

Jan-23										Change Control
To be completed by action owner										
Change Number	Theme	Action reference	Action Title	Owner	Date Raised	Type of Change	If date change is required		Change/ Impact of change (incl. any dependencies)/ Reason for change	
							Change date from	Change date to		
147	Corporate Oversight	CO.C1.8	New sub action: Corporate performance team in place	Director - Children & Education	26/01/2023	Add - New Sub Actions			new sub action added	
148	Organisational Culture	OC.D2.2	Effective decision-making training	Director-Law & Governance	12/02/2022	Change to delivery timescales (actions and milestones)	Dec-22	May-23	2 sessions held 22/11 focusing on code of corporate governance. Training around constitutional changes approved in November will be scoped and arranged as part of continuous improvement and delivered as part of Member Development Programme. Impact of training to date is evidenced by feedback on how Council meetings and Committee meetings are running and their improvement in effectiveness.	
149	Decision Making	DM.A1.0	Implement 4-yearly election cycle	Director-Law & Governance	12/02/2022	Closure of Main Action			Closure of main action	
150	Organisational Culture	OC.A1.2	Phase 2 Engagement: Determining Desired Culture	Director-Business Strategy & Change	19/01/2023	Change to delivery timescales (actions and milestones)	Dec-22	Mar-23	Workforce Strategy approved – this will be subject to Change Control as sign off Cabinet will be May 2023	
151	Organisational Culture	OC.A1.3	Approval of document setting out the desired organisational culture	Director-Business Strategy & Change	19/01/2023	Change to delivery timescales (actions and milestones)	Jan-23	Mar-23	Approval of document setting out the desired organisational culture - This will be subject to Change control to reflect the Cabinet sign off date 15 March 2023	
152	Corporate Oversight	CO.B2.1	Council approval of Improvement Plan Phase 2	Leadership team	19/01/2023	Change to delivery timescales (actions and milestones)	Mar-23	Jun-23	Date change to June. An update on current IP will go to Cabinet in March 2023 with responses to external reviews.	
153	Corporate Oversight	CO.D3.3	Review of corporate debt recovery processes completed	Director-Finance	19/01/2023	Change to delivery timescales (actions and milestones)	Dec-22	Mar-23	Timescale change	
154	Decision Making	DM.B1.1	Effective Decision Making Training	Director-Law & Governance	19/01/2023	<del>Change to delivery timescales (actions and milestones)</del>	Dec-23	end of municipal year	end of municipal year	
155	Procurement & Commercial	PC.C2.3	Implementation	Director-Regeneration & Growth		Change to action description			change title to : Implementation of Phase 2 Asset Management System	
156	Organisational Culture	OC.A2.1	Workforce Strategy approved	Director – Business Strategy and Change	25/01/2023	Change to delivery timescales (actions and milestones)		May-23	Scope and drafting has commenced. Many priority workstreams are already in progress. Working towards Cabinet sign off in May.	
157	Organisational Culture	OC.C4.0	New action: Assurance Activity to sustain p	Director - Law & Governance	25/01/2023	Add- New Main Action			new main action	
158	Organisational Culture	OC.C4.1	Identify mechanisms for ongoing insight an	Director - Law & Governance	25/01/2023	Add - New Sub Actions			new action	
159	Corporate Oversight	CO.B2.1	Council approval of Improvement Plan Phase 2	Leadership team	25/01/2023	Change to action description			Wording change to 'approval of Improvement Plan Phase 2' to reflect that Council approval unlikely to be required	
160	Corporate Oversight	CO.B3.1	Develop a Continuous Improvement Plan	Director-Business Strategy & Change	25/01/2023	Change to delivery timescales (actions and milestones)	Mar-23	Jun-23	Date change to June to time with IP Phase 3.	
