




**Best Value Assurance Improvement Plan 2018
October 2019 Update**




Capital Programme Management

Audit Scotland recommendation	Action area	Status	Progress Bar	Due Date	Latest Note	Managed by
To reduce the level of slippage on the capital plan, the council should review its project management processes. The council could use the Major capital investment in councils: good practice guide as the basis of a self-assessment	Capital Planning project management approach to be reviewed and updated with a focus on reducing slippage			29-Mar-2019	Action complete. Analysis of drivers for slippage carried out along with a review of current practice against highlighted guidance. Existing programme management guidance will be subject to ongoing review based on learning from these exercises.	Richard Cairns


Workforce Planning

Audit Scotland recommendation	Action area	Status	Progress Bar	Due Date	Latest Note	Managed by
Workforce plans are in place and should be further developed to include forecasts of workforce numbers, the expected shape of the workforce and costs, over the planning period. Progress should be monitored	Workforce planning framework to be embedded and further developed. Long term risk-based scenario planning will be developed, including the forecasting of workforce numbers, composition and costs		<div><div>100%</div></div>	31-Aug-2019	Action complete. Workforce planning for each service completed alongside service plans and presented at relevant committees.	Victoria Rogers


Attendance

Audit Scotland recommendation	Action area	Status	Progress Bar	Due Date	Latest Note	Managed by
Some staff are finding the pace of change challenging and staff absence remains an issue. The council is taking positive steps to try and address this and should continue to explore opportunities for improvement	Employee wellbeing strategy will be implemented and measures embedded		<div><div>100%</div></div>	31-Oct-2019	Action complete. Action plans supporting employee wellbeing strategy are in place, planning and delivery will be ongoing over the lifetime of the Wellbeing Strategy.	Victoria Rogers

Community Empowerment

Audit Scotland recommendation	Action area	Status	Progress Bar	Due Date	Latest Note	Managed by
The Community Alliance (CA) brings together representatives from neighbourhood, interest and user groups. The council sees it as an important engagement link with the community but there are a number of challenges that it needs to address. The council should continue to offer help to further develop the role of the CA and help it reach its full potential	Community Empowerment Strategy, with supporting mechanism in place for strategic engagement of community organisations, will be put in place using principles of engaging communities framework		<div><div>66%</div></div>	30-Jun-2019	This action is delayed to accommodate increased public engagement through the process. Following a third round of consultation a revised draft has been produced, 6 key themes have been identified and examples of how these are being progressed included. The final strategy will be presented to both CPWD and Council for approval in November. An implementation plan is also being developed.	Peter Barry

Cross-party working

Audit Scotland recommendation	Action area	Status	Progress Bar	Due Date	Latest Note	Managed by
Councillors should consider working in cross-party groups to address the financial challenges which exist and the important decisions required in the future	Cross party working group arrangements to be explored to ensure Elected Members are sufficiently informed and have all relevant information available to inform decision making.		<div><div>100%</div></div>	28-Feb-2019	Cross party working explored and model now in place	Peter Hissett