

Programme Plan – Key Dates

Suggested target dates for key activities are shown below, for discussion, and are subject to further refinement. A full programme plan will be developed.

Activity	Target dates	Notes
Review of corporate priorities <ul style="list-style-type: none"> Proposals developed Consultation period Approval 	Early May 2009 May - June 2009 14 th July 2009	This work is needed to inform development of future organisational structure, planning and service reviews. A Communications/Consultation Plan has been developed. Initial consultation will be on the overall priorities to enable recommendations to be submitted to July's Council meeting. Further consultation will be undertaken as part of service reviews as the transformation programme progresses.
Senior management structure <ul style="list-style-type: none"> Outline proposals inc. new job descriptions Consideration by Exec, O&S Committees & Employment Panel and CJC Approval by Council New Senior Management structure in place 	May 2009 May - June 2009 14 th July 2009 December 2009	With assistance from NWE0. Preparation of proposals, for consultation, can run concurrent to review of priorities. Timescales have been set based on advice from NWE0. Restructuring below senior management level will be determined as service reviews progress.
Service Provision Review <p>Identify and confirm statutory services (inc estimated costs of provision)</p> <p>Identify and review provision of non-statutory activities and initial assessment of potential service reduction areas.</p> <p>Determine future delivery methods and process improvements</p> <ul style="list-style-type: none"> Phasing Plan for review of services Review period Recommendations produced <p>Implementation of service changes inc. staff structure changes</p> <p>Follow-up reviews</p>	end May 2009 Some identified and confirmed by end August 2009	 This work will continue beyond August, as part of the service review. A phasing plan will be developed that will reflect the amount and complexity of information that needs to be collated and analysed and accommodate adequate consultation periods. Phasing to be determined and will be influenced by capacity and appointment dates of Senior Managers Ongoing from end August 2009. From December 2009