

<b>Report on</b>	Organisational Development, Strategy & Performance Service Plan 2022/2023 year
<b>Date of Meeting</b>	7 July 2022
<b>Reporting Officer</b>	Marissa Canavan, Strategic Director of Organisational Development, Strategy & Performance
<b>Contact Officer</b>	Marissa Canavan, Strategic Director of Organisational Development, Strategy & Performance

<b>Is this report restricted for confidential business?</b>	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	x

<b>1.0</b>	<b>Purpose of Report</b>
1.1	To inform elected members of the Service Plan for Organisational Development, Strategy & Performance Directorate for 2022/2023 year.
<b>2.0</b>	<b>Background</b>
2.1	The Service Plan outlines the purpose and functions of the Organisational Development, Strategy & Performance Directorate. The plan provides an overview of the performance of the Directorate during 2021/2022 year and confirms the service work plan for the Directorate in 2022/2023 year.
<b>3.0</b>	<b>Main Report</b>
3.1	<p>This Service Plan ensures that services are planned in accordance with the Council's Corporate Plan's noted values and themes for the period 2020-2024. The Service Plan takes into account the proposed corporate performance improvement objectives for the period 2021-2023.</p> <p>The key priorities for Organisational Development, Strategy &amp; Performance for 22/23 year are included in Section 2.3 of the Service Plan, which include (i) various measures to support life- long learning, (ii) consulting on and implementing phase 2 of organisational restructure, (iii) implementation of revised Code of Conduct for local government employees, (iv) development, implementation and review of various policies and procedures (v) optimising the use of Core HR system for service delivery purposes and (vi) implementation of Council's community plan.</p>
<b>4.0</b>	<b>Other Considerations</b>
	<b>Financial, Human Resources &amp; Risk Implications</b>
4.1	<p>Financial:</p> <p>The relevant indicative budget for 2022/2023 year is £2.4 M approximately.</p>

<b>4.2</b>	Human:  Teams of staff within the Organisational Development, Strategy & Performance Directorate will deliver the Service Work Plan.
<b>4.3</b>	Risk Management:  Section 2.5 of this Service plan illustrates some of the risks and mitigating activity associated with the Organisational Development service plan in 2022/2023 year.
<b>5.0</b>	<b>Screening &amp; Impact Assessments</b>
	Equality & Good Relations Implications:  The Council's Equality Scheme will influence the implementation of this service plan.
	Rural Needs Implications: n/a
<b>6.0</b>	<b>Recommendation(s)</b>
	n/a
<b>7.0</b>	<b>Documents Attached &amp; References</b>
	Organisational Development, Strategy & Performance Service Plan 2022/2023 year.