

EAST OF ENGLAND LGA ACTION PLAN 2018/19

Outcomes	Actions	Service Area	Performance Target
Strategic Engagement			
Local councils make the most of and continue to be members of the East of England LGA.	SMT maintain strong relationships with the senior leadership teams of member authorities.	CORE SERVICE	All 52 councils in membership and invoices paid
	Host two Assembly meetings per year with relevant and high profile keynote speakers secured.	CORE SERVICE	Proportion of council leaders attending (60%)
	Quarterly East of England Chief Executive Forum meetings are supported.	CORE SERVICE	Association update provided to every meeting
	Host four meetings of the East of England LGA Management Committee to provide day-to-day management of the Association.	CORE SERVICE	Proportion of Management Committee members attending (60%)
	The work and role of the East of England LGA promoted through relevant media.	CORE SERVICE	11 E-bulletins 10 case studies promoted through relevant media
	Annual reception at LGA conference.	CORE SERVICE	Proportion of council leaders and CEXs attending (65%)
Local councils influence and enhance the priorities of the national LGA.	Chairman is supported to attend and provide feedback from LGA Executive meetings.	CORE SERVICE	Briefing prepared for the Chairman for every meeting
Local councils are self-aware and ensure that any councils	The East of England LGA works with the national LGA to support our councils to respond to the outcomes of any Peer Challenge process.	CORE SERVICE	All councils undergoing a Corporate Peer Challenge are

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or services facing difficulty are supported by the sector.			contacted within 4 weeks to offer follow up support
Economic Growth and Infrastructure			
Harness the collective strength of the Wider South East Partners to make the case for strategic infrastructure investment and progress identified schemes of mutual benefit.	Quarterly meetings of the East of England Growth and Infrastructure Group	CORE SERVICE	Proportion of members attending (60%)
	Two meetings Wider South East Political Steering Group	CORE SERVICE	Proportion of members attending (60%)
	Support a Wider South East Technical Evidence Stocktake to review the current evidence base available on a range of issues impacting local authorities to identify opportunities for collaboration.	CORE SERVICE	Technical Evidence stocktake is reviewed at least once a year.
	Manage the East of England Forecasting Model to provide data on the scenarios that are most important to local councils, LEPs and other partner organisations. Disseminate findings through local and regional events and meetings.	COMMERCIAL SERVICES	Model runs on a full cost recovery basis. EEFM is promoted at a minimum of 2 regional events/meetings
Members and strategic partners work together to call for essential investment in strategic transport corridors.	Work with the Wider South East to support joint lobbying activities on agreed strategically significant infrastructure schemes.	CORE SERVICE	4 infrastructure schemes in the East of England are supported through lobbying activities.
	Support councils in establishing a regional Transport Forum.	CORE SERVICE	4 meetings of the Forum are supported. 4 meetings of the officer group are supported.

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			Associated work programme is supported.
Members and their partners have a strong voice in the development of the London Plan.	Ensure that the East of England Member Councils are informed and are able to influence the preparation of the London Plan Review.	CORE SERVICE	An annual Summit delivered per annum. Councils supported to engage with the Examination in Public.
Members meet new and existing housing pressures, and tackling barriers to housing growth.	Work with partners across the Wider South East to jointly argue for the tools and powers to tackle housing barriers.	CORE SERVICE	Engage with Government and/or wider stakeholders—twice a year.
	Support affected councils to mitigate the impact of the movement of homeless households out of London.	CORE SERVICE	Project plan developed with steering group.
Public Service Resources and Reform			
Partnerships make the most of the opportunities offered by public service reform.	Deliver a Talent Bank offer to public sector system partners looking to remodel their services so they are designed around the needs of their citizens, and meet the challenges facing the sector.	COMMERCIAL SERVICES	Public Service Reform area generates a net surplus which contributes to the overall Talent Bank target of £190K
Members are supported to tackle the financial challenges, including identify savings and enable ongoing added value	Hold an annual “Finance Summit” bringing together members and officers to discuss the key issues affecting Local Government Finances	CORE SERVICES	80% evaluation forms rated good or above
	Maintain a contracts database	CORE SERVICES	Maintain a minimum 90% participation across all councils

