

## 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	<b>COMPLETED (Dec 2013)</b>	A revised and updated 'Anti Fraud and Anti Corruption' strategy and policy statement was approved by the Governance Committee at the 16 <sup>th</sup> December 2013 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	<b>COMPLETED (Dec 13)</b>	The Council's performance management framework was reviewed resulting in a comprehensive set of measures and management information for the Council's Management Team to consider and monitor on a quarterly basis. Performance reports were published for Quarters 2, 3 and 4 of 2013/14.
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	<b>COMPLETED (Sept 2013)</b>	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	<b>COMPLETED (Initial actions)</b>	A council wide Learning and Development plan, which includes corporate induction, is now in place however further work is required in terms of prioritisation and delivery of the plan.  Succession planning will form part of the developing Performance Management workstream
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	<b>COMPLETED (Sept 2013)</b>	A new Member Development Strategy was endorsed by the Governance Committee at the 23 <sup>rd</sup> 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	<b>DEFERRED</b>	Preparations are in hand however, due to competing priorities and staff resignations, implementation has been delayed. It is intended is to start rolling this out over the summer months of 2014.