

**EXECUTIVE REPORT****FULL 12 04 05****DEPUTY LEADER'S PORTFOLIO****COUNCILLOR MIKE ASHBROOK - PORTFOLIO HOLDER****HILARY MITCHELL, HEAD OF POLICY AND PERFORMANCE – LEAD OFFICER****1 KEY ISSUES - PROGRESS REPORT****Improvement Projects**

The Comprehensive Performance Assessment in 2004 result triggered a number of projects which together make up the Council's CPA Improvement Plan. An Improvement Board of some members and officers monitors the progress of these improvement projects. The Board can report that there is steady progress in a number of areas and, although we recognise there is more to achieve, the Board is ensuring delivery in aspects of work highlighted under the CPA.

- Financial reconciliation,
- economic strategy,
- strategic work with Government,
- external communications,
- performance management
- implementation of the Best Value Review of Leisure and Culture,
- Revenues and Benefits system improvements,
- Implementing Electronic Government strategy
- Joint working on nuclear policy issues
- Restructure of Council staff

The progress made in all of these projects demonstrates that the Council has recognised the need to change and done something about it. Over the next few months additional improvement projects will be added to the programme to try to ensure that when the next round of CPA is announced the Council is positioned well to achieve the best possible result.

**Restructuring**

Executive met on 10 March to take decisions on the second phase of the restructure. The restructure will ensure that the Council has skills and capacity to meet future challenges. One of the reasons for undertaking the restructure was to develop new areas of the Council's work such as: business process re-engineering, procurement and communications, as well as to provide additional capacity in regeneration and nuclear policy. Local government is working in a fast-moving world where the demands are changing and becoming more challenging, and we need to equip ourselves to keep up.

The timetable for implementing the restructure includes processes to assimilate the majority of employees into the new structure by mid-April. We also need to find posts for people displaced from the old structure, although this may take some time. We

will also have to recruit to vacancies from inside or where necessary from outside the Council. The target is to have the majority of posts filled by 1 June, even if we have to wait for a few candidates to work notice periods with other employers.

Information about the progress of the restructure can still be found on the Council's intranet.

### **"Gershon" The Efficiency Agenda**

The Government commissioned a report from Sir Peter Gershon to come up with proposals for improving value for money in the public sector. His recommendation was that public services should find £21.5bn efficiencies to reinvest so that taxation would not have to rise. Local Government's share is £6.45bn by 2007/8.

The requirement on the Council is to find £310,000 in 2005/6, and further similar amounts in 2006/7 and 2007/8 which can be identified as efficiencies, half as financial savings, half as improved value for money. The rules require that the quality of service to the public cannot reduce under this agenda. We shall have to provide an improved quality of service for the same resources or the same quality of service for fewer resources.

The Council has started work on identifying efficiencies for the first year of the Gershon programme in 2005/6. A Working Party of Members has met to steer the initial proposals through this Council meeting (please see the Annual Efficiency Statement elsewhere on the agenda) and to monitor progress on meeting the efficiencies we need to find. We will be coming back to the Council with other plans for efficiency gains over the months.

## **2 EXECUTIVE DECISIONS RECOMMENDED TO COUNCIL**

### **3 EXECUTIVE DECISIONS REPORTED FOR INFORMATION ONLY**

**Subject:** Approval of Executive Decisions of 27 January 2005

**Date of Decision:** 22 February 2005 **Decision Reference:** EXE/04/0155

**Context:** Decisions made at the previous meeting requiring formal approval Decision

**That the Statements of decisions made at the meeting on the 27 January 2005 be agreed as a correct record.**

**Subject:** Forward Plan February – May 2005

**Date of Decision:** 22 February 2005 **Decision Reference:** EXE/04/0156

**Context:** Approval of the Forward Plan of Key Decisions for 4 Month Period Decision

**That the forward plan of Key Decision for February to May 2005 be noted.**

**Subject:** Performance Indicators – Residents Satisfaction

**Date of Decision:** 22 February 2005 **Decision Reference:** EXE/04/0165

**Context:** To consider the report of the Best Value Review for Communications and Summarises Copeland's Performance in the National satisfaction survey and response to it so far and proposals

**Decision****That**

1. the report be noted; and
2. the actions in the outline plan and content of the Project Initiation Document be agreed.

**Subject:** Review of Best Value Performance Indicators – Quarter 3

**Date of Decision:** 22 February 2005      **Decision Reference:** EXE/04/0166

**Context:** Summarises Copeland's performance against Best Value Performance Indicators for the period Apr-Dec 2004

**Decision****That**

1. the report be noted; and
2. the actions be agreed

**Subject** Council Restructuring Phase 2

**Date of Decision:** 10 March 2005

**Decision Reference:** EXE/04/175

**Context:** Considers proposals for phase 2 of Council restructuring, including presentations made at the meeting by trade union representatives, and comments received from the consultation process.

**Decision**

1. That the Executive notes the comments received on the proposed structures
2. That the Executive notes the annual savings on the pay bill which can be used from April 2006 to fund service improvements
3. That the Executive agrees to use the savings for the first year to fund a BPR team and procurement officer who will help us to achieve further savings
4. That the Executive agrees to earmark resources from the Major Project Fund and additional income from Treasury Management to cover other short term costs (as indicated in section 9).
5. That the Executive approves the proposed structures outlined in Appendix B to come fully into effect on 1<sup>st</sup> June 2005 (subject to 8 below), and agrees that key posts should be filled as quickly as possible.
6. That the Executive refers consideration of grades and job profiles for new posts to Personnel Panel
7. That the Executive notes the arrangements for setting up an Implementation Panel
8. That a further report be submitted to Executive in 6 months reviewing in detail the requirements for the following posts in respect of the details shown, and in the meantime current temporary arrangements be continued where necessary, and the post of Graphics Technician be not deleted:

Customer Relationships Officer (full or part time)

Freedom of Information/Records Management Officer (permanent or fixed term)

Graphics Technician (deleted or retained)

Team Leader – Environmental Health (deleted or retained)

Relief Chauffeur (deleted or retained)

**Subject:** Statement of Decision made on 22 February 2005

**Date of Decision:** 10 March 2005

**Decision Reference:** EXE/04/0175A

**Context:** Decisions made at the previous meeting requiring formal approval  
**Decision**

**That the Statements of decisions made at the meeting on the 22 February 2005 be agreed as a correct record.**

**Subject:** Forward Plan

**Date of Decision:** 10 March 2005

**Decision Reference:** EXE/04/0176

**Context:** Approval of the Forward Plan of Key Decisions for 4 Month Period  
**Decision**

**That the forward plan of Key Decision for February to May 2005 be noted**

**Subject:** Corporate Theme – A Quality Council delivering Quality Services

**Date of Decision:** 10 March 2005

**Decision Reference:** EXE/04/0177

**Context:** Summarises progress against Corporate Plan objectives  
**Decision**

**That the report be noted**

**Subject:** Corporate Theme – Quality of Life Social Inclusion

**Date of Decision:** 10 March 2005

**Decision Reference:** EXE/04/0178

**Context:** Summarises progress against Corporate Plan objectives  
**Decision**

**That the report be noted**