

ANGUS COUNCIL

ANGUS COUNCIL – 4 MARCH 2021

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 Council Plan
- (ii) the Finance & Change Plan; and
- (ii) the 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 2021/22 budget setting process and is available at Appendix 1 (insert link). The Finance & Change Plan is available at Appendix 2 (insert link) and this has been developed demonstrating the link between our priorities and resources. The Workforce Plan, Appendix 3 (insert link), is included to demonstrate our commitment to a workforce that supports our future operating model. All plans support the papers being considered by members at the Angus Council meeting today.

4. BACKGROUND

4.1 Our vision 'Angus is a great place to live, work and visit', is supported by clear values and priorities that 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 our council itself.

5. PROPOSAL

5.1 The Council Plan sets out our priorities, our proposed activities and our specific investment in services in 2021/22. In particular this Plan sets out how we are adjusting and focusing on responding to the challenges and impact of the COVID-19 pandemic. This year we have also examined our future purpose and this is included within the Plan. Over the next year this will be used to help direct our priorities, resources and change ambitions.

5.2 Our Finance & Change Plan demonstrates that the resources Angus Council has available are being targeted towards delivering the Council priorities. It is important to ensure this is the case, especially when working to maximise the use of our finite resources, against the backdrop of the complex environment that we operate. This plan highlights a budget gap of £11.301 million for the financial year 2021/22. It sets out how Angus Council proposes to bridge this budget gap for 2021/22 and outlines the approach to developing the change programme over the next

three year period. This aims to strengthen our current approach to ensure that we are aligning the change programme with our purpose set out in the Strategy on a Page, while striving to achieve a sustainable financial position.

- 5.3 The Workforce Plan takes account of the significant changes, opportunities and challenges we face and how we plan to retain, recruit and invest in our workforce to meet current and future requirements.

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 associated with this report beyond those outlined in the attached appendices and the related budget reports for the Special Council meeting.

8. CONSULTATION

- 8.1 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.

Report Author: Alison Smith, Service Leader, Strategic Policy and Economy
Details: SmithAJ@angus.gov.uk

List of Appendices:

Appendix 1 – Council Plan
Appendix 2 – Finance and Change Plan
Appendix 3 – Workforce Plan