

1. EFFICIENT GOVERNMENT FUND

**Part 1: Summary Table**

Bid No (for EG use)	
Lead bidder	<p>Joint Public Sector Group in conjunction with:-  Aberdeen City Council  Aberdeenshire Council  Grampian Police  (Richard Parker)  E-Mail: rparker@personnel.aberdeen.net.uk</p>
Brief Description of the aims of the project	<p>This project is intended to achieve effective, efficient and economic benefits across Personnel Services in the areas of Training and Development, Recruitment and Selection and Occupational Health Provision.</p> <p>These projects, together, will:-</p> <ul style="list-style-type: none"> <li>• Maximise effective and efficient use of resources</li> <li>• Ensure the sharing of best practice</li> <li>• Encourage joint working</li> <li>• Achieve financial benefits</li> </ul>
Clear description of what the EGF money would be used to buy	<ul style="list-style-type: none"> <li>• The purchase and <i>/or</i> development of shared property</li> <li>• The development of common / shared technologies to support the initiatives</li> <li>• Consultancy time / additional resources to draft the business plan and produce a development plan</li> <li>• Associated costs providing the training required for the relevant people within the partners organisations</li> </ul>
Partners to the project likely to commit resources	<p>Aberdeen City Council  Aberdeenshire Council  Grampian Police</p>
Names of other organisations with whom the project has been discussed (to assist the introductions process)	<p>Moray Council  NHS Grampian  Grampian Fire and Rescue  Some elements have also been discussed with Aberdeen College, Aberdeen University, RGU, all of whom remain interested in possible participation at a later stage.</p>

<p>Evidence that suggested the approach has been deployed <del>successfully elsewhere</del></p>	<p>Joint working across the public sector, although in its infancy, is already evident and is already demonstrating some benefit. The guidance of the JPSG as an executive demonstrates the advantage of joint working.</p> <p>All of the partner organisations use similar processes and, in some cases, the same technologies to undertake recruitment and selection and in the field of training and development. The benefits of a single database(s) are obvious and are readily achievable.</p> <p>There are various examples of joint working in relation to, for example, procurement, control rooms, social work training, health and safety training, etc.</p>
<p>Are there any restrictions to potential for enlargement of the project (i.e. technology, number of partners etc.)</p>	<p>These projects are in keeping with the recommendations likely to be made by the Society of Personnel Directors in Scotland. In that sense these areas are likely to become the focal point for efficient government initiatives across local authorities in Scotland.</p> <p>There are no limitations in respect of the technologies although there will, obviously, be limitations in respect of venues, geography, etc.</p>
<p>Benefits projected from the project</p>	<p>1.1 Recruitment and Selection</p> <ul style="list-style-type: none"> <li>• Reduced unit costs of advertising</li> <li>• Increased use of joint website</li> <li>• Shared use of existing technologies</li> <li>• Greater volume of shared applicants</li> </ul> <p>1.2 Training and Development</p> <ul style="list-style-type: none"> <li>• More effective / efficient use of resources</li> <li>• Reduced costs of training for participants</li> <li>• Increased profile of development / training in the workforce</li> <li>• Increased partnership working</li> </ul> <p>1.3 Occupational Health</p> <ul style="list-style-type: none"> <li>• Reduced unit cost resulting from economies of scale</li> <li>• Better understanding of trends as a result of</li> </ul>

	multi-organisational evaluation
Estimated financial projections	<p>2005 / 2006 - £750,000  2006 /2007 - £250,000  2007 / 2008 - £200,000</p> <p>Notes</p> <ol style="list-style-type: none"> <li>1) The project costs are based on estimates which require to be verified / justified should a stage 2 bid be presented.</li> <li>2) The bulk of the cost in year 1 are related to the procurement and/or development of shared property for a training and development establishment and for a recruitment and selection centre.</li> <li>3) The costs in years 2 and 3 are considered necessary to meet with new technology specification and purchase and to cover the costs of required consultancy and other training works.</li> </ol>
Overall Project cost	£1.2 million
Estimated projected benefits	It is at this time difficult to specify projected financial benefits. This would however require to be done as part of the development case before a business plan was finalised. It is however anticipated that unit cost reductions in both training and recruitment will be achieved. Improved use of all resources and ways of working. The consequential benefits of joint working in these projects will spill over into other similar areas.
Is a pilot required – see guidance notes	No
Additionally: why is EG funding required Additionality?	<p>The ability of the partners to maintain current levels of service whilst promoting / enhancing service delivery through joint working requires significant start up costs.</p> <p>The cost of merging technologies and the refurbishment of buildings for joint use are also items of additional expenditure.</p>
Does this project complementary in any way to other EG work	This project is consistent with the effective government programme of projects being promoted by the Joint Public Sector Group in Aberdeen

	which covers all public sector organisations.
Is “stage 2 development funding,” requested?	Yes.