

What's happening in the shadows?

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The Story so far....



Its been a long and winding road.....however

We now have:

- ▶ 11 new Chief Executives appointed
- ▶ 462 Councillors Elected
- ▶ All 11 new councils have now held their first meeting
- ▶ Chief Executives are beginning to appoint staff to key roles


Where are we going??

- ▶ Towards a stronger, more efficient, more flexible and more accountable local government
- ▶ New powers in respect of planning, urban regeneration, community development, housing, car parking, local economic development and local tourism
- ▶ Integrating with existing council functions to achieve a more productive joined up approach for citizens



The priorities in the next 10 months



- ▶ Developing the Governance Structures for the new Council
 - ▶ Capacity building with Elected Members
 - ▶ Organisation Design
 - ▶ Appointing the senior team
 - ▶ Developing the Corporate Plan
 - ▶ Striking the rate
 - ▶ Rates Convergence
 - ▶ Aligning the budgets
 - ▶ Integrating services across the new council areas
 - ▶ Transferring staff
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...and there's more

- ▶ Setting the Foundations for Community Planning
 - ▶ Developing the processes
 - ▶ Developing capacity
 - ▶ Working in partnership
- ▶ Transfer of the Planning Function
 - ▶ Building the processes
 - ▶ Transferring and integrating the staff
 - ▶ Building the Capacity of Elected Members
- ▶ Urban Regeneration powers
 - ▶ Keeping the show on the road
 - ▶ Developing the forward Plan
- ▶ AND....andand



Emerging issues



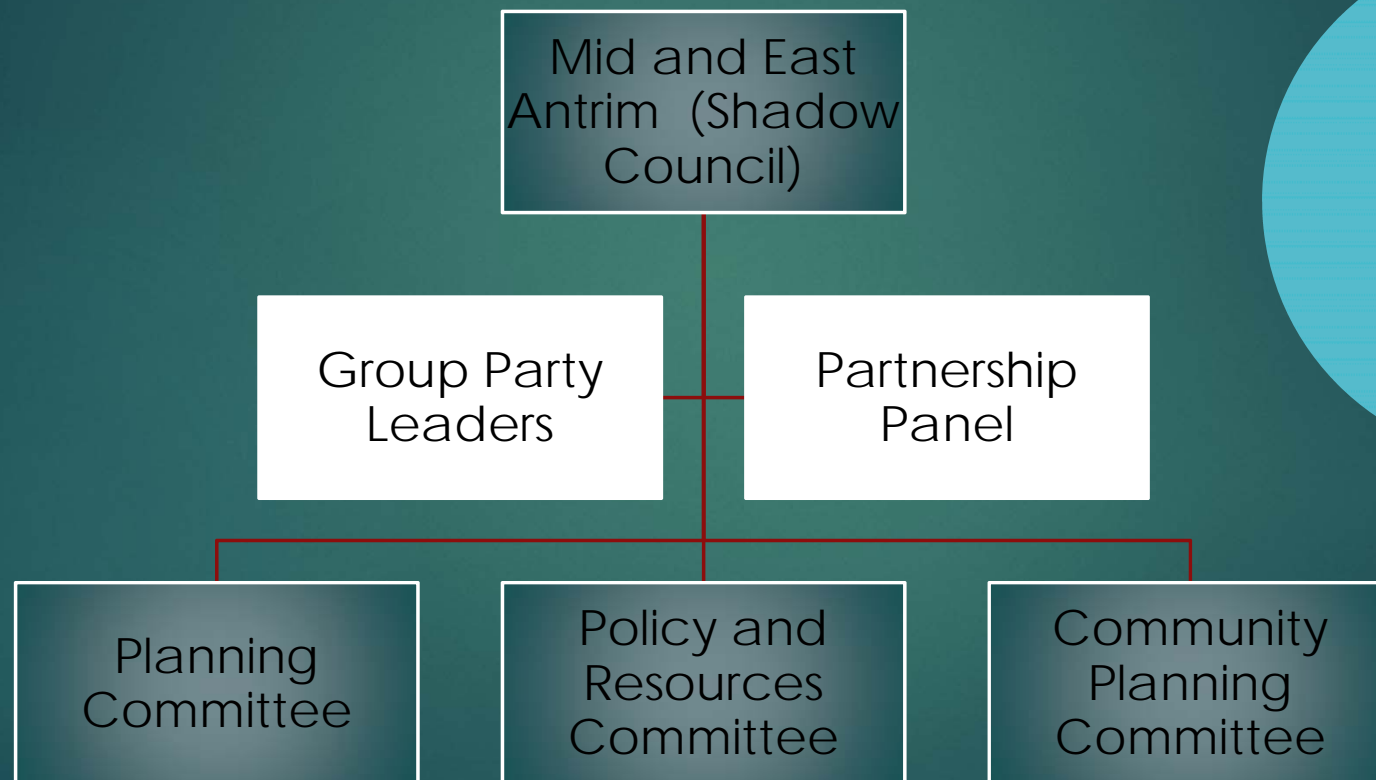
- ▶ The scale of the task...
- ▶ Setting solid foundations for the new organisation
 - ▶ Governance
 - ▶ Culture
 - ▶ Structures
 - ▶ Building Teams
- ▶ A new organisation that staff and citizens can identify with
- ▶ Utilising civic facilities across the new council area

Emerging Issues

- ▶ The broad range of capacity building required
 - ▶ Elected Members
 - ▶ Officers
 - ▶ Civil Servants
- ▶ Staff key concerns
 - ▶ Do I have a job?
 - ▶ Where will it be?
 - ▶ What will I be paid?
- ▶ Visible Leadership
- ▶ Communicate, communicate, communicate
- ▶ Dealing with the legislation, regulations and guidance
- ▶ Maintaining the focus on citizen focused outcomes and services



Mid and East Antrim Interim Governance Structure



Lets take it step by step

- ▶ Work through the Stages
 - ▶ Transition to March 2015
 - ▶ Transformation post April 2015
 - ▶ Local Government Reform will continue well beyond 1 April 2015 !!
- ▶ Working on the plan
- ▶ Keep on track
- ▶ Maintaining our perspective, motivation and sanity

Lets remember what its all about!

- ▶ Delivering high quality services for our citizens
- ▶ Implementing the new powers and functions to permit a more joined up approach across planning, regeneration and community planning
- ▶ Using the new powers to shape and improve the economic, social and environmental well being of local areas
- ▶ Joint working and cooperation between the NI Executive and local government
- ▶ Supporting innovation and improvement through a new performance management regime

- ▶ **The bottom line**
- ▶ **Working in partnership with others to improve outcomes for citizens**



The future

The future will see us working within a community planning framework, where we are not simply responsible for spending 5-6% of the public pound, but also for influencing the delivery of the other 95% for the benefit of all of our citizens.