

Corporate Priority/Theme/Aim/Policy	Service Priority	PI/Target/Objective	Actual
Homes	Support the integration of the services provided by Private Sector Housing, Housing Needs and Community Alarm Service teams.	Achievement of an integrated team	Organisational changes successfully implemented. The expansion of the organisational development into a wider reorganisation than originally planned resulting in 4 phases of reorganisation meant that resources were diverted away from other projects
Economic prosperity	To provide support and expert advice for the organisational changes to the Communities and Development Departments	Organisational changes successfully implemented	
Communications strategy	To ensure that all service activities comply with and support the strategy	As set out in the strategy	Achieved and continually reviewed
Procurement strategy	Appointment of preferred employment agency	Contract to commence April 2006	Achieved - Preferred employment agency appointed in partnership with Hampshire County Council.
Risk management strategy	<p>Implementation of Workforce Action Plan</p> <p>Development of Heads of Service</p>	Target dates met as identified action plan	<p>Workforce Development Plan reviewed in light of new guidance which changes emphasis of priorities to focus on organisational development. An action plan is being developed and key elements under each of the priorities have been achieved, such as review and further development of Competency Assessment scheme and work undertaken in conjunction with HIOWLA group into a Recruitment & Retention Strategy and Pay and Benefits Strategy</p> <p>Not achieved – resignation of Training Officer mid year and difficulties appointing replacement meant that although core training delivered, number of new training initiatives not developed. With appointment of new Training & Development Advisor in March, new initiatives included in plan for 06/07.</p>
Sustainability strategy	Corporate Recruitment Advertising Brand – development and implementation of action plan to become employer of choice	Branding identified and action plan in place by Dec 05	New advertising contract bedded in and developments made to standardise Council image in job advertisements, increase access to on line recruitment. The review of the Council Communication Strategy has impacted on the development of ‘employer brand’. Has been included in 06/07 business plan and included within Recruitment & Retention Strategy. Work will be carried out in conjunction with Hampshire & IOW Local Authorities Group (HIOWLA)

<p>Corporate access programme</p>	<p>Implement revised Diversity Action Plans</p> <p>Implementation of phase 2 of Customer Service Centre</p> <p>Customer Care training for all staff</p>	<p>To be achieved by March 06</p>	<p>Achieved – revised action plans developed through People Issues Group</p> <p>Delayed – to be implemented in line with Customer Service Centre Action plan</p> <p>Delayed – to be implemented in line with Customer Service Centre Action plan</p>
<p>Corporate protocol for project management</p>	<p>Training for Performance Management Group and CMT on Project Management System</p>	<p>To be achieved by October 05</p>	<p>Achieved – Project management further developed resulting in Council wide programme to assist the achievement of corporate strategy</p>
<p>Policies for enhancement of e-access to services</p>	<p>Development and implementation of e-skills training programme for all staff with basic level of attainment.</p>	<p>Programme implemented by - January 06</p>	<p>Not achieved – resignation of Training Officer mid year and difficulties appointing replacement meant that although core training delivered, number of new training initiatives not developed. With appointment of new Training & Development Advisor in March, new initiatives included in plan for 06/07.</p>
<p>Green agenda</p>	<p>Review of car leasing policy and staff car parking policy linked to the implementation of a Pay and Reward Strategy</p> <p>Development of Homeworking Strategy and evaluation of the use of flexible working arrangements</p>		<p>Now expanded to a corporate wide Flexible Working Project with 4 ‘proof of concept’ sites and links to a range of other policies and procedures. The Project is underway with key milestones achieved. This project will continue as a key part of the 2010 programme and has been included within this year’s Business Plan</p>
<p>Risk management strategy</p>	<p>Development and implementation of Recruitment and Retention Strategy</p> <p>Development and implementation of Severance Strategy</p>	<p>Action plan for implementation available by April 06</p> <p>Strategy developed by April 06</p>	<p>Draft Strategy produced. Work to develop and implement action plan to be continued in conjunction with HIOWLA group.</p> <p>Not achieved - Expansion of the organisational development into phase 4 has meant that the implementation of a Severance Strategy mid-reorganisation has not been appropriate. Now working with the HIOWLA group to ensure consistent practice across the region.</p>

	<p>Undertake stress audit in line with HSE Management Standards</p> <p>Absence management – reduction in absence levels of 5%</p>	<p>Action plan developed by Dec 05</p> <p>Absence reduced to 8.1 days per person</p>	<p>Target date not achieved – audit now complete and action plan to be developed by June 06</p> <p>Not achieved – absence monitoring ongoing however the target of 8.1 days has not been met. Council still maintains one of the lowest absence figures within the region. The reasons behind the slippage are being investigated and will be reported to Personnel Committee as part of a detailed absence review.</p>
Policies for enhancement of e-access to services	Investigation into upgrade of Human Resources system with links to payroll system and the provision for on line access by staff and managers for appraisal and absence and leave recording and training records.		Achieved – Joint HR/Payroll system purchased and implementation underway.
	Review of canteen service		Review ongoing as part of Accommodation Review and linked to Flexible Working Project

Additional achievements not identified in 2005/06 Business Plan

	Worked with other authorities to set up Hampshire & IOW Local Authorities Group consisting of Chief Executives and Heads of Human Resources across the region
	Implementation of Childcare Voucher Scheme