

Sample of the Change Programme, written for Bath & North East Somerset Council's staff intranet
Audience: Council Staff. This content was written to reassure staff and keep them informed of the potential impact of the cuts.

About the Change Programme

The Change Programme is helping us to reshape our organisation to deliver Government reforms and deal with the impact of funding cuts.

If we're to succeed in our vision to make Bath & North East Somerset an even better place to live, work and visit, we need to make improvements to the way that we do things.

The Change Programme is our plan of how we'll create a stronger, more efficient council. It sets out **what needs to change** [<link to What's Changing?>](#), how and when it will change, and new ways to deliver services, raise income and save money.

Find out more about how we're managing the Change Programme on a day to day basis [here](#). [<link to Managing the Change Programme>](#).

Why do we need to change?

Every council needs to embrace change to meet the expectations of residents, to respond to government acts and to keep pace with new technologies.

But recent reforms brought in by the Coalition Government, combined with public sector funding cuts, means we really have our work cut out.

In July 2010, we refocused our change programme to reflect our new circumstances. Without compromising frontline services that support vulnerable people, we need to make savings of £8 million by 2014, contributing to on-going savings of £30 million. This is from a £250 million budget.

That means we need to put in place better, more efficient ways of doing things.

How are we changing?

- Meeting the financial challenges
- Doing what our customers tell us is important and prioritising our resources
- Working more closely with other organisations

Planned changes

Read an overview of our objectives over the next three years.

- 2011 [<link to Plans for 2011>](#)
- 2012 [<link to Plans for 2012>](#)
- 2013 [<link to Plans for 2013>](#)