

EAST RENFREWSHIRE COUNCILCABINET24 March 2016Chief Officer HSCPCAPITAL FUNDING UPDATE:  
HEALTH & SOCIAL CARE PARTNERSHIP AGILE WORKFORCE SOLUTION**PURPOSE OF REPORT**

1. The purpose of this report is to provide an update on the capital funding allocated to the agile workforce solution within the Health and Social Care Partnership (previously CHCP) and request approval to reallocate the funding within the Agile Workforce programme of work.

**RECOMMENDATIONS**

2. The Cabinet is asked to:-
- (a) note the progress of the original programme; and
  - (b) approve the reallocation of £226k within the Agile Workforce programme to the redesign of buildings hosting HSCP staff.

**BACKGROUND**

3. In 2013 the then CHCP successfully secured £1,324k capital funding to progress with an agile workforce solution to enable the following:

- Equipping staff with smartphones and laptops to enable access to the East Renfrewshire network out with council buildings
- Implementation of an electronic documents management system (EDRMS) to allow information that would have been previously held in client paper files to be scanned and accessible to staff out with the office
- ICT enabling works including Wi-Fi to core CHCP buildings
- Required ICT support to be secured

4. A capital bid to support an agile solution for NHS staff within the CHCP was also approved in 2013.

5. The approval of the Eastwood Health & Care Centre required the then CHCP to adopt new ways of working as the new building was designed to maximise frontline services to East Renfrewshire residents. Agile working was the vision to providing more flexibility to staff and ensuring more efficient utilisation of floor space through reducing the number of fixed desks and moving to a 7:10 desk ratio.

## REPORT

6. Following the approval of the capital bid a formal programme of work was formed and to date has delivered the following:

- 250 HSCP staff now equipped with smartphones and laptops
- Wi-Fi for ERC staff enabled in Barrhead Health & Care Centre
- Desk ratio of 7:10 implemented at HSCP HQ since 2014
- EDRMS solution is live in many services and continues to be rolled out

7. The planning and development of Eastwood Health & Care Centre has also progressed during this time and is scheduled to become operational in summer 2016. The 2nd floor of the building will provide a base to over 230 staff. The floor plan has been developed with a 7:10 desk ratio and provides a mix of workspaces. As agile working has been deployed across the HSCP the need for buildings to support this style of working has become clear, the design of the staff floor in the health & care centre reflects this learning where collaboration, quiet space and traditional desk based work have all been considered.

8. The blueprint for the new building will now be implemented across the other building assets that continue to be occupied by HSCP staff following the relocation to the new centre, this includes:

- Barrhead Health & Care Centre
- St Andrew's House
- Barrhead Main Street (Children & Families staff hosted here)

9. Reviewing the current layout of the offices has identified further opportunity to maximise floorspace, co-locate health and social care staff to encourage collaborative working and improve service delivery through efficiencies.

10. The original capital bid of £1,324k was estimated based on the information available at the time. Ongoing monitoring and review of the funding has identified that the original allocation of funding for the project overall was more than required and the approved funding was subsequently reduced to £1,130k.

11. Since then further under spends have been forecast within the project budgets and the HSCP request that £226k from these budgets is reallocated to allow the blueprint from Eastwood Health & Care Centre to be implemented across the other buildings occupied by HSCP. Due to the traditional layout of the buildings significant works are required to make these buildings workspaces that complement agile working. Property & Technical services have completed initial plans and provided estimated costs based on the following:-

- Redesign of floor area reducing office spaces and creating a larger, more flexible floor space
- Relocation of IT cabling and network points
- Procurement of additional furniture (furniture will be recycled from HSCP HQ)

12. Approval to reallocate the existing capital funding will enable the re-fit of all three buildings to maximise floorspace as well as creating more flexible, efficient and modern workspaces. If approved, the re-fit of the buildings will be run as one project with a scheduled completed date of July 2016.

13. A separate request for NHS to fund £104k of these works has been approved.

## FINANCE AND EFFICIENCY

14. The approved capital bid for the agile workforce was submitted and approved in 2012. A breakdown of the funding is detailed below:

HSCP Agile capital budget				
	A	B	C	
	Revised budget	Total actual & projected spend to 16/17	Funding reallocation	A - B-C
	£k	£k	£k	£k
ICT Enabling works	384	102	226	56 underspend
ICT staffing	389	172		217 underspend
EDMS	213	213		0
Agile kit	338	269		69 underspend
Budget realignment	-194			-194 adjustment
	1,130	756	226	148

15. The allocation of funding was carried out based on the vision at that time. Due to a number of service redesigns and budget savings the HSCP has had to continue evolving its accommodation strategy, this proposal enables HSCP to future proof accommodation through the implementation of flexible workspaces.

## CONSULTATION

16. None

## PARTNERSHIP WORKING

17. The NHS has agreed to fund £104k towards the buildings enablement sub project.

## IMPLICATIONS OF THE PROPOSALS

18. There are no implications as a result of the proposals.

## CONCLUSIONS

19. Since 2013 the HSCP has made significant progress in transforming from a traditional desk based workforce to one that is modern and digital, in line with the Council's 5 capabilities. To further support this transformation, the HSCP requests that funding of £226k currently allocated to the overarching agile workforce programme is reallocated to enable the required buildings to be redesigned. This project will enable the re-fit of the three remaining buildings (excluding Eastwood Health & Care Centre) hosting HSCP staff to ensure they are designed to support agile working and facilitate co-produced, collaborate and effective working.

**RECOMMENDATIONS**

20. The Cabinet is asked to:-

- (a) note the progress of the original programme; and
- (b) approve the reallocation of £226k from the Agile Workforce programme to the redesign of buildings hosting HSCP staff

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March 2016

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**BACKGROUND PAPERS**

**KEY WORDS**

HSCP; Agile; Agile Working; Capital; Eastwood Health & Care Centre; Buildings

An update on the capital funding allocated to the HSCP's agile workforce programme and request to reallocate funding to building enablement work.