

ANGUS COUNCIL

7 SEPTEMBER 2017

DEVELOPING THE ANGUS COUNCIL PLAN 2017-2022

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ABSTRACT

This report presents the Angus Council Plan for 2017-2022, along with a workforce plan for 2018-2021.

1. RECOMMENDATIONS

It is recommended that Angus Council:

- (i) approves the Angus Council Plan 2017-2020; and
- (ii) approves the Workforce Plan 2018-2021.

2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/SINGLE OUTCOME AGREEMENT/CORPORATE PLAN

This contents of the Angus Council Plan 2017-2022 have been aligned with the draft Angus Local Outcomes Improvement Plan 2017-2030.

3. BACKGROUND

- 3.1 The previous Angus Council Plan covered the period from 2014 to 2017.
- 3.2 In October 2016, The Accounts Commission published the Best Value audit report for Angus Council. This report found many positive aspects to our work, but also highlighted areas for improvement.
- 3.3 Angus Council faces a challenging financial outlook. This is described fully in report 274/17. At the same time, demand is increasing for many services. We cannot sustain the current ways of working and levels of service.
- 3.4 Angus Council needs to change. We must improve our processes and increase the pace of change. This means that we need deliver on our Change Programme (report 278/17); our digital strategy; and our workforce plan (Appendix 2).
- 3.5 However, Angus Council cannot do everything. We will deliver on our key objectives to the fullest possible extent. We will always work to meet the needs of our most vulnerable citizens. But, we may reduce, or stop providing, some services.

4. CURRENT POSITION

- 4.1 Angus Council is developing a range of strategies and plans. These include:
 - Medium-term budget strategy 2018/19 - 2020/21
 - Workforce Plan 2018-2021
 - Change Programme – next steps

- 4.2 All of these strategies and plans have a common theme of contracting resources and the need for improvement.
- 4.3 At the same time, the Angus Community Planning Partnership has been developing the Local Outcomes Improvement Plan for 2017-2030 (LOIP). We have tried to align Angus Council plans and strategies with the priorities and outcomes in the draft LOIP.
- 4.4 We are also working with partners across Tayside to collaborate on a range of activities. For example, we are committed to the Tay Cities deal; The Tayside Plan for Children, Young People and Families 2017-2020; and a variety of shared services are being explored.

5. PROPOSALS

- 5.1 We have prepared a five-year plan for Angus Council (Appendix 1). This is a longer planning horizon than previous Council Plans. The rationale for this is to sustain our focus on key objectives.
- 5.2 This plan is designed to make Angus Council **better, stronger, more sustainable and smaller**.
- 5.3 As the Council becomes smaller, there will be implications for our employees. Some areas of activity will increase; others will reduce; and new skills will be needed. Therefore we have prepared a workforce plan to address these issues (Appendix 2).

6. FINANCIAL IMPLICATIONS

- 6.1 There are no financial implications arising directly from this report.

NOTE: The background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) which were relied on to any material extent in preparing the above report are:

- Audit Commission: Angus Council Best Value audit report (October 2016)

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Appendix 1 Angus Council Plan 2017-2022
Appendix 2 Workforce Plan 2018-2021