

## AGS ACTION PLAN FOR 2015/16 TO BE IMPLEMENTED 2016/17

No	Action	Lead Officer	Comments	Date
1.	Continued strategic management of organisational change in respect to "Being the Change", revised structures, and commercial/ business approach which links to the continued development and implementation of revised governance framework.	Managing Director and SMT	Agreeing revised governance requirements from "Being the Change", updated Code of Good Governance and incorporating any changes into the Constitution, strategies and policies. Service Planning process has been updated and new plans will be operational for 2016/17 and monitoring will take place through challenge at SMT.  Updated Constitution effective from Summer 2016.	On-going 31/03/17
2.	Update local Code of Good Governance to reflect the revised CIPFA/SOLACE framework and guidance (issued April 2016)	Managing Director/ Monitoring Officer	Local Code to be updated and then communicated across the Council. Update 2016/17 certification process to reflect revised framework Implement March 2017 to support 2016/17 Annual Governance Statement.	31/05/16  31/01/17  16/03/17
3.	Preparations for the revised external audit arrangements.	AD Finance & Human Resources	Local Audit and Accountability Act 2014 enacted but is not yet fully in force. Further secondary legislation and guidance to be published. External audit procurement planning commenced early 2016 and will progress during the year as will need to be completed by 31/12/17.  Planning for revised final accounts deadlines for 2017/18 to commence in 2015/16 so there can be phased changes to practices. Draft accounts by 31 <sup>st</sup> May (instead of 30 <sup>th</sup> June) and audited accounts by 31 <sup>st</sup> July instead of 30 <sup>th</sup> September.	Procurement actions on-going throughout the year including reporting to Audit Committee as appropriate.    Working towards updated final accounts timetable for 2016/17 onwards.

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4.	<p>Complete the review and implementation of Workforce Development priorities and delivery.</p> <p>Continue to review and update the management competencies and skills required in the revised organisation.</p> <p>Review of Human Resources policies and procedures to support the priorities and organisational change.</p>	Managing Director & AD – Finance & Human Resources	<p>The key leadership, management and workforce requirements have been identified and the Council's development programme now reflects these. The programme is revised on a rolling basis.</p> <p>Human Resources policies have been prioritised and are being revised and renegotiated in line with these priorities.</p>	On-going as agreed with SMT (31/03/17).
5.	<p>Deliver the improved processes and associated governance to deliver savings and service improvements in Adult Social Services alongside the development of the processes and Council governance arrangements for the revised Social Care and Health agendas and changes proposed for 2016/17 and beyond.</p>	Interim AD: Early Help & Support/ AD Governance, Procurement & Commissioning	<p>New target operating model effective from November 2015 and links to Cost Improvement Plan. Monitoring of the latter continuing with Senior Management and Members.</p> <p>Further governance in respect to the Better Care Fund will be implemented during 2016/17.</p>	On-going 31/03/17 and beyond
6.	<p>Implement the governance aspects of the improvement plans arising from external Ofsted and Care Quality Commission (CQC)</p>	Director: Children's & Adult Services and Director – Customer,	<p>This action plan is particularly focussed on any recommendations from external reviews that improve the governance arrangements in these areas.</p>	Various dates throughout 2016/17

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	inspection reports and peer reviews/challenges.	Neighbourhood & Well-Being Services		
7.	Continue to develop and implement appropriate governance arrangements to support commercial projects.	Managing Director & SMT	<p>Continued support and review of the separate company arrangements and associated governance issues.</p> <p>Ensure continued proper governance arrangements for commercial projects including robust business cases and funding approval.</p>	On-going during 2016/17