 - Nov 15

- Initial baseline data collection
- Series of workshops with HR Advisory to define future state
- Training and OD teams collaborating to identify early efficiencies i.e. procuring training jointly

Dec 15 - Mar 16

- Engagement with Brighton & Hove HR team
- Consultation period for integrated Senior Leadership team
- Heads of HR/OD appointed
- Integrated Senior Leadership Team meetings

Apr 16 - Jul 16

- Interview for Centre of Expertise post and HR Director post
- Customer insight work to commence
- Integration of HR Advisory to commence
- Senior Leadership Team to prepare integration plan for remaining functions

IT & Digital



Apr 15 - Jul 15

- Identified 'areas of search'
- Architecture Design Authority (ADA) – group reconstituted

Aug 15 - Nov 15

- Initial baseline data collection and current state assessment completed

Dec 15 - Mar 16

- Matt Scott appointed as CIO for Orbis
- Joint ICT/IMT Leadership meetings commenced
- B&HCC Enterprise architects working in the ADA

Apr 16 - Jul 16

- Interim Head of Projects and Transformation role commenced
- Develop a plan for integrated Senior Leadership Team



Procurement



Apr 15 - Jul 15

- Senior Leadership team roles and responsibilities reviewed to create integrated team
- Built new TOM and identified 'areas of search'- 4 key work streams : Sourcing & Purchasing; Contract Management; Category Management; SRM

Aug 15 - Nov 15

- Initial baseline data collection and current state assessment completed
- Chrysalis Programme set up to explore four core projects as per areas of search

Dec 15 - Mar 16

- Initial contact with B&HCC made to identify collaborative opportunities
- Outline design completed for the four key work streams
- Further review of Senior Leadership team commenced

Apr 16 - Jul 16

- Consultation and launch of revised Senior Leadership team structure
- Detailed design of four key work streams; including people, process and technology
- Senior Leadership Team to lead implementation of priority projects as part of Chrysalis

Property



Apr 15 - Jul 15

- Identified 'areas of search': Maintenance delivery; Helpdesk; Energy Management; Estates delivery; Facilities Management; Schools delivery; Development of ESCC Investment Strategy; Acquisitions and Disposals ; processes; Customer service improvement; Asset Strategy
- Weekly joint leadership team meetings commenced

Aug 15 - Nov 15

- Initial baseline data collection and current state assessment completed
- Series of workshops to define future state in relation to areas of search

Dec 15 - Mar 16

- Preparation of consultation document, role profiles, job evaluation etc.
- Initial contact with B&HCC made to identify collaborative opportunities'

Apr 16 - Jul 16

- Consultation period for integrated Senior Leadership team
- Interviews for Senior Leadership team
- Senior Leadership Team to lead implementation of projects identified in areas of search