

Creating Central Bedfordshire

		(Date within brackets) refer to Shadow Exec. Meeting date										Completed Milestones	At Risk Milestones	Delayed Milestones	On-Track Milestones	Future Milestones				
KEY MILESTONES-IMPLEMENTATION PLAN (TRANSITION PROGRAMME)																				
Line Nos.	Resp.	2008					2009													
		Mar-08	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan-09	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
42	Appoint Directors and Heads of Services	MW			Appoint Interim CYPF Director	Recruitment commences	Identify 'ring fence' for Head of Services		1. All Directors appointed. 2. Internal HoSs appointed.		Externally appointed HoS completed	Decision on Partner Org. for CE recruitment		CE advertisement posted			CE Appointed			
43	People Management Protocols	MW			Approve People Management Protocol															
44	Recruitment strategy to give direction to appointments	MW			Approve Snr. Mgt. Recruitment Strategy															
45	Employee structures	MW			Detailed information available	1. Aggregated list of MBDC/SBDC staff completed 2. Disaggregation of County staff- Phase 1		1. 1st draft detailed structure consulted upon with TU. 2. Phase 2 Disaggregation of County staff		1. Appeals hearing takes place. 2. Mapping employees to new structure	Individual employee's role confirmed in writing		Individual employee's work-location confirmed	Identified employees informed of ring-fencing and managed change process						
46	Pay/grading review; and agree new Policy	MW			Approve Snr. Managers' pay				Approve pay/grading and remun. Policy. (2008)											
47	Agree principles for automatically transferring staff	MW						Approve automatic transfer principles												
48	Agreement on redundancy and severance provision.	MW									Approve Policy Statement on redundancy compensation (16th)									
49	Organisational Development and Training Plan	MW						Approve Org. Dev. Plan & Workforce Training Plan												
50	HR Strategy paper for approval	MW									Approve HR Strategy									
51	Commence equal pay audit	MW																Commencement of Equal Pay Audit		
52	Key Corporate Projects																			
53	Inspections	WO-W			Adult Soc. Care/Comm. Learning/Safeguarding (SOVA)			Annual Performance Assessment of Children's Services									Comprehensive Area Assessment (tbc from April onwards)			
54	Eco-Towns	TS			Consultation shortlist & prelim. appraisal					CLG Consult on draft PPS and Sustainability Appraisal		Respond to CLG Consultation on the Draft PPS and Sustainability Appraisal	Publish policy statement							
55	Dunstable/Luton Bus-way	GA				LBC and BCC to conclude legal agreement														
56	Business Harmonisation/ Transformation project (Modena)	RE						Business harmonisation report completed		Initial Transformation Strategy completed	Business harmonisation implementation plan agreed									
57	Energy from waste	GA						PF Outline Business Case (BEaR project)	Submission to DEFRA								Publish in OJEU			
58	Growth Agenda	GA			1. LDF-Preferred Spatial Options; 2. Agree LDV model						LDF-Governance arrangements for Year 1									
59	The National Institute for Research into Aquatic Habitats (NIRAH) project.	GA												Submit detailed planning application						