

## Key Messages for staff Summer 2019



- At Scottish Borders Council we want to make sure we are in the best shape for the future.
- We want to deliver the best possible services for our residents and customers despite being faced with many challenges.
- Our staff are at the heart of this, and to date you have all contributed to the massive progress and our great track record of delivering savings.
- We need you to be on board with this programme and truly understand the scale of change that is now required.
- We have launched a large scale programme of transformation called Fit for 2024.
- This is the next generation of transformation. It means reshaping the Council in ways which are truly fundamental.
- We need to do this now because all 'easy wins' were captured long ago. The scale and nature of the challenge ahead is beyond anything we have ever faced before.
- Every area of the Council will be subject to change, for example:
- We will be improving digital services by putting out customer needs at the centre of what we do
- Continuing to make essential investments
- Making sure we make best use of our properties
- At the same time, we will be reviewing all services internally to make sure we are structured in the best way to meet future demands.
- There is no denying - this will challenge everyone, including our staff.
- We need to deliver a Council that is 'fit for 2024' but we need you to play #yourpart
- Look out for dates/venues to come along and hear from CMT about what it's about and get your questions answered.

### Play #yourpart and keep updated:

- Remember to keep up to date at [www.scotborders.gov.uk/staff](http://www.scotborders.gov.uk/staff)
- You can visit [www.scotborders.gov.uk/fitfor2024](http://www.scotborders.gov.uk/fitfor2024) to find out more about the programme.