

WIRRAL COUNCIL

COUNCIL EXCELLENCE OVERVIEW & SCRUTINY

30 JANUARY 2013

SUBJECT:	WIRRAL IMPROVEMENT PLAN
WARD/S AFFECTED:	ALL
REPORT OF:	CHIEF EXECUTIVE
RESPONSIBLE PORTFOLIO HOLDER:	CLLR ANN MCLACHLAN

1.0 EXECUTIVE SUMMARY

1.1 This report provides an update on further progress in delivering the Council's Improvement Plan. This follows the formal progress report to Cabinet (29th November 2012) reviewed by this committee on 27th November 2012.

2.0 BACKGROUND AND KEY ISSUES

2.1 The Plan, endorsed by the Improvement Board on 20th July 2012 and approved by Cabinet on 6th September 2012 is structured around five priority themes:

- Leadership: Political and Managerial
- Corporate Governance and Decision-Making
- Corporate Plan
- Budget and Financial Stability
- Critical Services Areas: Safeguarding and the Economy

3.0 SUMMARY OF PROGRESS

3.1 Priority 1 – Leadership: Political and Managerial

- A second visioning exercise was undertaken with Members in December, a third is scheduled for 13th February.
- Cabinet on 20 December 2012 approved a reduction in the existing senior management posts in the Council from 30 full time equivalent (FTEs) posts to 19 FTEs. Cabinet requested the Chief Executive consults on and implements a further restructure of management to PO level to release a further £4m saving.
- The majority of Members have now completed Personal Development Plans and these are in the process of being reviewed.
- The Leadership programme has been delayed pending the outcome of the Council's restructure. It is anticipated it will be resumed in April 2013, therefore milestones are being re-scheduled.
- The Member Training Steering Group were briefed by North West Employers Organisation on the Member Charter and self assessment process.
- The Skills for Wirral Councillors Programme has been finalised and is due to be published shortly.
- Organisational Development is in the process of gaining ILM accreditation for the Elected Member Accreditation Model.
- Additional capacity has been acquired to develop the Council's IT strategy and this is progressing.

3.2 Priority 2 – Corporate Governance and Decision-Making

- The first meeting of Local Public Service Board took place in November 2012. The Chief Executive has undertaken further meetings with partners and scheduled forums. See separate report on this agenda.
- The Council's Scheme of Delegation will be re-drafted by 1st March as part of the wider constitutional review. This will be submitted to Council for approval.
- A draft state of the borough report will be completed by 1st March to inform development of the Corporate Plan and a longer term partnership vision for Wirral.
- Action plans have been developed to review the Risk Management and Procurement Functions. Implementation of these action plans will have commenced including the initial roll out of the Risk Management function within the Concerto Management System.
- Contract Procedure Rules will be updated following the review of procurement.

3.3 Priority 3 – Corporate Plan

- An outline framework for a new three year Corporate Plan has been agreed with the leadership. Key milestones for drafting the plan have been developed, which will be submitted for Council approval in May.
- The second phase of the What Really Matters consultation is underway with almost 5000 responses received so far. The consultation is scheduled to end on 31st January, with Cabinet considering the key findings on 7th February. Overview & Scrutiny Committees will be convened week commencing 11th February to consider the full results prior to budget Cabinet on 18th February.
- A performance dashboard has been developed and discussion has taken place with the Leadership in relation to the preferred tools for performance management. Further consultation with members will follow.
- Performance appraisals are underway. These will have been completed for all Directors and Heads of Service by the end of January.
- Appraisal training for senior managers is being rolled out during January. This is scheduled for completion by 24th January 2013.

3.4 Priority 4

- A PID is being developed for approval in February which scopes out the necessary work to deliver a Corporate Commissioning Strategy. This is in line with the agreed Improvement Plan timescales.
- Further roll out of the Concerto system to coordinate corporate risk management arrangements. There has been some slippage in this project as some functionality of the Concerto system was delivered late.
- The Strategic Change programme is being reshaped around projects arising from the budget options and service transformation.

3.5 Priority 5

- Adult Social Services confirm all safeguarding actions resulting from the AKA report have progressed and been completed.
- DASS continue to keep the outcomes of the Adult Protection Strategy meetings under close review with an emphasis on ensuring the consistent application of standards, improving data capture and sharing of learning and good practice.

- As previously agreed the Investment Strategy Board continue to ensure the Economy remains a clear priority for the Council.

5.0 RELEVANT RISKS

5.1 A Programme Risk Register has been developed by the Executive Team and is included in the formal reports to Cabinet and committee.

6.0 OTHER OPTIONS CONSIDERED

6.1 The Improvement Plan is considered to be the only option for the Council and this was endorsed by the recent Peer Challenge. No other options have been considered.

7.0 CONSULTATION

7.1 The development of the Improvement Plan has been undertaken in consultation with the Improvement Board and elected members. The activities within the plan have also been informed by consultation through staff surveys undertaken during 2012.

8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

8.1 There are none arising directly from this report.

9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

10.1 There are no resource implications directly arising from this report.

10.0 LEGAL IMPLICATIONS

11.1 Delivery of the Improvement Plan will involve reviewing and refreshing a number of core documents including the Council's Constitution, the Scheme of Delegation and the Member / Office protocol. Where necessary i.e. when a key decision is required, these will be reported to Cabinet separately.

11.0 EQUALITIES IMPLICATIONS

12.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?
(a) Yes – an initial EIA was undertaken but as this is an update report and not a proposal for consideration, this has not progressed beyond the initial EIA.

12.0 CARBON REDUCTION IMPLICATIONS

13.1 There are none arising directly from this report.

13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

14.1 There are none arising directly from this report.

14.0 RECOMMENDATION/S

15.1 Members are requested to consider progress made on delivering the Council's Improvement Plan and provide any feedback.

15.0 REASON/S FOR RECOMMENDATION/S

16.1 This report was produced in response to a request from this committee.

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