



MANCHESTER
CITY COUNCIL

m people



Context 2010

- 3 year Transformation Programme
- Developing Public Sector Reform Programme
- New Organisational Design Principles
- Development of operating models
- New ways of working– generic skills, values based behaviour's, flexibility
- Reduction of c.1000 fte over 3 years

Aspiration

- Transformation through the deployment and development of staff
- Smaller, skilled and flexible workforce
- Up skilling the existing workforce to fill skills gaps
- Positive & assertive process of deploying staff to business need

From redeployment to *m people*

- Altering the dynamic of re-deployment to positive and successful deployment experience
- Positive narrative and language
- A different model drawing from the best in the public and private sector
- New flexibility clause in contracts to facilitate movement
- Changing the mind set and stand point

m people Principles

Principles created to underpin the approach:-

- Concentration on developing the existing workforce for non entry level Jobs
- Movement at pace, positively and fairly
- Clear progression paths
- Intelligence of the skills we have now and need in the future

m people Principles

- Pull not push - creating demand for movement
- Managing performance effectively
- Incentive based – only way to access skills and achieve savings
- All staff part of *m people*

Senior leadership in partnership with Trade Unions and Staff Groups created underpinning elements:

- Values Based Behaviours
- Early movement (Opting in)
- Reaching out for skills
- Engagement
- Support for change
- Flexibility Clause in contracts
- Valuing Exit

Implementation

- Trade Union Ballot September/October 2010
- ***m people*** framework approved November 2010
- Programmed operational January 2010
- Local Government settlement December 2010
- Increase in savings doubled the reduction in staff and halved the timescale.

m people: progress to date

- 41 Service Redesigns (22 completed)
- C. 5000 people progressing through ***m people*** via Service Redesigns
- C. 2,500 people accessed Support to Change
- Approx 1,700 fte leaving through VER/VS
- 1959 places accessed on the VER/VS Support Programme
- Positive progress against workforce savings

***m people:* feedback from the staff survey**

Staff that have participated directly in ***m people:***

- Felt more positive about ***m people*** and recognised the value of the approach
- Thought it would help maintain high quality service delivery
- Were more aligned to Corporate priorities and the values and felt that their work was making a contribution

m people: next steps

- Apprenticeship Scheme - ***m futures***
- Investment in skills - ***m people*** academy
- Innovation – bursaries, pathways
- Public Sector Reform – cross boundary