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from their procurement and contracting activities.	Deliver a Talent Bank procurement offer to develop capability, increase skills and knowledge, encourage sharing and collaboration, identify savings and enable ongoing added value from procurement and contracting activities.	COMMERCIAL SERVICES	Procurement area of Talent Bank generates a net surplus which contributes to the overall Talent Bank target of £190K
	Hold an annual Procurement and Contracting Masterclass bringing together senior officers to improve capability and encourage innovation	CORE SERVICES	80% evaluation forms rated good or above
Partners are able to navigate the process of asset management to improve service delivery and achieve efficiency gains.	Deliver a Talent Bank offer to support the management of assets in the public sector in the East.	COMMERCIAL SERVICES	Asset Management area of Talent Bank generates a net surplus which contributes to the overall Talent Bank target of £190K
Members have the skills and capabilities needed to pursue commercial services to improve financial resilience and to support the delivery of core council services.	Deliver a Talent Bank offer to develop commercial skills and opportunities in member councils.	COMMERCIAL SERVICES	Commercialisation area of Talent Bank generates a net surplus which contributes to the overall Talent Bank target of £190K
	Hold an annual Service Commercialisation Masterclass bringing together senior officers to improve capability and encourage innovation	CORE SERVICES	80% evaluation forms rated good or above
Workforce and skills			
Members are able to recruit, equip and retain a workforce with the skills and behaviours which are integral to the future of the public sector.	Deliver a Talent Bank Executive Recruitment Service to support members recruit new talent.	COMMERCIAL SERVICES	Number of Executive Recruitment assignments. Generates a net surplus which contributes to the overall Talent Bank target of £190K

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	Support a collaborative approach to the recruitment and development of Apprentices through the regional 'Get up and Grow' campaign and regional strategy	CORE SERVICES	Number of authorities engaged with collaborative projects.
	Deliver a Coaching programme including training, continuous professional development and an annual conference	COMMERCIAL SERVICES	Number of authorities engaged 80% of evaluation forms for events rated good or above
	Provide council leaders support with annual CEX appraisals	CORE SERVICES	All requests for Chief Executive appraisal support are delivered (where possible).
Develop a coordinated approach to tackling skills shortages in priority areas.	Develop a collaborative programme to support members with workforce planning in key areas.	CORE SERVICE	Number of councils engaged
Members have guidance and advice on strategic HR and employment issues and are to effectively collaborate on key issues.	Three meetings of the Local Government Employers' Panel and an annual Employers' Forum to discuss issues.	CORE SERVICES	Proportion of members attending (60%)
	Respond to key HR consultations issued by Government.	CORE SERVICES	Respond to all relevant consultations as identified by Employers' Services
	Two meetings of the Heads of HR group.	CORE SERVICES	Proportion of officers attending (60%)
	Hold an annual HR Conference bringing together members and officers to discuss the key issues affecting LG HR/OD.	CORE SERVICES	80% evaluation forms rated good or above
	A full-time HR Helpline, strategic advice and survey service for timely advice on employment issues and examples from other councils.	CORE SERVICES	Helpdesk service provides valuable access to independent

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			HR advice promptly when necessary.
	Expert employers' advice is delivered to councils, working on strategic HR and OD issues like shared services and TUPE, with complex projects delivered through Talent Bank.	COMMERCIAL SERVICES	HR / OD area of Talent Bank generates a net surplus which contributes to the overall Talent Bank target of £190K
	Up to date E-Paycheck data is available to subscribing to authorities in key skills areas	COMMERCIAL SERVICES	Authorities update their data following pay increases so that none are suspended 80% of subscribing authorities take part in priority data initiatives
Support constructive relationships with regional trade union bodies and influence national terms and conditions.	Canvass local authority views and present them to the National Association of Regional Employers/LGA. Ensure that authorities in the East of England are represented on any national working groups.	CORE SERVICES	Proportion of council responses (90%) Proportion of workgroup places taken up
	Support Regional Council as a means of unions and councils to take action on important issues.	CORE SERVICES	100% of requests for formal and informal Interventions of Joint Secretaries are responded to.
Future of Health and Social Care			
Provide leaders with a forum to debate and tackle matters	Host four meetings of the Adult Social Care and Health and Children's Services Lead members' networks with links to senior officer groups.	CORE SERVICE	Proportion of Lead Members attending (60%)

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of common concern and share best practice.			Network meetings have a lead senior officer
Members can collaborate in developing new and innovative ways of working to tackle the social care crisis.	Support a regional health integration conference in partnership with the Eastern Region ADASS. Support the exploration of innovative models of care, such as Buurtzorg.	CORE SERVICE CORE SERVICE	Proportion of councils attending (60%) One Buurtzorg Test and Learn site is established and delivered. Learning is shared with authorities in the region.
The Impact of Exiting the EU			
Members understand the impact of and are prepared for the exiting the EU, and are able to make the most of the current EU opportunities.	The Association on behalf of councils in the East of England contributes 24.6% of subscription to the East of England European Partnership to enable all councils in the East of England to access these services. To ensure that councils can access the expertise of the European partnership to: <ul style="list-style-type: none"> • Understand and navigate the Brexit process, including gaining clarity on the future of EU funding and implications for the workforce. • During the transition period, engage with and make the most of all the opportunities in the EU. • Facilitate discussions with regions, countries and international organisations represented in Brussels to discuss future cooperation outside the EU. • Engage with the Government and European Commission to highlight East of England priority issues arising from Brexit. 	CORE SERVICE	Proportion of members directly using the European Partnership's service.