

Appendix 2 – Action plan to address recommendations from Renfrewshire Council’s BVAR

| Audit Scotland Recommendations | What we will do | When will we do this by? | Who is leading on this? |
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| <p>1. Councillors should improve cross-party working, given the financial challenges that exist and the important decisions that will need to be made in the future.</p> | <ul style="list-style-type: none"> Continue to embed Cross Party Sounding Board and identify opportunities for all elected members to work together on issues of common interest and importance for the Council and the Renfrewshire area. | Ongoing | All elected members |
| <p>2. Councillors should take advantage of the training and development opportunities that the council provides to ensure they have the necessary skills and knowledge to perform their role effectively.</p> | <ul style="list-style-type: none"> Undertake a review of the current training and development programme through engagement and consultation with elected members, to identify potential opportunities to further support attendance and participation levels. | 31 December 2017 | Chief Executive All elected members |
| <p>3. The council should review its governance arrangements to ensure they provide for a relationship with Renfrewshire Leisure Limited (RLL) that is clear, independent, and more easily understood by the public.</p> | <ul style="list-style-type: none"> Undertake a review of existing governance arrangements between the Council and Renfrewshire Leisure Limited, being cognisant of the findings of the national review of ALEOs currently being undertaken by Audit Scotland. Engagement with Renfrewshire Leisure itself will be a key element of the review. | June 2018 (subject to publication date of Audit Scotland’s national review report) | Chief Executive |
| <p>4. The council should develop a detailed medium and long-term workforce strategy and plan and implement its organisational development strategy. Implementing both the workforce and organisational development strategies will be critical to managing how future services are provided.</p> | <ul style="list-style-type: none"> Roll-out Performance Development and Review programme across the Council Implement new leadership and management development programmes Provide 6 monthly updates on the recently approved corporate workforce plan to elected members Implement new management arrangements to integrate existing HR, organisational development and programme management | Ongoing with six monthly updates to board. | Director of Finance and Resources (in consultation with CMT) |

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| | resources within one function to further strengthen the Council's approach to managing change | | |
| 5. The council is continuing to review how it will achieve the savings required within the medium-term financial strategy. The council should prioritise how services need to be provided in future to meet these savings. | <ul style="list-style-type: none"> Continue to implement the agreed medium term financial strategy which will focus on delivering required savings through the Better Council Change programme, debt smoothing and effective workforce planning. | March 2020 (<i>end date of Financial Outlook</i>) | Director Finance and Resources / Chief Executive (in consultation with elected members) |
| 6. Community Planning partners need to plan their budgets and finances together to provide a clearer picture of the overall resources available. | <ul style="list-style-type: none"> Undertake a Strategic Financial Overview exercise on an annual basis with community planning partners. | Annual basis – March | Chief Executive / Director of Finance and Resources |
| 7. The council and its partners need to continue to involve communities and work together on joint priorities and to strengthen partnership working. This will provide a positive base to ensure the Community Empowerment (Scotland) Act 2015 is fully implemented | <ul style="list-style-type: none"> Finalise review of Local Area Committees in Renfrewshire Publish Renfrewshire's Community Plan 2017-2027 Embed new governance arrangements for community planning in Renfrewshire, developing shared work plans and priorities in consultation with partners, communities and people. Develop locality plan arrangements in line with the requirements of Community Empowerment legislation, with particular focus on working with partners to engage with those people who are most impacted by poverty in Renfrewshire. | December 2017 1 October 2017 March 2018 June 2018 | Chief Executive |