

Corporate Peer Challenge LGA 2019/20 – Q1 update report

Code	Action Required	Deadline	Lead Officer	Status		Comments
CRD1	Commence senior officer restructure to ensure sufficient strategic capacity is in place at the top of the organisation.	31/10/2019	Elaine Gordon	On Target		08/08/2019: Quarter 1: Recruitment of 4 Strategic Directors commenced on 29 July 2019 with a closing date of 6th September 2019.
CRD2	Agree short-term priorities and actions for the period to May 2020.	16/05/2019	Kathy O'Leary	Completed		16/07/2019: Quarter 1: The updated Corporate Delivery Plan with Key Actions for 2019/20 was approved by Council 16 May 2019. Progress will be recorded and monitored regularly by SLT and OMT (on Excelsis) and reported quarterly to SLT and committees.
CRD3	Ensure the integrity of the current IT system. Review the progress and suitability of current plans, capability and capacity in respect of this, and beyond that to confirm that emerging plans in respect of ICT development and digital delivery fit with longer term transformation plans.	31/05/2020	Sean Ditchburn	On Target		14/08/2019: Quarter 1: following the LGA CPC it was recommended that the work undertaken by SOCITM be reviewed independently. Foresight consulting have since been contracted to undertake a sense check with recommendations to move the project forward. This to also support the work of the Director of Transformation (recruitment currently pending).
CRD4	Work with all key stakeholders over the next year to develop a clear vision and priorities for the council aligned to our medium term financial plan (MTFP), to be agreed in the next iteration of the Corporate Delivery Plan (CDP) and once approved ensure this is communicated effectively to residents, businesses and other partners.	31/05/2020	Andrew Cummings	On Target		08/08/2019: Quarter 1: Undertake a review of LSP and other relevant partners priorities, to identifies synergies with our own emerging priorities, with a view to supporting closer working to maximise outcomes against common goals.

Code	Action Required	Deadline	Lead Officer	Status	Comments
CRD5	<p>Create time for the political and managerial leadership teams, both informally and formally to have the 'strategic conversations'.</p> <p>This will help develop a strong leadership team and help them develop clear priorities and plans to be put in place focused on SDC's improvement, for the district and the wider county and sub region.</p>	30/04/2020	Andrew Cummings	On Target 	08/08/2019: Quarter 1: Initial discussions held with leader around monthly CDP meeting with leader and alliance group as well as Senior Officers. Strategic Director recruitment underway. Draft TOR produced for OMM.
CRD6	<p>Establish effective workforce planning and performance management arrangements so that the Council has a committed and engaged staff group with clarity in terms of the expectations of them and sufficient capacity to deliver its plans. The Council should:</p> <ul style="list-style-type: none"> • Review is future staffing arrangements, ensuring strategic fit and the development of a 'one council' ethos • Develop core transformation plans and ensure sufficient capacity to enable effective delivery and monitoring. This includes consideration of ICT provision. • Establish appropriate pay and reward arrangements for staff • Ensure consistent compliance with, and outcomes arising from, core HR policies are delivered eg appraisals • Ensure consistent oversight, management and compliance with key performance management practices. 	30/04/2020	Andrew Cummings	On Target 	08/08/2019: Quarter 1: Performance management arrangements being reviewed and refreshed across committees with a particular drive to recruit members for Environment and Housing. Officers reminded of the importance of Excelsis for monitoring actions. Corporate policy team will consider performance management. HR team to look at a series of projects around organisational development.

Code	Action Required	Deadline	Lead Officer	Status		Comments
CRD7	Building on the Council's relatively strong financial position, review how our investment and commercial plans could be enhanced. A key focus of this will be to help deliver the council's priorities as well as sustain our financial viability into the medium term.	30/04/2020	Andrew Cummings	On Target		08/08/2019: Quarter 1: Criteria released to investment funds with appraisal process scheduled for Autumn. Member group regularly involved. Commercial consultant report received. Development of fees and charges policy underway.
CRD8	Consider reviewing governance arrangements to ensure better decision making, in order to deliver the Councils' revised priorities and plans. As part of this the Council should: <ul style="list-style-type: none"> • Look to develop better collaboration at an early stage in producing policy or service options, taking account of expertise available from members where appropriate, together with ensuring that operational, financial and legal implications of options are effectively understood • Seek to build greater political consensus before decision making reports come to members, with greater opportunity for testing and rigour. 	30/06/2020	Andrew Cummings	On Target		18/07/2019: Quarter 1: Initial conversations have been held regarding a corporate policy team which would have a key role in helping the Council's decision making.