

ANGUS COUNCIL

10 SEPTEMBER 2020

COUNCIL PLAN AND WORKFORCE PLAN – UPDATE

REPORT BY MARGO WILLIAMSON, CHIEF EXECUTIVE

ABSTRACT

This report presents an updated position on the Council's strategic direction, vision, priorities and actions in the Council Plan and the Workforce Plan as a result of the impact of the COVID-19 pandemic.

1. RECOMMENDATION

1.1 Members are asked to agree the refreshed strategy for Angus Council and approve:-

- (i) the updated Council Plan;
- (ii) the updated Strategic Workforce Action Plan

2. ALIGNMENT TO THE COMMUNITY PLAN

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

3. INTRODUCTION

3.1 A refresh of Council Plan for Angus (approved in February 2020) has been undertaken as a result of the COVID-19 pandemic and an assessment of the impact of this on the agreed priorities and planned activities. The revised Plan is available at Appendix 1. The updated Strategic Workforce Action Plan is available at Appendix 2. This reinforces the link between our workforce and the delivery of the Council's priorities.

4. CURRENT POSITION

4.1 The vision for Angus; 'Angus is a great place to live, work and visit', remains strong and is supported by a set of values and clear priorities for Angus that support the partnership outcomes for Angus set out in the Community Plan. The priorities remain focused on the four pillars of our economy, our people and our place, alongside the continual drive to improve the efficiency and effectiveness of our council itself. The impact of the COVID-19 on our council, our staff, our communities and citizens has been significant and wide reaching. As a result, we have reconsidered our planned activities recognising the need to shift our resources to meet demand, consider where we invest and when.

4.2 The 6-monthly performance report will be presented to committee in November 2020 reporting on progress to date.

4.3 A report on the Council's response to COVID-19 And our plans for recovery and renewal as well as a route map to recovery aligned to Scottish Government guidelines is presented to Committee today (Report 207/20)

4.4 While the Finance and Change Plan has not been updated, a report on the Change Programme was presented to Policy and Resources Committee on 1 September 2020 (Report number 208/20 refers) and two reports on revisions to the Revenue and Capital Budgets are presented to Committee today (Reports 211/20 and 212/20)

5. FINANCIAL IMPLICATIONS

5.1 There are no direct financial implications associated with this report.

6. CONSULTATION

6.1 The Corporate Leadership Team have been consulted in the preparation of this report.

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.

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List of Appendices:

Appendix 1 – Council Plan

Appendix 2 – Workforce Plan