

PROGRESS AS AT 31/03/12 ON 2010/11 ACTION PLAN FOR IMPLEMENTATION 2011/12

No	Action	Lead Officer	Comments	Date	Progress as at 31/03/12
1.	Strategic management of organisational change and the development of the new administrations governance requirements. Strategic management of the implementation of the revised governance framework (encompassing the corporate governance structure incorporating information, information technology, partnership and project governance).	CMT (plus the Monitoring Officer)	Understanding the revised governance requirements and confirming their legality. Confirming the requirements are incorporated into any changes to the Constitution, strategies and policies. Endorsing an awareness programme for officers and members.	Ongoing 31/03/12	This work is still on going to reflect the recent senior management restructure and requirements of government legislation.
2.	<p>Managing Decision making:</p> <ul style="list-style-type: none"> a) Implementation of the Strong leader model; b) Implementation of the revised governance staff structure; c) Embedding the new administration; d) Clarifying officer/member roles & responsibilities including delegations e) Developing Member/officer relationships including revised standards regime f) Continued development and implementation of transparency agenda. g) Other constitution changes to reflect the revised organisational structures & ways of working h) Preparations for the revised external audit arrangements. 	Head of Governance	This action develops further the implementation of previous actions in respect to the Constitution and has been updated to include the implementation or preparation of key governance areas including embedding the new administration, the implementation of the Governance Unit restructure the requirements of the Localism Act and revised external audit arrangements.	Some action will be completed during 2011/12 and others will still be in development and progress by 31/03/12.	<p>Still work required in respect to (b), (d), (g) and (h). Have been included in 11/12 action plan for continued implementation in 12/13.</p> <p>The other areas have been mainstreamed.</p>
3.	<ul style="list-style-type: none"> • Review of our Workforce Development priorities and delivery • Continue to review and update the management competencies and skills required in the revised organisation. Review of HR policies and processes to support the organisational changes. 	Chief Executive (VB)	Work continues to develop the people aspects of the revised One Council One Team One Vision and appropriate cultures to support good governance.	31/03/12	This work continues as a restructure in these areas is planned for May/June 2012.

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4.	Implement action plans from external assessments and inspections.	Assistant Chief Executive & appropriate Heads of Service.	Action plans to address relevant governance issues from external assessments/ inspections have been and will be included in appropriate priority/service area plans.	Ongoing but by 31/03/12	Ongoing and have been mainstreamed into service action plans.
5.	Data and information security: a) Continue the development & implementation of ICT service continuity & resilience within the ICT infrastructure. b) Implement the transfer of the administration and management of the Council's information right's legislation to Governance. c) Continue the implementation of revised systems & procedures for safeguarding.	Head of Property & ICT, Head of Governance and Head of Safeguarding	Deadlines: a) Completion of work from 2010/11 b) This change has arisen out of a review of the freedom of information arrangements within the Council and will be implemented in the second quarter of 11/12 c) This is the continuation and completion of work commenced during 2010/11 which identified during internal and external reviews.	Dates: a) 31/10/11 b) 31/10/11 c) 31/03/12	(a) ICT Service continuity and resilience completed March 2012 but will be further changes required as a result of accommodation moves. (b) Complete (c) Progressing and now mainstreamed as part of service action plan.