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|---|---|---|---------------------------|
| <b>DECISION-MAKER:</b>  | OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE  |   |                           |
| <b>SUBJECT:</b>   | THE WAY WE WORK PROGRAMME   |   |                           |
| <b>DATE OF DECISION:</b>  | 10 JUNE 2021  |   |                           |
| <b>REPORT OF:</b>   | CHAIR OF THE OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE   |   |                           |
| <b><u>CONTACT DETAILS</u></b>   |   |   |                           |
| <b>Author:</b>  | <b>Title</b>  | <b>Scrutiny Manager</b>   |                           |
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| <b>STATEMENT OF CONFIDENTIALITY</b>   |   |   |                           |
| None  |   |   |                           |
| <b>BRIEF SUMMARY</b>  |   |   |                           |
| At the inaugural meeting of the Overview and Scrutiny Management Committee for the municipal year the Chair has requested that the Committee receive a presentation on the Council's 'The Way We Work Programme'. The Way We Work is how the Council describes its vision for delivering greater flexibility and connectivity, allowing staff to do their jobs, ensure wellbeing and support the Council's customers. |   |   |                           |
| <b>RECOMMENDATIONS:</b>   |   |   |                           |
|   | (i)   | That the Committee consider the presentation led by the Service Director for Business Development and scrutinise the Way We Work programme and principles with the Cabinet Member and invited officers. |                           |
| <b>REASONS FOR REPORT RECOMMENDATIONS</b>   |   |   |                           |
| 1.  | To enable the Committee to scrutinise the Council's Way We Work Programme.  |   |                           |
| <b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>  |   |   |                           |
| 2.  | None.   |   |                           |
| <b>DETAIL (Including consultation carried out)</b>  |   |   |                           |
| 3.  | The Way We Work programme is a wide-ranging review of how the Council works, where it works from and the spaces that Council staff work in. The review is also looking at the Council's work style, behaviours and how the Council can positively impact the customer experience and workplace wellbeing. |   |                           |
| 4.  | The Council started to think about a new vision in 2020. The COVID-19 pandemic has added new impetus and thinking.  |   |                           |
| 5.  | The vision is – <i>'A positive and flexible way of working where people, space and place come together to deliver our services and promote our wellbeing.'</i>  |   |                           |
| 6.  | At the meeting a presentation led by the Service Director – Business Development will be delivered. The Cabinet Member for Customer Service and Transformation has also been invited to the meeting.  |   |                           |

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| 7.   | The Committee are requested to consider the presentation and to explore the principles of the programme and the direction of travel with the invited guests. |  |
| <b>RESOURCE IMPLICATIONS</b>   |  |  |
| <b><u>Capital/Revenue</u></b>  |  |  |
| 8.   | To be reflected in the presentation to be delivered at the meeting.  |  |
| <b><u>Property/Other</u></b>   |  |  |
| 9.   | To be reflected in the presentation to be delivered at the meeting.  |  |
| <b>LEGAL IMPLICATIONS</b>  |  |  |
| <b><u>Statutory power to undertake proposals in the report:</u></b>  |  |  |
| 10.  | The duty to undertake overview and scrutiny is set out in Part 1A Section 9 of the Local Government Act 2000.  |  |
| <b><u>Other Legal Implications:</u></b>  |  |  |
| 11.  | To be reflected in the presentation to be delivered at the meeting.  |  |
| <b>RISK MANAGEMENT IMPLICATIONS</b>  |  |  |
| 12.  | To be reflected in the presentation to be delivered at the meeting.  |  |
| <b>POLICY FRAMEWORK IMPLICATIONS</b>   |  |  |
| 13.  | To be reflected in the presentation to be delivered at the meeting.  |  |
| <b>KEY DECISION</b>  |  | No   |
| <b>WARDS/COMMUNITIES AFFECTED:</b>   |  | None directly as a result of this report   |
| <b><u>SUPPORTING DOCUMENTATION</u></b>   |  |  |
| <b>Appendices</b>  |  |  |
| 1.   | None   |  |
| <b>Documents In Members' Rooms</b>   |  |  |
| 1.   | None   |  |
| <b>Equality Impact Assessment</b>  |  |  |
| Do the implications/subject of the report require an Equality and Safety Impact Assessments (ESIA) to be carried out?      |  | No   |
| <b>Data Protection Impact Assessment</b>   |  |  |
| Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?            |  | No   |
| <b>Other Background Documents - Equality Impact Assessment and other Background documents available for inspection at:</b> |  |  |
| Title of Background Paper(s)   |  | Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable) |
| 1.   | None   |  |