

**ANGUS COUNCIL**

**SPECIAL COUNCIL – 27 FEBRUARY 2020**

**COUNCIL PLAN, FINANCE & CHANGE PLAN AND WORKFORCE PLAN**

**REPORT BY MARGO WILLIAMSON, CHIEF EXECUTIVE**

**ABSTRACT**

This report presents the Council's strategic direction setting out the vision and refreshed priorities and actions in the Council Plan, the Finance & Change Plan and the Workforce Plan.

**1. RECOMMENDATION**

1.1 Members are asked to agree the forward strategy for Angus Council and approve:–

- (i) the draft Council Plan;
- (ii) the draft Finance & Change Plan; and
- (ii) the draft Workforce Plan.

**2. ALIGNMENT TO THE COMMUNITY PLAN**

2.1 This report recommends the approval of the Council Plan, which is aligned to all of the outcomes and priorities in the Community Plan.

**3. INTRODUCTION**

3.1 A review of the Council Plan for Angus has been undertaken in line with the 2020/21 budget setting process and the revised draft Plan is available at Appendix 1 (insert link). The draft Finance & Change Plan is available at Appendix 2 (insert link) and demonstrates the link between our priorities and resources. The draft Workforce Plan, Appendix 3 (insert link) reinforces the critical link between our workforce and the successful delivery of the Council's priorities. All plans support the papers being considered by members at the Special Council meeting today.

**4. BACKGROUND**

4.1 The vision for Angus; 'Angus is a great place to live, work and visit', remains strong and is supported by a clear set of values and priorities for Angus. These also support the partnership outcomes for Angus set out in the Community Plan. The priorities are focused on the four pillars of our economy, our people and our place, alongside the continual drive to improve the efficiency and effectiveness of the council.

**5. PROPOSAL**

5.1 The draft Council Plan sets out our priorities, proposed activities and proposed specific investment in services during 2020/21. In addition, this draft Council Plan considers potential areas for one-off investment. This includes options to demonstrate our local commitment to match fund or support opportunities e.g. Tay Cities Deal. The draft Council Plan also proposes investment in preventative approaches: supporting people earlier to improve people's life chances and reduce the cost of failure demand. This is with the aim of reducing harm, building resilience and working differently with the communities of Angus.

- 5.2 Our draft Finance & Change Plan demonstrates how the resources that Angus Council has available are being targeted towards delivering those Council priority areas of work and sets out the scope of our proposals for investment and change as part of our Change Programme. It also provides information in relation to our revenue and capital funds (General Fund and Housing), outlining the challenges we face while ensuring we are leading and transforming our organisation towards a sustainable future.
- 5.3 The draft Finance & Change Plan includes a number of investment proposals and proposals intended to deliver financial savings in the Council's budget over the next 3 years. Those investments and savings targeted for financial year 2020/21 are an integral part of the Council achieving a balanced budget and members should note that approval of the draft Finance & Change Plan will mean officers implementing those investments and savings and any policy or service changes that may be associated with them.
- 5.4 Our draft Workforce Plan which builds on the Workforce Strategy agreed last year, sets out how we will attract, retain and develop our employees in order to meet current and future workforce requirements. In this way we will be able to meet the changing needs of our customers and communities delivering new and improved services that form part of our ambitions included in the draft Council Plan, and also the Community Plan.

## **6. CONCLUSION**

- 6.1 This report outlines a coherent approach to strategic planning, change, budget setting and workforce matters.

## **7. FINANCIAL IMPLICATIONS**

- 7.1 There are no additional financial implications beyond those covered elsewhere in this report

## **8. CONSULTATION**

- 8.1 The Corporate Leadership Team have been consulted in the preparation of this report.
- 8.2 A series of staff engagement sessions were held to support the drafting of the appendices to ensure that people at all levels of the organisation had the opportunity to provide feedback on the values, priorities and key activities for the future.

**NOTE:** No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

### **Report Author:**

**Vivien Smith, Director of Strategic Policy, Transformation & Public Sector Reform**

**Email Details: [SmithV@angus.gov.uk](mailto:SmithV@angus.gov.uk)**

List of Appendices:

- Appendix 1 – Council Plan
- Appendix 2 – Finance & Change Plan
- Appendix 3 – Workforce Plan