161	Corporate Oversight	CO.C1.4	Review Corporate KPIs for organisational health to reflect workforce strategy	Director-Business Strategy & Change	25/01/2023	Change to delivery timescales (actions and milestones)	Apr-23	Jun-23	Aligned to Workforce Strategy actions	

162	Corporate Oversight	CO.F5.2	Workstream Plans agreed (timeline, cost and resources) for Strategy & Change	Director- Business Strategy & Change	25/01/2023	Change to delivery timescales (actions and milestones)	Nov-23	Feb-23	add Feb based delivery date
163	Corporate Oversight	CO.F5.3	Programme Board in place and regular meetings	Director- Business Strategy & Change	25/01/2023	Change to delivery timescales (actions and milestones)	Nov-23	Feb-23	Board members to be confirmed, future board dates to be scheduled (commencing Feb 2023) and circulated. PM to be confirmed prior to Feb board
164	Decision Making	DM.C1.0	Refresh decision making-arrangements including	Director- Law & Governance	25/01/2023	Closure of Main Action			All sub actions complete
165	Decision Making	DM.C.2.0	Implementation of Scrutiny Recommendations	Director- Law & Governance	25/01/2023	Closure of Main Action			All sub actions complete
166	Procurement & Commercial	PC.C2.3	Implementation (Implementation of Phase 2)	Director – Regeneration & Growth	25/01/2023	Change to delivery timescales (actions and milestones)	Mar-23	May-23	change of dates
167			Amend Director- Business strategy and Change - change of lead for all actions	Director-Business Strategy & Change	25/01/2023	Change of Delivery Lead(s)			Change of lead required
168	Organisational Culture	OC.A2.2	Other actions as a result of engagement phases	Director – Business Strategy and Change	25/01/2023	Change to delivery timescales (actions and milestones)			remove
169	Organisational Culture	OC.A2.3	New action: Roll out of One Team framework	Chief Exec	25/01/2023	Add - New Sub Actions			new sub action added
170	Organisational Culture	OC. B1.0	(close/Move) Design and deliver Corporate Governance Training for Officers	Director – Business Strategy and Change	25/01/2023	Change to delivery timescales (actions and milestones)			OC.G1.0- New main action: Governance review Phase 2
171	Organisational Culture	OC.B1.2	Revision of Corporate Induction	Director – Business Strategy and Change	25/01/2023	Change to delivery timescales (actions and milestones)			OC.B3.1 -New action: Revision of Corporate Induction
172	Organisational Culture	OC.B1.3	(close/move) Effective decision-making training	Director - Law & Governance	25/01/2023	Change to delivery timescales (actions and milestones)			OC.G1.2- New sub action: Effective decision-making training
173	Organisational Culture	OC.B1.5	(close/ move)Delivery of Corporate Governance Training	Director – Business Strategy and Change	25/01/2023	Change to delivery timescales (actions and milestones)			OC.G1.3-New sub action: Delivery of Corporate Governance Development Programme
174	Organisational Culture	OC.B1.6	(close/move) Annual Refresher of Corporate Governance Training	Director – Business Strategy and Change	25/01/2023	Change to delivery timescales (actions and milestones)			OC.G1.4-New sub action: Annual Refresher of Corporate Governance Training
175	Organisational Culture	OC.B1.7	Delivery of Directorships and Trusteeships Training	Director - Law & Governance	25/01/2023	Change to delivery timescales (actions and milestones)			OC.G1.5-New action: Delivery of Directorships and Trusteeships Training
176	Organisational Culture	OC. B3.0	Officer Learning and Development	Director-Business Strategy & Change	25/01/2023	Add- New Main Action			new main action added OC.B3.0
177	Organisational Culture	OC.C1.0	Continue regular weekly meetings between Cabinet Members and Leadership Team	Director - Law & Governance	25/01/2023	Closure of Main Action			All sub actions complete within main action. Assurance activity will be identified and monitored within the IP monitoring tool
178	Organisational Culture	OC.C3.0	Engage LGA to support Officers and Members to develop the relationship going forward including continuation of LGA Cabinet Member mentoring programme	Director - Law & Governance	25/01/2023	Closure of Main Action			LGA mentoring programme is now ongoing
179	Organisational Culture	OC.D2.2	Effective decision-making training	Director - Law & Governance	25/01/2023	Change to delivery timescales (actions and milestones)			closure of OC.D2.2 as OC.G1.2- New sub action:Effective decision-making training has been added
180	Organisational Culture	OC.D5.0	Main action: Member development programme	Director - Law & Governance	25/01/2023	Add- New Main Action			new action added
