

WORKS TEAM INTEGRATION UPDATE

PRESENTATION TO COUNCIL



Purpose

To update elected members on the status of integration including:

- Background
- Work Completed to date
- Financial Update
- Risks
- Next steps

Background

- 3 July 2024 - Council resolved to bring Infracore into Council
- Oct 2024 - The sale and purchase agreement completed
- Nov 2024 – Integration planning underway
- Feb 2025 – Staff transfers completed to RLC

The objectives to be achieved through integration were:

- Control of financial performance and cost of services
- Closer management of operational delivery and priority setting
- Skills and resource alignment

Works Completed to date

1. Reporting lines have been established: 90FTE to Community Experience; 33FTE to Infrastructure & Assets; 5 to Organisational Performance. This includes 18 vacancies
2. A project steering group has been set up to oversee and plan the integration
3. A review of mobile fleet and plant is underway to determine future replacement and maintenance needs
4. HSW system integration is underway
5. Infracore's Asset Register has been uploaded to OneCouncil

Finance Update

- Infracore had forecasted a \$3M loss as at July 2024
- Council has revised the forecasted loss to \$800k - \$1M
- There is \$420k loss as of February 2025

Risks

1. Unforeseen transitional costs: Particularly relating to quality and standard of the fleet and plant. An external review is underway and due to be completed in April
2. Inability to recruit into critical roles: Working with HR and Procurement on short and long-term options
3. Non-delivery of services: PSG to oversee the development of a reporting framework to track service delivery

Next steps

Integration has been planned to cover 3 stages, overseen by PSG

1. Feb – April: Maintain existing service delivery, and set up reporting framework. HR/Payroll, financial and business systems operational
2. May – Sept: Transition of systems into OneCouncil environment; Fleet and Mobile Plant asset plan completed; confirm delivery and resourcing plans
3. From October: Optimise processes, set strategic and financial direction for 2026/27

Questions?