UC Programme Board
Open Action Point Log (20.12.22)

Reference	Action	Assigned to:	Due Date	Status
2604AP03:	Communications to be made with the Local Government Association to obtain a replacement for the LA CEO/UCPB Board Member. **Update 17.05** – Stuart has been in contact with ▇▇▇▇ from Local Government who will identify a suitable rep as soon as possible. **Update 15.06** – ▇▇ is seeking a proposal via the Society of Local Authority Chief Executives and Senior Managers (SOLACE) and will keep Stuart/Secretariat updated on progress. **Update 12.07** – Stuart continues to chase the LA. Awaiting feedback from SOLACE. **Update 27.09** – Local Gov have identified a Chief Executive who should be able to accept the UCPB Membership. Discussions are ongoing and it is hoped there should be a member in place for the November board. **Update 15.11** – A District Chief Executive has been identified as a potential board member. The SRO has written to the Permanent Secretary for approval. On approval Secretariat to send invites and add to ToR.	Stuart Ison	20/12/22	Awaiting Update

1907AP01	PC&P to progress the issue around developer pay with CDDO. Deb Walton to discuss this issue (pay & recruitment) with the PC&P DG and keep UCPB updated of any developments.
	
	Update 07.10 - Work in progress. Evidence is getting collated to produce a business case that will then be shared with Debbie Alder PC&P DG.
	Update 11.11 - Focused activity continues in our efforts to recruit Java Developers and reduce and eliminate any barriers that may prevent us doing so. In continuing to drive this issue;
	  o DET are focusing on what more can be done with current pay policies and how to make our Employment Offer more attractive (e.g. to relax the current hybrid working approach).
	  o A Paper went to Capacity Board on 1st November that included our request to review hybrid working in key roles. The Board were supportive of looking at options to support this request in principle, however provided feedback on the scope, impacting and governance that will be required before an ET decision is made. Work is ongoing across Digital and PC&P colleagues to pull together this firm proposal and return to the Board within the next four weeks, before an ET discussion to agree an approach we can implement via recruitment early in the New Year.
	  o PC&P colleagues have met to evaluate what more we can do across all aspects of recruitment, capability building and pay in order to support further resolution to the issue. A paper is being prepared for w/c 14th November to capture what more we can do and next steps to ensure that colleagues across PC&P and Digital can agree clear next steps and timelines for future activity.
	• A project manager has been appointed by Digital Group to ensure that progress around Java recruitment and the overlap that this has into the other priority areas of pay and increasing our presence in our Birmingham hub to fully exploit the market there, is monitored with clear delivery timescales. This work is
		Deb Walton	20/12/22	Open

UC Programme Board

due to be shared with Simon McKinnon, and DET working group members (Paul Francis, Tamara Bruck and Jill Moore) w/c 14th November.

- Recruitment activity continues with the latest campaign building upon the relative success of recruiting 2 Java Devs at G7 and HEO into Birmingham in our last campaign. The campaign closes on 23rd November, with the latest cut of the application data suggesting that we will see more progress through the process than on the last occasion where we had 3 interviews and 2 appointments against an application pool of 129 candidates of which 47 were viable applications. A lessons learned from the last campaign we are investing in more marketing and promotion of our EVP. Head of Coms within Digital is leading on some work to help us fully review and revamp our approach which will support the current campaign and take further effect in the next campaign which is proposed to be nationwide to ensure that we are exploiting all available hubs, including Birmingham.
- Activity around promoting Birmingham has seen us engage with tech organisations that are announcing redundancies. We have had contact from a Java colleague who is interested in coming to work with us, so we are fully exploiting this opportunity and any networks of colleagues he may have along with rolling out this approach across DWP hubs to ensure that we are aware of any redundancies in the tech market to try and attract colleagues with the skills we need. This will continue as ongoing rolling activity.
- UC Digital colleagues are also engaged in commercial discussions to look at bringing in augmented labour through a third party supplier. Whilst this is not permanent recruitment it will increase available Java resource.
- By way of a build strategy, work underway with Digital UC on a plan as to how we convert near misses to appointments through circa 3-month training programmes. In the last exercise we captured 11 near misses so a programme focused on development could be lucrative in terms of being able to develop the skills we need to provide a healthy return of sufficiently skilled Java Devs. Digital UC and Digital HRBP colleagues are also exploring an option with Michael Page Consultants to run intense training programmes, facilitated by CL they supply to ensure we aren't losing existing colleagues to training. Discussions ongoing within Digital Group on the back of the PM having been installed to agree how we stand up a team or support from a resourcing perspective centred around build, with an intense focus on driving this work and other build activities to ensure that there is a clear build strategy and delivery plan. Conversation to take place in next fortnight following review of overarching project plan with DET working group.
- In progressing our approach to pay, PC&P colleagues met w/c 31/10 in order to take stock of all ongoing activity and evaluate what more can be done in order to make incremental gains and where further activity could be suggested in order to alleviate this issue. Pay colleagues provided further advice on what more we could do from a pay perspective. Options need to reflect the levers available to us to be able to pay more and need to be balanced against the time it will take to deliver. Pay team are supporting in 3 key ways;
  - o Drafting a pay flexibilities case that would see us considering whether we want to take a discussion to ET around the possibility of utilising the annual pay award to try and increase Java pay. Prospect of success and timescales to implement would however need to be factored into this approach.
  - o Working with Simon McKinnon to engage with CDDO on what more centrally they can and will do in order to support the challenges we face and how far we can influence the DDAT Framework.

UC Programme Board

	o Having exhausted all options with CDDO, what more we would need to demonstrate (if anything) in order to show that all avenues have been exhausted and how we then ask the Perm Sec for exceptional action to be taken by him to assist us via HMT. Engagement wit with OGDs and CDDO is ongoing to understand the issue relating to Java across government to see what collective leverage we can broker. We are discussing timescales for delivery with pay colleagues and an update will be given to UCPB on 15/11 as to the forecasted delivery date for the activity outlined, when we can share more detail.			