

Appendix 1

ARGYLL AND BUTE COUNCIL  
CORPORATE IMPROVEMENT PLAN 2011-12

Ref	Outcome	Success measures	Lead	Key Dates	Source	Risk
IP1	<b>Improvement</b> – The Council delivers Best Value Services	Planning and Performance Management Framework has been refreshed to reflect changes in the organisation	Chief Executive	Feb 11	PSIF / BV2	SR07 – Failure to maximise the benefits of Best Value; SR08
		Robust community and customer engagement practices in place	Chief Executive	Aug 11	PSIF / BV2	SR07 – Failure to maximise the benefits of Best Value;
		Asset Management Framework is implemented to optimise the use of resources	Executive Director: Development and Infrastructure	Nov 11	PSIF; AIP	SR10 – Inefficient use of Council assets; AIP
		Year 2 of Transformation Programme is delivered as planned	Chief Executive	Dec 11	PSIF	SR07 – Failure to maximise the benefits of Best Value; SR10 – Inefficient use of Council assets
		All services undertake a PSIF assessment	Chief Executive	March 12	BV2	SR07 – Failure to maximise the benefits of Best Value;
IP2	We have <b>Effective Leadership</b> at both political and officer level	Council Review of political management arrangements completed	Executive Director: Customer Services	April 11	PSIF	SR06 – Failure to provide strong leadership and direction
		Targeted, co-ordinated and monitored Elected Member Develop Programme is in place	Executive Director: Customer Services	Sept 11	PSIF; Corp Gov	SR06 – Failure to provide strong leadership and direction
		Organisational Development Framework in place reflecting core competencies and Vision	Chief Executive	Dec 11	PSIF	SR06 – Failure to provide strong leadership and direction; SR02 – Recruitment and retention of high quality staff

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		Senior Management Development programme has been implemented in line with core competencies	Chief Executive	Dec 11	PSIF	SR06 – Failure to provide strong leadership and direction
		Revised Vision for the organisation has been embedded	Chief Executive	March 12	PSIF; Corp Gov	SR06 – Failure to provide strong leadership and direction
<b>IP3</b>	<b>People Management</b> – We have the right people, in the right jobs, at the right time	Robust internal communication practices in place	Chief Executive	Jun 11	PSIF	SR01 – staff absence; SR06 – Failure to provide strong leadership and direction
		Workforce Planning Framework established for the organisation	Chief Executive	Sept 11	PSIF	SR02 – Recruitment and retention of high quality staff
		Learning and Development Strategy established for the organisation	Chief Executive	Sept 11	PSIF	SR01 – staff absence SR02 – Recruitment and retention of high quality staff
		Reward and recognition scheme for staff established	Chief Executive	Sept 11	PSIF	SR01 – Staff Absence;
<b>IP4</b>	We work effectively with our <b>partners</b> to deliver the Vision for Argyll and Bute	Community Plan and Single Outcome Agreement integrated into one single plan for the area	Chief Executive	April 11	PSIF	SR14 – Failure to implement SOA
		Processes in place to work effectively with partners to deliver services	Chief Executive	April 11	PSIF; BV2	SR08 – Failure to deliver shared services opportunities
		All partnerships have adopted a Partnership Agreement	Chief Executive	April 11	PSIF; Corp Gov	SR09 – Failure to progress CPP;
		Review of Community Planning governance arrangements complete	Executive Director: Customer Services	April 11	PSIF	SR09 – Failure to progress CPP; SR14 – Failure to implement SOA