

A Trading Company Model





The Drivers for Change

“There will be opportunities to make investments in infrastructure whilst the company is geared towards saving 10% of its current budget over the next five years.

Over the same timeframe a culture of reward for enterprise, creativity and effort will support the company’s aspirational target of creating income streams worth an additional 2.5% of its current budget”

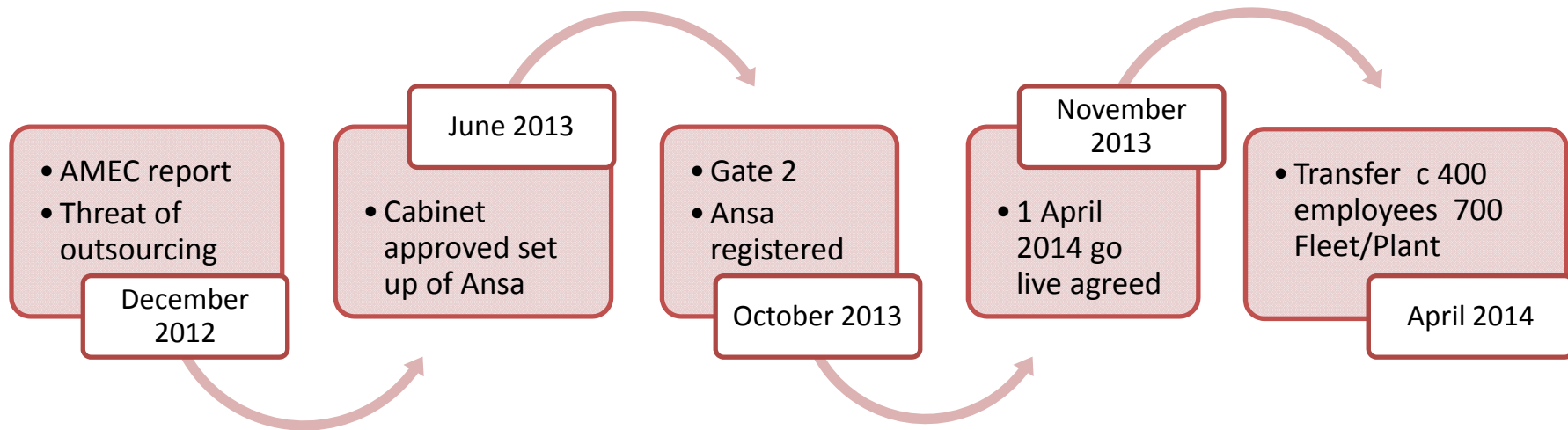
Main challenge – seamless transition

- Delivering on time and within budget
- Taking the staff, members and residents along with us
 - Focus Groups with Residents, Employees, trade unions and Members
 - Opportunities for two way feedback - site briefings and stakeholder working groups
 - Regular communications – newsletters, intranet site and open access to senior management
- Visible change for employees on day 1 but not necessarily for residents (soft launch)



Kevin Melling, Ansa MD

Timeline



“Effective engagement with stakeholders including Residents, Employees and Members was essential to our success,” **Jane Thomason, Manager**



Controlling our destiny



Shawn Reed, Union Representative

Before:

“Initially I was very sceptical, felt we were being privatised.”

What changed and why?:

“Watched stuff going on behind the scenes, being involved and looking around the industry. What we were doing wasn’t so alien; we could be in control of own future and still keep our links with the council.”

Everyone here had an opportunity to shape the new company. Feel listened to. I am learning that things don’t happen overnight – got to give it a chance.” **Shawn Reed, Union Representative**



Continuity of employment

"I was really worried, as I had been redeployed before. I was told I would end up with a job but I kept wondering, 'Would I?'"

We are learning each other's jobs as Business Support rather than just doing our own. Still getting used to the changes at the moment.

Everyone is friendly. Pay and terms and conditions are fine, still all the same.

I am hopeful that there will be more possibilities for career progression as we grow and develop." **Pam Evans, Business Support Officer**



Pam Evans, Business Support Officer

I understand the part I play

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Carol Vaughan,
Business Support Officer

"I was apprehensive, it was a big change in a short space of time as I was moving authorities and employer.

There was a lot of uncertainty about how I would fit in and what I would have to do. It played on my mind.

Been here 2½ months now and I feel much better. I am still settling in, there are still things I don't know and I'm learning day-by-day.

I am enjoying it; it's interesting and challenging.

*I can see my part in the company whereas before I never knew what the end result of my work was. I feel I am contributing to something now." **Carol Vaughan, Business Support Officer**
(moving from CWAC Joint Waste Team to Ansa)*

for more information call 01625 383905 or email jane.thomason@ansa.co.uk

Benefiting residents

Before:

“I was fairly optimistic. I felt the company provided lots of opportunities to review processes and tackle concerns. I was part of the Employee Stakeholder Group. I saw a range of topics brought up, nothing was forgotten, everything was addressed.”



Now:

“I am passionate about working with the company to make it bigger and better, to make it stand out to the local community as a company that delivers what it says it will.

