

Frequently Asked Questions

The following questions and answers are provided to help guide colleagues during consultation. This list is not exhaustive, so should you have any queries, please do not hesitate to contact your Assistant Director/Head of Service

What does the Future Operating Model mean to me?

The implications may be different from employee to employee, but critically, as an organisation, we need to find new ways of working. This includes identifying opportunities for partnerships, community working, enablement and commissioning models, as well as consolidating and streamlining our internal processes to ensure we sustain our offer for the future.

As individuals, this may mean that the structures within which we work may change, the processes we have adhered to are overhauled/reviewed/refreshed with the support of our Change Academy and Innovation Lab and Ideas Forum, and, roles may be changed to support the needs of the council to deliver our priorities.

The work we have been doing on our Purpose, Vision and Values and Behaviours over the last few years has been the foundation for commitment to long term change. This is part of that commitment to augment and implement the changes we need to fulfil and sustain the delivery of our Purpose.

When will the new Future Operating Model be effective from?

January 2017 saw the launch of Phase 1 of the Future Operating Model and as explained a phased approach will be taken on these proposals. In addition to the Future Operating Model, which is a corporate wide umbrella proposal, there is also a range of proposals that are specific to particular services. We intend to ensure that options proposed have been clearly considered in advance to enable meaningful consultation, thus, a phased basis is necessary. The full extent of the FOM is intended to be realised by September 2018, and this is by no means the end, as we continue to review our business and adapt to demands in order to deliver our Purpose.

to what degree and will this mean that we lose our services and

jobs?

As we all know, funding has significantly affected how we deliver our services. We have to take a proactive look at what we offer and consider commercial and enabling opportunities alongside partnership and community arrangements, in order to exploit avenues to generate our own revenue, and thus, ensure a viable and sustainable set of City Council services to be delivered, in line with our Purpose. Every member of staff will 1 0 oseitc(b

How will these opportunities for transformation be sought whilst trying to deliver the day job?

The creation and launch of the Improvement Hub, Change Academy and Improvement Team will provide colleagues the opportunities to develop skills, identify opportunities, grow ideas and foster solutions that are not one-off or the exception, but becomes second nature as an integral part of all our roles and o

How can we ensure we retain good staff and recruit in the event of a vacancy, when we cannot offer salary progression and the Future Operating Model may not guarantee longevity?

Our common purpose is to make a positive difference because we love doing what we do. This is an important aspect of motivation -

and graded

appropriately in line with our Job Evaluation scheme, but in these times of financial restriction, we are not able to do what we have always done. We are working on additional ways to reward and motivate our staff, including examples such as the Improvement Hub and Ideas Forums

implemented. We continue to be committed to providing a Birmingham Living Wage for the lower graded jobs, to ensure they do not suffer detriment. In addition to this, we have been working highlighting the rewards and benefits that are available to colleagues; from the new flexi scheme to My Rewards discounts.

Who will meet with me and when?

You will be advised as phases commence and complete, as to when you will be consulted with and with whom. Please be assured of maximum communications throughout this process communication events and one-to-one meetings. Corporate updates will also be distributed throughout.

The Trade Unions have a collective agreement with the City Council, which means that they will represent staff during consultation, regardless of membership.

Staff that are absent will be kept informed of developments via their management, details of which should be agreed between individual and manager. Colleagues with disabilities will be invited to advise of any reasonable adjustments that may need to be taken into account or made, in order to support them through the process.

Who can be ring fenced

If you are acting up or have a temporary promotion for less than two years, you will be considered on your substantive post. If you have been acting up or temporary promotion for more than two years via a fair selection process, you may be ring fenced in accordance with your temporary position.

If you are on a fixed term contract ring fence principles generally do not extend to you, except in extenuating circumstances where Fixed Term Workers Regulations may apply. You will, however, be registered with Priority Movers prior to the end of your contract and will have 12 weeks support to look for alternative posts as a Priority Mover.

If you are on a placement from elsewhere within the organisation, you will be included in the appropriate ring fence according to your substantive post. If you do not wish to take part in the selection process, you will be treated as a priority mover when your placement ends. If you are you will return to your substantive post when the placement ends and will not be in scope for the changes.

If you are on secondment from your substantive post that is affected by the proposals, you will be considered as part of the process and offered a post, if you wish to do so. Alternatively, you may be a priority mover upon cessation of your secondment. If the post to which you have been seconded becomes permanent, you should be offered the opportunity to accept this.

Compulsory Redundancy

Any compulsory redundancy payments are calculated on your substantive salary and length of service, including any maternity leave. Redundancy is calculated us

payments to not get capped at the upper limit, and payments will be made on your actual contractual weekly pay if this is in excess of the upper limit;