

## APPENDIX 2

**LGA PEER REVIEW IMPROVEMENT PLAN**

NUMBER	ACTION	OUTCOME EXPECTED	WHO IS RESPONSIBLE	DELIVERY DATE
<b>COUNCIL PRIORITIES AND MEDIUM TERM FINANCIAL STRATEGY</b>				
1.	After the 2023 election, consult, engage and create a new Corporate Plan	Clear priorities for the new council	Chief Executive	September 2023
2.	Revisit the Business Strategy with a view to closing the general fund budget deficit	Improving the long term financial resilience of the council	Deputy Chief Executive	October 2023
3.	Explicitly link the medium term financial strategy to the Council's Carbon reduction plans	Carbon neutral aspirations become clearly embedded in the MTFS	Deputy Chief Executive working with Executive Director	October 2023
4.	Review car parking policy and charges in Broxtowe	The council's approach to car parking is consistent with the council's agreed priorities	Executive Director	November 2023
5.	Review financial standing orders and financial delegation limits	The council's approach to financial management is up to date	Head of Finance working with Monitoring Officer	September 2023

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<b>WORKFORCE</b>				
6.	Produce a new Employee strategy refreshing and combining approaches to managing People, Organisational development and addressing Workforce capacity issues	A refreshed single document setting out the Council's approach to attracting retaining and developing talent	Chief Executive/HR Manager	December 2023
7	Review staff engagement approaches eg anonymous staff survey focus groups and depot focus	Increase engagement with employees	Chief Executive/GMT	September 2023
8.	Review staffing capacity in Environmental Health, Licensing and Economic Development; capital works and finance.	Improve resilience, succession planning and reduce agency costs	Chief Executive Deputy Chief Executive	September 2023
<b>GOVERNANCE</b>				
9.	Ensure Cabinet is well informed on strategic risks	Improved feedback loops from Governance and Audit Committee to Cabinet	Head of Finance	June 2023
10.	Include Housing Repairs as a risk on the corporate risk register	Highlight the importance of improvements in this service area	Head of Finance	April 2023
11.	Create a housing improvement board to be accountable to Cabinet to ensure timely delivery of improvements to housing repairs and asset management	Improvements in performance of Housing repairs and asset management	Chief Executive	February 2023

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12.	After the election review the operation of the Council's decision making structures	Keep the Constitution under review	Monitoring Officer	September 2023
13.	Enhance the member training programme	Councillors have up to date knowledge and skills	Head of Democratic Services	July 2023
<b>COMMUNITY ENGAGEMENT</b>				
14.	Improve engagement mechanisms with local people to ensure residents from all sections of the community can influence and shape Council decisions and policy making	Residents feel confident they are listened to and their views shape Council decisions and policy making	Chief Executive/GMT	September 2023