

MEETING OF FULL COUNCIL
MONDAY 28TH JUNE 2004

REPORT FROM THE CHIEF EXECUTIVE

IMPROVING BRENT ACTION PLAN 2004-2006.

1. Introduction.

- 1.1 This covering report introduces the 'Improving Brent Action Plan 2004-2006.' The attached document sets out the key targets and actions that Brent Council will undertake over the next two years in order to deliver the second phase of the Corporate Strategy 2002-2006, and achieve an excellent CPA rating during 2006.
- 1.2 The Improving Brent Action Plan 2004-2006 builds upon the existing corporate programme of staff development and training in place since 2001. The Action Plan incorporates staff development programmes with specific service priorities to drive tangible improvements in the performance of mainstream provision. It also highlights the targeted areas of activity where focused programmes of work are taking place to achieve major performance improvements in priority services.

2. Recommendations

Members of Full Council are recommended to:-

- 2.1 endorse the Improving Brent Action Plan 2004-2006.

3. Financial Implications

- 3.1 The actions and targets included within the Improving Brent Action Plan 2004-2006 are consistent with the service development plans for 2004-2008 already agreed by Members in March 2004. Therefore the financial implications of the actions within the Improving Brent Action Plan have been reflected within Members expenditure decisions for this period.
- 3.2 Where future financial implications arise for the year 2005/06 these will be fully considered by Members as part of the established service planning and budget setting process commencing in July 2004.

4. Staffing Implications

- 4.1 The Improving Brent Action Plan 2004-2006 contains major Council-wide initiatives to develop the skills and capacity of staff right across the organisation. These are covered in detail within the attached document.

5. Diversity Implications

- 5.1 One of the seven strands of activity detailed within the Improving Brent Action Plan 2004-2006 focuses specifically on actions and targets to ensure Council services meet the needs of our diverse community. However providing excellent services for a diverse community underpins all the individual service targets and actions contained throughout the plan.

6. Detailed Considerations

- 6.1 The Improving Brent Action Plan 2004-2006 brings together the Council's key actions to deliver ongoing improvements in the quality, performance and relevance of local services. It builds upon the existing staff development programmes to ensure we have the necessary skills, managerial processes and strategic focus to deliver the Corporate Strategy 2002-2006 and achieve excellent services.
- 6.2 The Plan is constructed around seven complementary strands:-
- Mainstreaming Service Improvement
 - Targeted Improvement Activity
 - Strengthening Performance Management
 - Creating a Customer Driven Organisation
 - Promoting and Mainstreaming Diversity
 - Increasing Staff and Managerial Capacity
 - Supporting the Democratic Process
- 6.3 These reflect a balanced programme of planned improvements across all mainstream service areas, focused activity to tackle performance issues in specific services and generic programmes to improve the skills and capacity of the whole Council.
- 6.4 Taken together this represents a comprehensive programme of change that will drive the delivery of the Corporate Strategy objectives and raise performance standards to those expected of an excellent authority.
- 6.5 The Improving Brent Action Plan 2002-2006 will be monitored on a six monthly basis and progress reported to the Executive and Members.

7. Background Information

- 7.1 The following papers were used in the preparation of this report:-

The Improving Brent Action Plan 2004-2006.

Anyone wishing to see the files should contact Cathy Tyson, Assistant Director of Policy, Policy and Regeneration Unit, London Borough of Brent, Brent Town Hall, Forty Lane, Wembley, Middlesex. HA9 9HA.

