Council Plan 2007-10 monitoring - 6 months ending 30.09.07

No.	Change or improvement priority action	Target / success measures	Responsibility	Progress Indicator	Progress made during 2007/08	Slippage/ Remedial action required
Organisational and Operational Efficiency: *People development and learning*						
42.	*Improve employment practices and staff involvement*					
42.1	Complete job evaluation and develop new pay and grading structure and review part 3 (single status) terms and conditions	Complete pay and grading for Job Evaluation by December 2007	RES	2	Notifications of outcomes to be issued to employees October 2007.	
42.2	Review and update People Strategy	People Strategy agreed by September 2007	RES	3	People Strategy approved at CMT & EMT September. Report due to go to Cabinet October 2007	
42.3	Review and update Council wide Workforce Development Strategy	Workforce Development Strategy agreed by October 2007	RES	3	Deferred to January 2008	
43.	*Ensure employees have knowledge, skills and tools to improve performance*					
43.1	Implement new competency framework and employee appraisal scheme	Competency framework and new appraisal scheme applied to over 90% of employees at all levels in 2007/08	All	2	Programme implemented and scheme on track.	
43.2	Develop a training and development programme to deliver core competencies	Training and development programme in place by April 2007	RES	1	Programme in place	
44.	*Value diversity in our people*					
44.1	Publish second edition of Single Equality Scheme	90% actions within the Single Equality Scheme for 2007/08 delivered	All	2	Good progress is being made against actions in the Single Equality Scheme.	
44.2	Develop and deliver diversity training to officers and members	Diversity training delivered to all 1st, 2nd and 3rd tier officers and 10% other staff	All	2	Training provider appointed for officer training. On track for delivery within timescales	
		All new members to receive Diversity training as part of induction by December 2007	All	2	Diversity included in Member Induction Programme	
		Ongoing diversity training programme for Members in place by April 2008	All	2	Programme to be developed in accordance with timescales	
44.3	Achieve level 3 of Equality Standard for Local Government	BVPI 2a - Level 3 of Equality Standard achieved by 2009	All	2	On track. Good progress is being made against the Local Government Equality Scheme.	

Key to Service Grouping responsibilility

CESC - Children, Education & Social Care
DNS - Development & Neighbourhood Services
LD - Law & Democracy
PPC - Policy, Performance & Communications
RES - Resources
All - all Service Groupings