

SPECIAL ANGUS COUNCIL

29 FEBRUARY 2024

COUNCIL PLAN, FINANCE & CHANGE PLAN AND WORKFORCE PLAN

REPORT BY KATHRYN LINDSAY, CHIEF EXECUTIVE

1. ABSTRACT

- 1.1 This report presents an update to the five-year Council Plan outlining the Council's strategic direction, vision, priorities and actions for 2023 – 2028. Alongside this is the Finance & Change Plan for the three-year period from 2024 – 2027, and an update to the Workforce Plan for the period 2023 – 2028.

2. ALIGNMENT TO THE COUNCIL PLAN AND COUNCIL POLICIES

- 2.1 This report presents the updated Council Plan, which is aligned to the Community Plan. Our Finance & Change Plan and Workforce Plans provide further information in relation to how we intend to use our resources.

3. RECOMMENDATION(S)

- 3.1 Members are asked to: –

- (i) approve in principle the draft Council Plan for 2023 – 2028 (2024 update);
- (ii) approve in principle the draft Finance & Change Plan for 2024 - 2027;
- (iii) approve in principle the draft Workforce Plan for 2023 – 2028 (2024 update);
- (iv) authorise the Chief Executive to update these draft plans to final versions reflecting the decisions made by the Council at this meeting, and publish these final versions on the Council's website.

4. BACKGROUND

- 4.1 The Council Plan (Appendix 1) has been developed for Angus reflecting the new Council priorities over the next 5-year period covering 2023 - 2028. The document provides a 2024 update reflecting changes during the first year.
- 4.2 The Finance & Change Plan (Appendix 2) has been updated in accordance with the 3-year planning period 2024 – 2027, which ties in with the Medium-Term Budget Strategy (MTBS).
- 4.3 The Workforce Plan 2023 – 2028 (Appendix 3) has also been updated reflecting changes during the first year.

5. CURRENT POSITION

- 5.1 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 Council's contributions towards the partnership outcomes set out in the Community Plan.
- 5.2 The Council's 'Strategy on a Page' continues to strategically support our recovery from the pandemic to complement our vision and values. The Council Plan priorities have become more specific to ensure our finite resources are targeted towards key areas of work. These 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 Angus Council.

- 5.3 Building stronger partnerships and collaboration with our Communities, along with a range of organisations across local authority boundaries will also be a key element in our approach to delivering sustainable services.
- 5.4 The updated Council Plan also includes a new section setting out Service Plan information, providing strategic level action we are taking to support our priorities. A range of actions sit below these strategic actions relating to our operational activities.
- 5.5 An annual Council Plan performance report will be presented to full Council (in September) and the Scrutiny & Audit Committee (in October) each year, reporting on the progress made in delivering the plan. This will include reporting on progress against the various performance measures and targets which have been included in this latest version of the Council Plan.
- 5.6 Our Finance & Change Plan demonstrates how the resources that Angus Council has available are being targeted towards delivering priority areas of work and sets out the scope of our proposals for change as part of our Change Plan and Change Programme. It also provides an overview of our revenue and capital funds (General Fund and Housing), outlining where we are investing resources and transforming our organisation towards a sustainable future.
- 5.7 Members will be aware of the challenging financial position for the Council, and the need over the next three to five years for the Council to continue to transform in response to that situation. The Change Plan and Change Programme provides the strategic direction and mechanism for delivering that change. It provides the focus to support achieving a balanced budget for 2024/25 and sets out the initial plans for years two and three, which will be subject to further development. Our proposals for change have been framed around four main themes:
- Organisation Design/ Service Changes
 - Increased Cost Recovery
 - Preventative Activity Delivered through a Targeted Partnership Approach
 - Customer Service Changes
- The change proposals have also been set out on a Directorate basis which is aligned with the Directorate budget reports.
- 5.8 Our updated Workforce Plan sets out how we will attract, retain, develop and support 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 the range of services set out in the Council Plan, and the Community Plan.

6. PROPOSALS

- 6.1 This report outlines a coherent approach to strategic planning, change, budget setting and workforce matters.
- 6.2 It is proposed that the three plans, which are currently in draft form, will be updated to final versions reflecting the decisions made by the Council at this meeting. The final versions will thereafter be published on the Council's website.

7. FINANCIAL IMPLICATIONS

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

8. RISK MANAGEMENT

- 8.1 There are no specific risks arising directly from this report. Corporate risks are managed in accordance with the Council's Risk Management Strategy which is updated and reported regularly to the Council's Scrutiny & Audit Committee.

9. ENVIRONMENTAL IMPLICATIONS

- 9.1 There are no environmental implications arising directly from this report.

10. EQUALITY IMPACT ASSESSMENT, HUMAN RIGHTS AND FAIRER SCOTLAND DUTY

10.1 Equality Impact Assessments have been carried out for the three plans referenced in this report.

11. CONSULTATION

11.1 The Director of Finance, the Director of Legal, Governance & Change and all other Directors have been consulted in the preparation of this report and its Appendices.

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 and Equalities Impact Assessment

Appendix 2 –Finance & Change Plan and Equalities Impact Assessment

Appendix 3 –Workforce Plan and Equalities Impact Assessment