

ANNUAL GOVERNANCE STATEMENT 2012-13 : Status Report

The following is a summary of the status of the agreed actions that were identified to address the significant governance issues were identified and recorded on the Council's Annual Governance Statement 2012-13:

	Governance Issue	Agreed Action	Target Date	Responsible Officer	Status	Comments
1.	The Council's Anti Fraud and Corruption Policy and Strategy has not been updated since 2008.	Anti Fraud and Corruption Policy and Strategy to be reviewed and updated to reflect current good practice together with a commitment for future periodic reviews. Appropriate arrangements to be made to communicate the updated Policy and Strategy.	Oct 2013	Director of Corporate Services	COMPLETED (Dec 2013)	A revised and updated 'Anti Fraud and Anti Corruption' strategy and policy statement was approved by the Governance Committee at the 16 th December meeting.
2.	Performance management reporting arrangements need to capture and reflect the most up to date information or position and to enable improvement in outcomes.	A review of performance management arrangements has been undertaken and a new approach, in the form of a monthly 'scorecard' format, is being developed and will be in place in December.	Dec 2013	Assistant Chief Executive	Open	Following the appointment of a part time Project Manager, the Policy and Performance Review is underway and the new performance system will be in place in April for 2014/15.
3.	Reduced capacity and resilience within the senior management team.	Review of senior management structure and capacity will follow the new Chief Executive appointment in June 2013.	Dec 2013	Chief Executive	COMPLETED (Sept 2013)	The new Chief Executive was appointed in July 2013, and in September 2013, the Chief Executive formalised 2 existing roles and changed their job titles to reflect the due importance of these posts in the organisation. They are the Chief Financial Officer, and the Assistant Chief Executive.

4.	Development of a co-ordinated and consistent approach to workforce learning and development including corporate induction and succession planning.	Delivery of the workstreams as part of the overall Workforce Plan	Mar 2014	Director of Corporate Services	Open	There is an improved means of delivery in place as part of Capita contract renegotiation. It is intended to have an initial prioritised plan for council wide learning and development, commensurate with available spend, by April 2014.
5.	The provision and access to internal/external training and development for members should be on a more structured basis and the scope and level of member engagement with internal learning and development opportunities needs to be reviewed.	A review of the approach and delivery of Member learning and development opportunities is being undertaken by the Governance Committee in consultation with Group Leaders and the Members User Group.	Sept 2013	Director of Corporate Services	COMPLETED (Sept 2013)	A new Member Development Strategy was endorsed by the Governance Committee at the 23 rd September 2013 meeting.
6.	Understanding of and compliance with the council's 'Corporate Standards' by relevant officers.	A review of the current provision is being undertaken with a view to introducing a revised training programme for officers.	Oct 2013	Director of Corporate Services	Open	Preparation is still in hand. Due to competing priorities and staff resignations the implementation may be delayed until the Summer 2014.