

### Objectives for the Chief Executives for 2023/2024

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

Link to Corporate Plan	Objective	Action
<b>Planet, People, Place and building a Resilient Council</b>	To facilitate the implementation of the new Corporate Plan 2023-2027, as a delivery mechanism for the Hart 2040 Vision	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
<b>Building a Resilient Council</b>	To explore possible arrangements for a 'County deal'	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
<b>Building a Resilient Council</b>	Review the Council's organisational structure to ensure that it is efficient, effective and 'fit for purpose'	<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 early autumn 2023</p>
<b>Building a Resilient Council</b>	Develop further an action plan to address staff related issues raised in the annual Staff Survey	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

Link to Corporate Plan	Objective	Action
<b>Building a Resilient Council</b>	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	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
<b>Building a Resilient Council</b>	Reviewing current shared and outsourced services to ensure that they are effective	<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 Councils to share services and costs to include the potential of alternative arrangements for the delivery of Shared Legal Services and provide a direction of travel for the shared waste services</p> <p>Develop the strategic partnership approach between Hart and Rushmoor as agreed in June 2022</p>
<b>Building a Resilient Council</b>	Develop the Commercial Strategy and present options to maximise income and improve financial management and control'	<p>Completion of negotiations on the potential acquisition of a further 'key worker' residential opportunity</p> <p>Work with Farnborough College of Technology to facilitate FCoTs occupation of the 1<sup>st</sup> floor at the Civic Offices along with the relocation of HDC staff to the 3<sup>rd</sup> floor</p>
<b>Building a Resilient Council</b>	Effective leadership for a council-wide cost saving and efficiency programme in support of the MTFs which enables a	On-going and to be reflected in 2024/25 budget setting.

Link to Corporate Plan	Objective	Action
	balanced budget and targets resources to Corporate Plan priorities'	
<b>Building a Resilient Council</b>	Ensure that the Council has in place an Up-to-date Constitution	Working with the Monitoring Officer to review the Council's Constitution