

Report

Report to:	Corporate Resources Committee
Date of Meeting:	2 July 2008
Report by:	Executive Director (Corporate Resources)

Subject:	Corporate Resources' Resource Plan 2008/2009
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ request approval for the Corporate Resources' Resource Plan 2008/2009

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the key achievements made by the Resource during 2007/2008 are noted, as detailed in appendix 3 to the Resource Plan 2008/2009;
- (2) that the Resource Plan 2008/2009 be referred to the Executive Committee for approval; and
- (3) that a 6 monthly interim progress report be provided to a future meeting of the Committee.

3. Background

- 3.1. The Resource Plan for 2008/2009 has been prepared based on an agreed corporate structure and style. The Plan is a key element of the Council's performance management arrangements. It provides details of the national and local context within which the Resource operates, and also identifies achievements for the previous year, and establishes objectives and priorities for the new year.
- 3.2. The Resource Plan 2008/2009 embodies where appropriate, the vision, values, objectives and priorities of the Council Plan 2007/2011 'Connect'.
- 3.3. Performance Management is a keystone of Best Value, and ensures that the Council can demonstrate sound governance arrangements. The Resource Plan is one part of the Council's framework for planning and budgeting, and demonstrates how this leads to effective front line service delivery.
- 3.4. As part of this framework the Resource Plan reflects the aspirations of both the Council Plan and the Community Plan, as well as being complemented by the details of individual Service and Business Plans. Ultimately, these details are included in the key work objectives of individual officers. This reflects the 'Golden Thread' of performance management, and demonstrates a clear understanding of the Council's vision, values, objectives and priorities at all levels.
- 3.5. The new format for performance reporting will be used for Executive Directors' reports to the Chief Executive, Resource Management Teams, and to Resource

Committees. The focus will be on reporting progress on Council Plan actions, statutory performance indicators and high level Resource priorities, in accordance with a new reporting timetable.

- 3.6. In preparing the Plan, account has also been taken of the need to ensure a robust response to Risk Management and Control. The risks associated with the activities of the Resource have been identified and evaluated. Those risks which require mitigation are noted in the Resource Risk Control Plan.

4. Resource Plan Detail, Monitoring and Reporting

- 4.1. The full Resource Plan is attached, and is now structured around the following headings:-

- ◆ Introduction
- ◆ National Context
- ◆ Local Context
- ◆ Service Overview/Major Achievements 2007/2008
- ◆ Resource Objectives/Actions 2008/2009
- ◆ Capital and Revenue Resources 2008/2009
- ◆ Achievements/Progress from 2007/2008 Plan
- ◆ Organisational Structure

- 4.2. As part of the performance management arrangements, the Committee will also receive a mid year update of progress on the actions identified in the 2008/2009 Resource Plan.

5. Progress – 2007/2008

- 5.1. Overall, of the 78 measures outlined in our 2007/2008 Resource Plan, we have completed 72 (92%) within the agreed timescales. Progress on all actions is noted at Appendix 3 of the 2008/2009 Plan.

- 5.2. Highlights of the year to date are noted below:-

- ◆ Publication of the Gender Equality Scheme – June 2007
- ◆ Delivery of the Local Government and Scottish Parliament Elections – May 2007
- ◆ Established revised decision making and governance arrangements for the Council – May/June 2007
- ◆ Completed an equal pay review analysis and developed a positive action programme
- ◆ Reviewed governance arrangements for the Community Planning Partnership

- 5.3. Areas for improvement – the measures that we did not achieve within agreed timescales are noted below, together with the reason why, and the management action now being taken, if required.

Council Value: Fair and Open Resource Objective – We will support and facilitate open and transparent governance and decision-making arrangements			
Action	Measure	Progress	Management action, responsibility, deadline
Revise and update the Council's Code of Corporate Governance	Revised Code of Corporate Governance to be developed by March 2008	Not achieved. This is due to the national guidance, on which the revised code would be based, being delayed until May 2008.	This action has been carried forward into the new Resource Plan. A new target has been set – December 2008. Douglas Wilson, Head of Administration Services.
Raise awareness of updated Code of Governance	Training and awareness sessions to be prepared for elected members, managers and employees by March 2008	Explanation as above.	

Council Value: People Focused Resource Objective – We will work with partners to enhance Community Planning, service planning and service delivery			
Action	Measure	Progress	Management action, responsibility, deadline
Develop position papers on Equalities, Culture, Sustainability and possible funding delivery role	Develop position papers by March 2008	All achieved with exception of Culture, where timetable has been extended to enable more extensive consultation with partners and stakeholders.	Consultation events due September 2008; thereafter position statement will go to Community Planning Partnership Board. Douglas Wilson Head of Administration Services December 2008

Council Value: Working with and Respecting Others Resource Objective – Develop and introduce Council-wide equality performance measures and publish results			
Action	Measure	Progress	Management action, responsibility, deadline

Review equality scheme and equal opportunities policy to ensure performance can be measured and improvement publicly demonstrated	Data on equality related performance is collated and published annually	Annual update on race and disability produced; 1 st gender scheme implemented	Equal Opportunities policy to be presented to the Corporate Resources Committee on 2 July 2008. Robert McIlwain, Executive Director Corporate Resources
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Council Value: Excellent Employer Resource Objective – We will ensure equal opportunities in all our services, facilities and employment opportunities, reflecting the diversity of our community			
Action	Measure	Progress	Management action, responsibility, deadline
Develop monitoring information to ensure reporting requirements are met	Employment monitoring arrangements will meet the requirements of equalities legislation	Impact assessments will identify any gaps in monitoring of information currently gathered. Work is ongoing with IT to improve and agree reports required from Human Resources Management System.	Kay McVeigh Head of Personnel Services March 2009

Council Value: Excellent Employer Resource Objective – We will ensure our commitment to employees through the development and effective implementation of personnel policies and employee learning and development opportunities			
Action	Measure	Progress	Management action, responsibility, deadline
Address skills shortages within Council workforce	Uptake of accredited training programmes for employees at all levels, including increase in the number of accredited courses from 18 to 40	408 employees undertook accredited training; the number of courses was increased to 38, slightly short of the target	Kay McVeigh Head of Personnel Services March 2009

6. Employee Implications

- 6.1. The objectives and priorities noted within the Resource Plan will inform the Service Action Plans and in turn the Performance Development and Review process for individual employees in 2008/2009.

7. Financial Implications

- 7.1. The objectives and priorities within the Resource Plan are reflected in the respective Resource Revenue and Capital budgets for 2008/2009 and, longer term, within the framework of the Council's approved Financial Strategy.

8. Other Implications

- 8.1. There are no other implications.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. Many of the actions detailed within the Resource Plan reflect ongoing strategies and policies which will be or have been the subject of consultation and equality impact assessment.
- 9.2. Briefings on the new Council Plan 'Connect' have taken place with the Community Planning Partnership, and South Lanarkshire Council's elected members.

Robert McIlwain

Executive Director (Corporate Resources)

25 June 2008

Link(s) to Council Objectives

The Resource Plan has been structured upon the priorities, objectives, values and vision of the Council Plan 2007-11, 'Connect'

Previous References

Corporate Resources Committee – 27 June 2007

Corporate Resources Committee – 27 November 2007

List of Background Papers

Corporate Resources – Resource Plan 2007/2008

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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