

## **CHOOSING TO CHANGE**

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<p><b>Summary:</b> Reports progress of the Choosing to Change Programme against each of its workstream aims.</p>
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<p><b>Recommendation:</b> That the report is noted</p>
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### **1 INTRODUCTION**

1.1 The Choosing to Change programme has made significant progress since the last meeting of the Council.

### **2 CORPORATE PLAN**

2.1 A new Corporate Plan, and accompanying delivery plan are currently in development. These will shortly be completed and will be available for consultation with members, our partners, stakeholders and residents. These will be consulted on along with our budget and service reviews, as part of a joined up, full-picture approach.

2.2 The new Corporate Plan focusses on four key priorities of people, place, prosperity and performance and set out clear objectives, targets and transformation projects for each.

### **3. SERVICE REVIEWS**

3.1 The first round of service review work has almost been completed. The results will be considered by Executive at their meeting in December. Following on from this, staff and public consultation work will begin on the proposals.

Work has also started on the full service review process. Initially, internal services are being considered, but all services will be considered by the end of 2011/12. These reviews are more fundamental in their outlook, and will consider different options for service provision in the future.

### **4 BUDGET**

4.1 The recent focus of the Choosing to Change programme has been on the budget situation, with much work taking place to understand the implications

of the government's spending review on Copeland. We don't know the final budget settlements yet, but its clear that our planning and assumptions of the budget gap remains accurate.

- 4.2 A draft budget will be considered by Executive in December, and will then go out for consultation.

## **5 REVIEW OF SENIOR MANAGEMENT**

- 5.1 The review of senior management is also moving forward. Workshop sessions and interviews have recently taken place with those involved, and the results of this are helping to shape our proposals. The review will re-shape our management arrangements, and will help the organisation meet the budget challenges we face and ensure we're able to deliver our ambitious transformation programme as well as our new Corporate Plan.

## **6. OTHER AREAS**

- 6.1 The Constitution Review Working Group has considered revised Financial Regulations, and agreed them to go forward for Choosing to Change Board and Council approval. Other minor amendments to the Constitution were agreed for recommendation by Council.
- 6.2 The Local Government Improvement and Development (LGID) agency support has been continuing during October and November. A second workshop with members and managers to focus on "Health Is Everybody's Business" took place on 7 October. The working group activity to attract a more diverse range of candidates for election in May 2011 resulted in publicity through Copeland Matters and specially produced leaflets.
- 6.3 The Choosing to Change Reference Group, comprising representatives of the Audit Commission, Local Government Improvement and Development, North West Employers Organisation, Government Office North West and North West Improvement and Efficiency Partnership has continued to meet and provide support and examples of good practice. The Group's feedback to Copeland was of continuing improvement and developing capacity.
- 6.4 The Communication and Engagement Plan was being delivered according to the timetable. During the previous month this had included briefings for employees on the progress of Choosing to Change, particularly the budget announcements.

## **7 FUTURE ACTIVITIES**

- 7.1 Work is also on-going to develop a new workforce strategy, and to complete our constitutional review. In addition, work to create the new Copeland Partnership is almost complete. The first Copeland Partnership conference, which takes place on 3 December, is a significant and important milestone for our new locality based working arrangements.

## **8 CONCLUSIONS**

- 8.1 Members are asked to note the progress on the Choosing to Change programme and to note the work that will be taking place during December.