



**Cumberland  
Council**

## **Our Future Cumberland update**

More than 260 people have attended our Reward Engagement sessions so far - both online and in person.

We have listened to feedback from employees and recognised Trade Unions and have put additional sessions in place to give more opportunities to take part. Further online sessions have been organised. One was held on Monday (8 December) and a further event is planned on Monday 15 December. Separate sessions have also been arranged for Care, Waste, and Highways teams.

These sessions are an opportunity to share feedback and ideas, hear from colleagues, and help shape the kind of organisation we all want to be part of. They saying what currently works well and what you'd like to see.

There has been a great response so far. Comments received to date are employees have felt included and have been able to contribute. All your feedback will be collated into themes.

We would like to thank those that have attended the sessions and contributed so far - we really appreciate your input and the time taken to attend the sessions.

### **Next steps:**

During January we'll be pulling together all the feedback and analysing the themes. This will initially go to the Senior Leadership Team, and we'll provide an update by the end of January.

### **Timeline:**

As with any change programme, timelines can move, and we'll update you with more detail as and when it's available.

### **Here's what we know:**

We've started by accurately and comprehensively capturing the council's current structure. This work is taking place with your Assistant Directors, who are working with their managers and their wider team. This is expected to be completed in February 2026 for all of the council.

We will then look at developing proposals for future structures with each of the Assistant Directors which we expect to take place through late spring to early summer 2026.

There is wider work to be done on pay and grading, terms and conditions which we expect to happen throughout 2026.

Throughout this process we will continue to seek to work with our recognised Trade Unions.

## Where we are now:

- To date we've done a significant amount of data preparation and cleansing to ensure that our information is accurate and reflects our current workforce.
- Right now, we're mapping current job descriptions to proposed role profiles in line with how our organisation currently is.
- This has started with Assistant Directors in PMO, Communications, Strategy, HR & OD, and Legal and will continue with the remaining directorates and Assistant Directors in January and February.
- The programme is hugely complex in nature, and we are working to ensure we get this right, including dedicated support from Our Future Cumberland Advocates and additional support and input from the wider workforce and our recognised Trade Unions.

We know change can be challenging and unsettling. There will be continued wellbeing support in place throughout the programme. We are here to listen.

You can find information about looking after your wellbeing via our intranet page **[Health, wellbeing and absence | Cumberland Intranet](#)**

Thank you for your input so far. Please keep sharing your feedback - it really helps shape the process. Email us at **[ourfuturecumberland@cumberland.gov.uk](mailto:ourfuturecumberland@cumberland.gov.uk)**

We'll keep you updated as things progress.