181	Organisational Culture	OC.D5.1	New sub action: Approval of next iteration of MDP that includes actions as a result of Member PDP analysis	Director - Law & Governance	25/01/2023	Add - New Sub Actions			new action added

182	Organisational Culture	OC.E2.6	New sub action : Regular comms activity around the scale of financial activities and how the organisation is addressing them.	Director – Business Strategy and Change (Chief Executive)	25/01/2023	Add - New Sub Actions				new action added
183	Organisational Culture	OC.E2.7	New sub action: Review social media policy and create guidance/ protocol for working with MPs	Director – Business Strategy and Change (Chief Executive)	25/01/2023	Add - New Sub Actions				new action added
184	Organisational Culture	OC.E2.8	New sub action: regular comms activity around the golden thread	Director – Business Strategy and Change (Chief Executive)	25/01/2023	Add - New Sub Actions				new action added
185	Organisational Culture	OC.F2.0	Recruitment of Chief Executive	Commissioner	25/01/2023	Closure of Main Action				closure of main action
186	Corporate Oversight	CO.E1.0	Programme and Project Management (change title to 'Corporate Transformation Programme')	Director- Business Strategy & Change (Director- Finance)	26/01/2023	Change to action description				Change main action 'Corporate Transformation pro
187	Corporate Oversight	CO.B3.0	Continuous Improvement <del>Plan</del>	Director- Business Strategy & Change (Chief executive)	25/01/2023	Change to action description				remove plan form title
188	Corporate Oversight	CO.B3.1	Develop a Continuous Improvement <del>Plan</del> framework	Director- Business Strategy & Change (Chief executive)	25/01/2023	Change to action description				change plan to framework
189	Corporate Oversight	CO.B3.2	Develop a lessons learnt framework	Chief executive	25/01/2023	Add - New Sub Actions				add new action
190	Corporate Oversight	CO.C1.6	New sub action: Review PMF and put in place plans to address data gaps	Director- Business Strategy & Change (Chief executive)	25/01/2023	Add - New Sub Actions				add new action
191	Corporate Oversight	CO.C1.7	Q4 SCT Contract Report to include overview of ITS activity.	Director - Children & Education	25/01/2023	Add - New Sub Actions				add new action
192	Corporate Oversight	CO.C2.6	New sub action: Embed financial benchmarking in budget planning	Director- Finance	25/01/2023	Add - New Sub Actions				add new action
193	Strategic Decision	SD.D1.5	New sub action: Approval of updated MDFS	Director- Finance	25/01/2023	Add - New Sub Actions				add new action
194	Corporate Oversight	CO.E1.0	Programme and Project Management (change title)	Director- Business Strategy & Change (Director- Finance)	25/01/2023	Change to action description				Change main action 'Corporate Transformation programme'
195	Corporate Oversight	CO.E1.4	Programme and Project Management System Implementation	Director- Business Strategy & Change (Director- Finance)	25/01/2023	Change to delivery timescales (actions and milestones)	Feb-23	Mar-23		change date for implementation
196	Corporate Oversight	CO.E1.5	New sub action: Corporate Transformation Board operational -ToR finalised -Membership confirmed -Board dates in place	Director- Business Strategy & Change (Director- Finance)	25/01/2023	Add - New Sub Actions				add new action
197	Corporate Oversight	CO.G1.0	New main action: Strategic Planning framework		25/01/2023	Add- New Main Action				add new main action
198	Corporate Oversight	CO.G1.1	New sub action: Refresh of partnership wide vision 2030		25/01/2023	Add - New Sub Actions				add new action

199	Corporate Oversight	CO.G1.2	New sub action: Finalise directorate business plans 2023-2026		25/01/2023	Add - New Sub Actions				add new action
200	Corporate Oversight	CO.G1.3	New sub action: Refresh appraisal process		25/01/2023	Add - New Sub Actions				add new action
201	Corporate Oversight	CO.G1.4	New sub action: Pilot an approach to service planning		25/01/2023	Add - New Sub Actions				add new action
202	Corporate Oversight	CO.F5.4	New sub action: Ward and Casework Management - Member Engagement held	Director-Regeneration and Growth	26/01/2023	Add - New Sub Actions				add new action
203	Corporate Oversight	CO.F5.5	New sub action: Ward and Casework Management - Action plan in place	Director-Regeneration and Growth	26/01/2023	Add - New Sub Actions				add new action
204	Strategic Decision	SD.A5.1	Commercial Strategy Approved	Director- Finance	26/01/2023	Change to delivery timescales (actions and milestones)	Jan-23	Mar-23		Strategy approved by LT but still awaiting Cabinet approval - planned for March.