I feel privileged to be part of it and most of the people I meet feel the same way.”

Julie Parker, Training

A sustainable future

Martin Finn, Plant Operative:

"I wasn't worried, I was looking forward to it. Basically still feels like we are the Council but under Ansa."

By making jobs more economical there is more scope to bring some revenue in and make it better, a cheaper council tax rate for residents."



"Our challenge is to fully understand the business now we are in a commercial environment and to drive the cost base down so we can retain and win new business."

Charlie Griffies, Manager

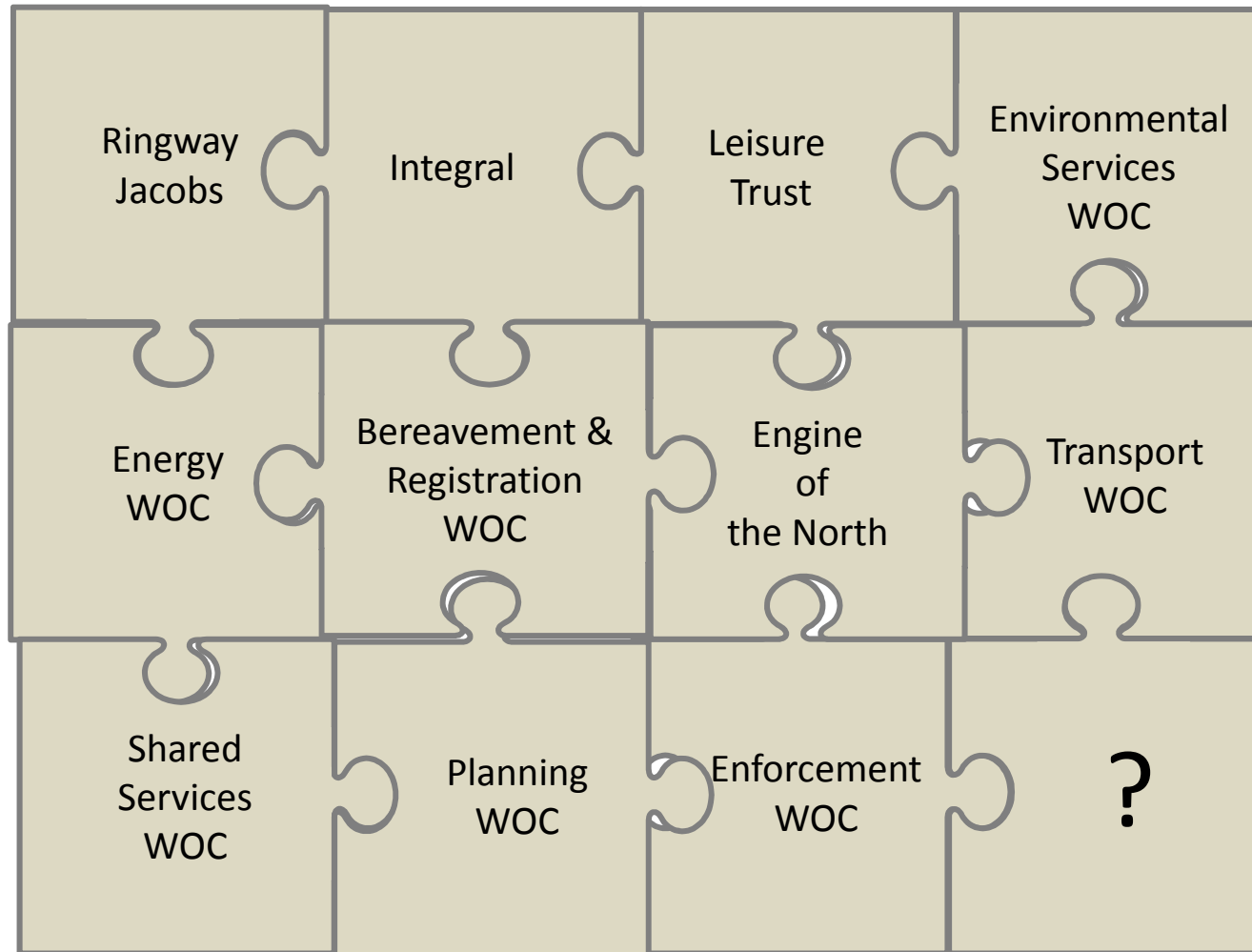


A sustainable future

- In our third month we are laying the foundations of long term success
- Investigating and actioning new opportunities
 - Driver CPC training to external customers
 - Commercial waste collections
 - Expanding private horticultural maintenance
- Review business unit processes
- Regular Board Meetings, trade union meetings and staff forums



We are not alone! **ansa**



for more information call 01625 383905 or email jane.thomason@ansa.co.uk

Orbitas Launch Day

April 1 2014



- 73 staff transferring
- All functions of an ITU
- Home to school / social care / public transport
- School crossing patrols
- Information and infrastructure
- Policy advice
- Sustainable transport



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Questions Please

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