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Report to Cabinet and Council

27 June 2006

Report of Chief Executive

Corporate Plan 2006/07-2008/09

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### 1 Purpose of the Report

1.1 This report seeks approval for the Corporate Plan 2006/07-2008/09.

### 2 Recommendations

2.1 Cabinet and Council are recommended to approve the Corporate Plan 2006/07-2008/09.

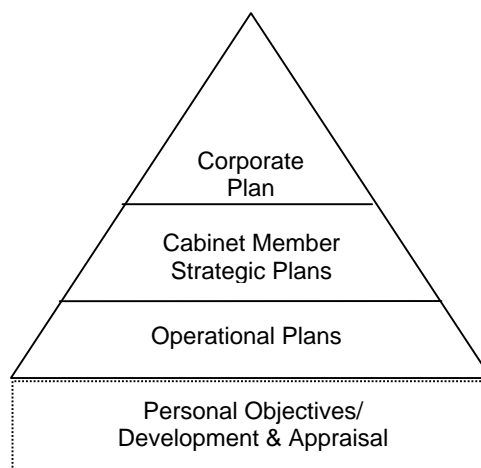
### 3 Information/Background

3.1 At its meeting on 27 January 2004 Cabinet approved a new performance management framework for the city council. This is based upon three levels of plans as shown below:

- The Corporate Plan
- Cabinet Member Strategic Plans
- Operational Plans.

3.2 The Corporate Plan sets out how the Council will deliver its vision and objectives at a corporate level. It covers a three-year period and is updated annually.

3.3 Cabinet Member Strategic Plans set out in more detail how individual Cabinet Members plan to implement the Council's Corporate Objectives over the coming three years. These will be presented to Cabinet for approval on 25 July 2006.



3.4 Operational plans set out the actions that Directorates will take to put Council policy into effect. These are working documents which are used to allocate staff and other resources and to manage performance at officer level. Each employee is allocated personal duties and targets to ensure that team and directorate objectives are achieved. These are reviewed annually through a formal appraisal system.

- 3.5 The Corporate Plan shows proposed measures and targets for each Corporate Objective. It also shows proposed management objectives which set out how the council must work if it is to put its policies into place. Each of these also has a number of performance measures and targets. A separate technical manual for managers sets out the detailed methodology to be used for calculating each performance measure.
- 3.6 The measurement and review of performance at corporate level is based on a balanced scorecard which brings the corporate and management objectives together. The Corporate Objectives are shown under the heading of "Customers & Communities. The management objectives are grouped into three themes - "Money", "Improving the way we work" and "People". This approach recognises that the council needs to have a sound financial base, effective processes and trained and knowledgeable Members and employees if the council is to achieve its vision and corporate objectives.
- 3.7 The final published version of the Corporate Plan will contain information about the CPA Corporate Assessment and Joint Area Review of Children's Services which were carried out in March 2006. This information is embargoed by the Audit Commission and other inspectorates until 23 June 2006, when the results of the inspections will be formally announced.
- 3.8 A copy of the draft Corporate Plan, excluding the embargoed information, is included on the CD-Rom circulated with this document. A complete copy of the draft plan will be circulated separately on 23 June 2006.

**4 Proposal and Other Option(s) to be Considered**

- 4.1 It is proposed that that Council approve the Corporate Plan 2006/07-2008/09, to be circulated separately on 23 June 2006.

**5 Other specific implications**

	<b>Implications (See below)</b>	<b>No Implications</b>
Neighbourhood Management	✓	
Best Value	✓	
Comparable Benchmark Data	✓	
Corporate Parenting	✓	
Coventry Community Plan	✓	
Crime and Disorder	✓	
Equal Opportunities	✓	
Finance	✓	
Health and Safety	✓	
Human Resources	✓	
Human Rights Act	✓	

	<b>Implications (See below)</b>	<b>No Implications</b>
Impact on Partner Organisations	✓	
Information and Communications Technology	✓	
Legal Implications	✓	
Property Implications	✓	
Race Equality Scheme	✓	
Risk Management	✓	
Sustainable Development	✓	
Trade Union Consultation		✓
Voluntary Sector – The Coventry Compact	✓	

5.1 The Corporate Plan will have implications for most areas of the Council's work and for the achievement of Best Value.

## 5.2 Finance

5.2.1 Finance has already been allocated for the actions necessary to achieve the targets in the Corporate Plan for 2006/07. Some future actions may require further consideration in the annual budget setting process.

## 5.3 Human Resources

5.3.1 The Corporate Plan includes significant targets relating to training, performance appraisal and sickness levels.

## 6 Monitoring

6.1 Performance reports for Cabinet and Scrutiny Boards will be produced twice a year.

## 7 Timescale and expected outcomes

7.1 The Corporate Plan will cover a three year period and will assist the council in achieving further improvements in its services and the way we work.

## 8 Key Decision

	<b>Yes</b>	<b>No</b>
<b>Key Decision</b>	✓	
<b>Scrutiny Consideration (if yes, which Scrutiny meeting and date)</b>	✓ - informal seminar for all Members 27 June 2006	
<b>Council Consideration (if yes, date of Council meeting)</b>	✓ 27 June 2006	

List of background papers

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Papers open to Public Inspection

**Description of paper**

**Location**

None