

Appendix 1 – Proposed objectives for the Chief Executives for 2023/2024

These are specific duties over and above the more generic activities which are carried out on a day-to-day basis.

Link to Corporate Plan	Objective	Action
<p>1. Planet, People, Place and building a Resilient Council</p>	<p>To facilitate the implementation of the new Corporate Plan 2023-2027, as a delivery mechanism for the Hart 2040 Vision</p>	<p>To ensure that all service plans and staff objectives, key strategy and policy documents are aligned with, and focused on, delivering the key themes as set out in Corporate Plan 2023-2027 - Ongoing</p>
<p>2. Building a Resilient Council</p>	<p>To explore possible arrangements for a 'County deal'</p>	<p>To positively engage and work in partnership with Hampshire County Council and other Hampshire local authorities in the current discussions on a possible County Deal - ongoing</p>
<p>3. Building a Resilient Council</p>	<p>Review the Council's organisational structure to ensure that it is efficient, effective and 'fit for purpose'</p>	<p>Having regard to the significant 2022/2023 adjustments the Council made to its leadership and management structure, ensure that a full review is carried out to make sure that the Council puts in place an effective service delivery model that reflects the resources and skill sets available to it. This includes a review of the Council's approach to staff benefits and development to ensure that the Council remains competitive in the recruitment and retention of high quality, customer focused, and well trained staff</p> <p>A report to be prepared for Staffing Committee, Cabinet and Council in late summer 2023</p>
<p>4. Building a Resilient Council</p>	<p>Develop an action plan to address staff related issues raised in the annual Staff Survey</p>	<p>Ensure that the findings of the Annual Staff Survey are shared with Staffing Committee and ensure that Staff are involved in the creation of an annual Action Plan, the implementation of which will be shared with Staff on a quarterly basis</p>

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		<p>May 2023 Staff workshops to be put in place to address issues raised in the 2022/23 Staff Survey, Staff Benefits package to be implemented Summer 2023, Eat and Learn Training sessions to be re-introduced May 2023, and Annual Staff Survey to be carried out Autumn 2023.</p> <p>Provide an upgraded staff working environment following the relocation from the 1st to the 3rd floor (May-July 2023)</p>
<p>5. Building a Resilient Council</p>	<p>Through the continuation of annual appraisals, encourage all staff to review their goals and achievements on a regular basis and to maintain a personal development plan</p>	<p>Encourage all staff, through the performance appraisal system, to review their goals and achievements on a regular basis and to maintain a personal development plan. The Council is committed to offering learning and development opportunities for all full-time and part-time staff. No matter where they start within the Council, they will have access to extra training and be given every opportunity to progress within the Council and encouraged to extend their range of skills and knowledge to take on new responsibilities - Ongoing</p>
<p>6. Building a Resilient Council</p>	<p>Reviewing current shared and outsourced services to ensure that they are effective</p>	<p>Review the current Capita contract and start work on bringing back both IT, Customer Relations, and Contact Centre in house by April 2024</p> <p>Work with neighbouring Council to share services and costs to include the renewal of the Shared licensing Service with Basingstoke and Deane (August 2023), potential of alternative arrangements for the delivery of Shared Legal Services (Christmas 2023) and provide a direction of travel for the shared waste services (autumn 2023)</p> <p>Develop the strategic partnership approach between Hart and Rushmoor as agreed in June 2022</p>

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7. Building a Resilient Council	Effective leadership for a council-wide cost saving and efficiency programme in support of the MTFs which enables a balanced budget and targets resources to Corporate Plan priorities	<p>Completion of negotiations on the potential acquisition of a further 'key worker' residential opportunity (December 2023)</p> <p>Work with Farnborough College of Technology to facilitate FCoTs occupation of the 1st floor at the Civic Offices (July – September 2023) along with the relocation of HDC staff to the 3rd floor (May-July 2023)</p> <p>To be developed through the Budget setting process in the Autumn of 2023 with a balanced budget prepared for Council approval (end of February 2024)</p>
8. Building a Resilient Council	Ensure that the Council has in place an Up-to-date Constitution	Working with the Monitoring Officer to review the Council's Constitution – first draft to be ready by January 2024