

▲	▲	▲	▲	▲	▲	Milestone baseline and progress reported to Project
Milestone Completed	Milestone on Target	Milestone overdue / missed	Milestone at Risk	Date TBC	Milestone on hold	

Children's Social Work – Milestone Planner 2010 / 2011 – Version 09.03.11

Activity	Owner	Sept	Oct	Nov	Dec	Jan 2011	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct
City Wide reorganisation		▲ 10 th Sept Di Smith leaves organisation		▲ 1st Nov Terry Parkin (Strategic Director of Children) starts. ▲ 1st Nov City Wide reorganisation takes place. Children &											
Area Development Plan		▲ Area Development Plan completed	▲ 1 st Oct Workshops with manager about implementation of development plan		▲ 10 th Dec CMM				▲ 1 st Review						
Restructure Phase 1						▲ 11 th – Consultation meeting with Trade Unions ▲ 11 th – Informal meeting with staff ▲ 12 th - Formal Consultation starts ▲ 17 th – 21 st – Individual consultation meetings	▲ 2 nd – End of formal consultation period ▲ 9 th – Publish post consultation response ▲ By end of Feb – Confirmation of	▲ By end of March – Proposed date for implementation of new structure ▲ Beginning of phase 2 – priority to be given to work stream around the 'front doors'							
Restructure Phase 2							▲ 8 th Feb - Phase 2 Themed Workstream Groups Agree TOR			▲ Framework of Transfer Phase 2 Scoping of Themed Workstreams Groups 3 rd May AM meeting ▲ Phase 2 themed working groups taking place on dates: 10 th & 18 th May ▲ Children in Need ▲ LAC ▲ Front Door ▲ Buildings	△ Presenting proposals from Themed Workstream groups - 8 th June AM/SM/PM meeting △ Implementation of restructure. Phase 2 themed working groups completed. △ Children in Need △ LAC △ Front Door △ Buildings		▲ Front Door move to Whitehawk		
QAF						▲ Team impact plans : Themed issues : Individual plans : Coaching in Place ▲ Any area of Development defined & included in plan following Audit findings.	▲ 1 st Feb – Launch of QAF to AM/SM/PM's ▲ Second audit findings	▲ Quarterly Impact Report Baseline ▲ SM roll out of QAF ▲ AM roll out of QAF ▲ IRO challenge report quarterly findings	▲ IRO review of staffing & structure						

65

Activity	Owner	Sept	Oct	Nov	Dec	Jan 2011	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct
LADO Arrangements									▲ Union Consultation	▲ Recruitment to Permanent LADO post					
Supervision					▲ Discussion with Unions ▲ Final Changes	▲ 6 half day roll out sessions ▲ New supervision and training policy	▲ SM start undertaking supervision audits								△ 1 st Review
Review of Workload Weighting						▲ Start of review Stage 1 – Preparation for focus groups.	▲ Stage 1 – 3 focus groups ▪ Information Officer's ▪ Practice Manager's ▪ Service Manager's ▲ Analysis & Findings report	△ Completion of Stage 1 by 5 th April △ Work on Stages 2 & 3 →	△ Completion of review by mid May						