

ABERDEEN CITY COUNCIL

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COMMITTEE: Finance and Resources  
DATE: 4 October 2012  
DIRECTOR: Stewart Carruth  
TITLE OF REPORT: Corporate Governance Improvement Discussion Paper  
REPORT NUMBER: CG/12/085

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1. PURPOSE OF REPORT

The purpose of the report is to update the Finance and Resources Committee on the Corporate Governance Improvement Discussion Paper.

2. RECOMMENDATION(S)

The Finance and Resources Committee notes the publication of the Corporate Governance Improvement Discussion Paper ("Paper") for engagement with staff and other stakeholders.

3. FINANCIAL IMPLICATIONS

The directorate is expected to deliver savings, which was previously allocated to the ADM option, totaling £2,273,000 by 2015/16. In 2012/13, the directorate will deliver £782,000 of £2,273,000 by managing its vacancies. It is currently working as a directorate as part of PBB3 to identify how it will deliver the expected savings of £938,000 for 2013/14.

4. OTHER IMPLICATIONS

There are no other implications at this stage arising from the Corporate Governance Improvement Discussion Paper. The outcome of the engagement may have further legal, resource, workforce and health and safety implications.

## 5. BACKGROUND/MAIN ISSUES

The council decision of 4 April 2012 was to formally close the ADM Project and to instruct the Director of Corporate Governance to engage with the wider workforce and relevant trade unions seeking their views on the future direction of the service and report back to Finance and Resources Committee with how future years' savings can be achieved in the absence of the ADM Project.

As a consequence of this decision, a comprehensive Corporate Governance Improvement Discussion Paper has been prepared by Corporate Governance to form the basis of that engagement over the next few months.

The paper was distributed to all Corporate Governance staff on 14 August and to all staff on 16 August. The paper was also published on The Zone.

A Corporate Governance Engagement Group has been set up specifically to take forward engagement with stakeholders including the trade unions, councillors, citizens, Corporate Governance and other staff groups.

The paper covers the following:

- Introduction;
- Strategic context;
- Strategic considerations;
- Progress to date;
- Workforce planning;
- Improvement themes;
- Improvement options;
- Programme considerations; and
- Employee and stakeholder engagement.

There is a large emphasis on the directorate's vision and values which provides a cohesion for taking forward a range of services, many of which are professional disciplines in their own right and which builds on the good work of the directorate to date.

The ambition is to create conditions for staff to feel excited and interested in their work and to let them drive forward the improvements that are required.

Performance will be measured and the success of the directorate assessed based on evidence. There will also be a strong push through the new Performance Review and Development Framework to acknowledge appropriate behaviours which underpin our values and reward success. There is also an explicit intent that where performance is not appropriate, it will be managed appropriately.

The three critical success factors are:

- Values – embed behaviours which underpin our values;
- Optimised performance levels – improvement in service quality; and
- Cost reduction – £2.3 million by 2015/16.

The paper also includes a number of key considerations for staff and others to respond to and this includes expanding the scope of the transformation beyond that of the ADM Project to other Corporate Governance services.

It is expected that the engagement will continue until October and following analysis of the engagement, the paper will be updated and a business case prepared for a decision by a future Finance and Resources Committee.

## 6. IMPACT

Corporate – There are links to the community plan, the Single Outcome Agreement, the council's five-year business plan, and individual service plans as the outcome of the engagement will shape Corporate Governance's response to the five-year business plan and directorate business plan in particular.

Public – An equality and human rights impact assessment (EHRIA) will be relevant to the business case which will be developed following the engagement phase.

## 7. BACKGROUND PAPERS

Corporate Governance Improvement Discussion Paper, 23/7/2012  
<http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?IID=46402&sID=2050>

## 8. REPORT AUTHOR DETAILS

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