

Transformation Update for CPOS Operations



7 November 2017

Hello everyone,

Today, Surface Transport announced plans regarding the next phase of Transformation (Design Gate 2b – DG2b). As we mentioned to you at the last Transformation 2a briefings, this phase includes staff in Payband's 1-3 roles only.

Firstly, most relevant to those receiving this bulletin is that CPOS Operations: predominantly front-line teams and their management and supervisory levels (paybands 2 and 3) **are out of scope for DG2b**

A separate project is being defined to investigate the opportunities for improving integration across all of the “on-street” activity delivered across Surface and TfL

This project will be sponsored by appropriate Surface directors and will be managed separately to Surface Transformation.

In the coming months I hope to share further information on this with you.

As for **Transformation DG2b proposals** -

These build on DG2a and EOS Futures and address key design principles:

- *Reduce costs and avoid duplication,*
- *Integrate teams providing similar services and increase functional alignment,*
- *Reduce layers and increase managerial spans of control and*
- We have included an additional CPOS design principle with a particular emphasis on: *Maintaining a flexible environment to meet future demands.*

Of those in scope there are a number of areas where design changes are proposed

- Analysis and tasking
- Contracts and Business Management
- Investigations, Appeals and Prosecutions
- Correspondence Team – Directors Office
- Policing and Partnerships
- Other areas have minor changes under continuous improvement, which means there will be no substantial change to roles.

Steve Burton and his senior management team briefed all those staff in scope at a meeting held this morning. This presentation signifies the start of formal consultation. . To ensure you are sighted on the proposals, I have asked that the presentation which details the proposed changes, will be made available to you via your normal team meetings.

Although these proposed changes will not directly impact you, it is important to be mindful that this may be an unsettling time for colleagues in other parts of CPOS. We will be doing all we can to provide support and I will endeavour to keep you informed

In the meantime if you have any concerns or queries please raise these with your manager or at team meetings.

Graham, Head of CPOS Operations