

2015-2019 Council Plan



**Overview and Performance
Scrutiny Forum
19th March 2015**

Michael Rich

To date

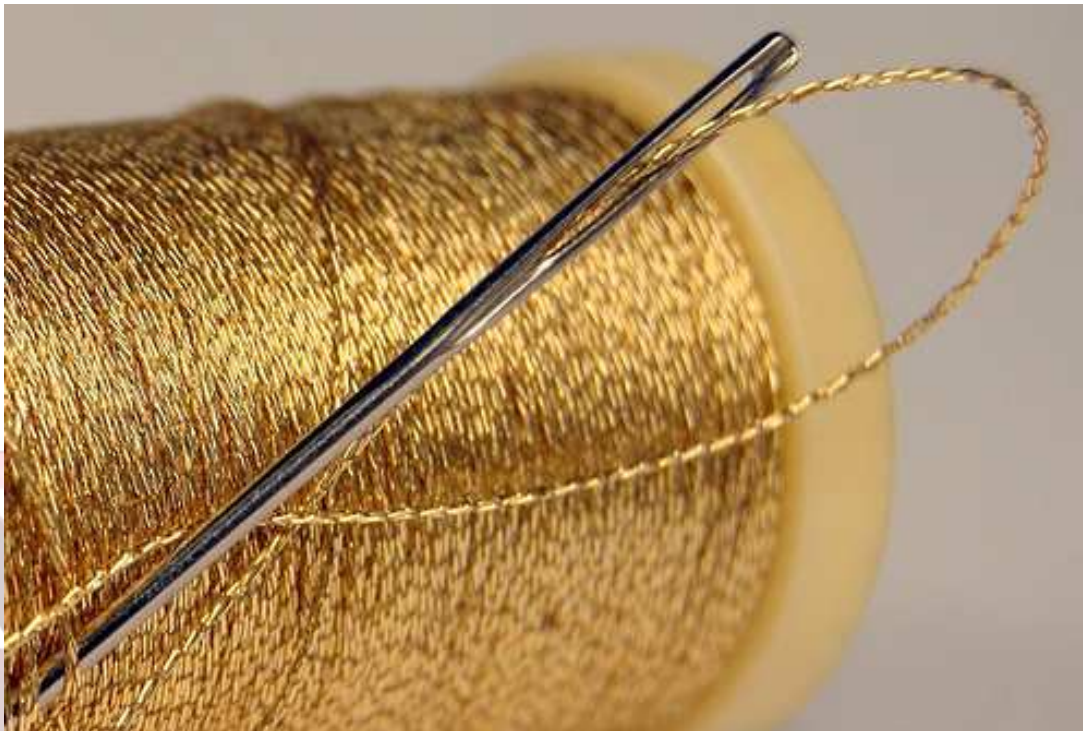


- Agreed to develop a four year plan
- Service managers and lead members worked together on priorities
- Plan approved by full Council which:
 - Continues with themes of previous plan
 - Maintains and reinforces our values
 - Describes one-year specific projects
 - Outlines four-year aims
 - Contains measures and milestones
 - Highlights achievements to date

Ingredients for implementation



Golden thread



- Service plans will link corporate plans with individual and team objectives
- Remove a tier of plans
- Improve Employee Performance Development review process

Ingredients for implementation



Performance management



- Need to revise current approach
- Service plans will identify key measures
- Regular review of service plan delivery
- Corporate scorecard
- Improved programme management disciplines

Ingredients for implementation



Working together



- Corporate plan continues shift away from departmental structure
- Service plans will identify where projects require wider input

Ingredients for implementation



Engagement



- Produce summary to share widely with staff, partners and the public
- Use internal communication strategy to increase awareness and ownership

Ingredients for implementation



Review and respond

**UNDER
REVIEW**

- Plan will need post-election check
- Then annual review with revisions to priorities made as necessary
- Need to balance continuity and opportunity

Next steps



- Review service plans (March/April)
- Individual objective setting (April/May)
- Post-election check (May)
- Finalise print copy of summary (May)
- Corporate scorecard developed (June)
- Planning for 16/17 underway (Sept)
- Six month reviews of delivery (Oct)