205	Strategic Decision	SD.B1.1	(close/move) Continue to embed Equality, Diversity and Inclusion (EDI) staff networks	Director- Law & Governance	26/01/2023	Change to delivery timescales (actions and milestones)				SD.B1.12"New sub action- Refresh staff network- -Package of Corporate commitment -Identify network chairs -Established United Networks meeting"
206	Strategic Decision	SD.B1.2	(close/move) Establish Women's network and	Director- Law & Governance	26/01/2023	Change to delivery timescales (actions and milestones)				SD.B1.12"New sub action- Refresh staff network- -Package of Corporate commitment -Identify network chairs -Established United Networks meeting"
207	Strategic Decision	SD.B1.3	(close/move) Continue to deliver on Equalities	Director- Law & Governance	26/01/2023	Change to delivery timescales (actions and milestones)				SD.B1.13"New sub action-Refresh Equalities Commission Board Rename to EDI commission Renew EDI commission terms of reference"
208	Strategic Decision	SD.B1.7	(close/move) Approval of EDI Workforce plan	Director- Law & Governance	26/01/2023	Change to delivery timescales (actions and milestones)				close/remove
209	Strategic Decision	SD.B1.10	(close/move) Equality, Diversity and Inclusion	Director- Law & Governance	26/01/2023	Change to delivery timescales (actions and milestones)				SD.B1.14New sub action-Equality, Diversity and Inclusion Strategy developed SD.B1.15New sub action-Equality, Diversity and Inclusion Strategy approved
210	Decision Making	DM.B1.0	In-depth review and revision to Corporate Gov	Director- Law & Governance	26/01/2023	Closure of Main Action				sub actions complete or moved to more suitable location
211	Decision Making	DM.B1.1	(close/ move)Effective Decision Making Training	Director- Law & Governance	26/01/2023	Change to delivery timescales (actions and milestones)				move action to here- OC.G1.2New sub action: Effective decision-making training
212	Decision Making	PC.A3.0	Waste and Recycling Recovery Plan – completion and implementation	Director - Borough Economy	26/01/2023	Closure of Main Action				closure of main action- all sub actions complete
213	Procurement & Commercial	PC.B1.0	Plan in place to ensure new contract commences prior to expiry of current arrangements and appropriate records in place	Director- Finance	26/01/2023	Closure of Main Action				sub actions complete or moved to more suitable location
214	Procurement & Commercial	PC.B1.6	Contract Monitoring Arrangements in Place	Director- Finance	26/01/2023	Change to delivery timescales (actions and milestones)				PC.B3.4new sub action: Contract Monitoring Arrangements in Place
215	Procurement & Commercial	PC.C2.0	Procurement of new asset management system	Director – Regeneration & Growth	26/01/2023	Closure of Main Action				sub actions complete or moved to more suitable location
216	Procurement & Commercial	PC.C2.3	Implementation	Director – Regeneration & Growth	26/01/2023	Change to delivery timescales (actions and milestones)				PC.F1.1New sub action: Implementation of Phase 2 Tech Forge
217	Procurement & Commercial	PC.F1.0	New main action: Asset Management	Director – Regeneration & Growth	26/01/2023	Add- New Main Action				new main action
218	Procurement & Commercial	PC.F1.2	New sub action: Corporate Asset Management Strategy delivery plan in place	Director-Regeneration & Growth	26/01/2023	Add - New Sub Actions				new sub action

219	Partnership & Relationships	PR.C1.1	Partnership structures in relation to transition from children's to adults in place New action wording: Initiation of Project to review and remodel the pathway between children's and adults' services	Director - Children and Education	26/01/2023	Change to delivery timescales (actions and milestones)	Dec-23	May-23	New action wording: Initiation of Project to review and remodel the pathway between children's and adults' services
220	Corporate Oversight	CO.A1.0	Implement Oracle Fusion	Director- Finance	26/01/2023	Change to delivery timescales (actions and milestones)		Apr-22	change of date- due to old date still showing
221	Corporate Oversight	CO.A1.8	New sub action: Completion of discovery phase	Director- Finance	26/01/2023	Add - New Sub Actions		Feb-23	new sub action
222	Corporate Oversight	CO.A1.9	New sub action: completion of the modelling phase	Director- Finance	26/01/2023	Add - New Sub Actions		Jun-23	new sub action
223	Corporate Oversight	CO.A1.9	New sub action: Go live	Director- Finance	26/01/2023	Add - New Sub Actions		Apr-23	new sub action
224	Corporate Oversight	CO.A1.11	New assurance action: Programme benefits will be defined during the duration of the programme and agreed with the programme board -a process will be agreed for monitoring and reporting the benefits -benefit realisation will take place post go live.	Director- Finance	26/01/2023	Add- New Assurance Action		quarterly	new assurance action added
225	Strategic Decision	SD.E1.0	Public Consultation to be carried out as part of budget process for 2023/24	Director- Finance	26/01/2023	Closure of Main Action			close of main action
226	Strategic Decision	SD.E2.6	New sub action: Procurement of Consultant to deliver regular residents' survey, budget consultation and Citizens' Space	Director - Business Strategy and Change (Chief Exec)	26/01/2023	Add - New Sub Actions			new sub action
227	Strategic Decision	SD.E2.7	Consultation and Engagement Framework produced	Director - Business Strategy and Change (Chief Exec)	26/01/2023	Add - New Sub Actions			new sub action
228	Procurement & Commercial	PC.E1.6	Add new action: Aquatic Centre Handover	Director - Borough Economy	26/01/2023	Add - New Sub Actions		Jul-23	new sub action
229	Organisational Culture	OC.G1.0	New workstream- Embedding Constitution	Director-Law & Governance	27/01/2023	Add- New Workstream			new workstream
230	Corporate Oversight	CO.G1.0	Strategic Planning framework		27/01/2023	Add- New Workstream			new workstream
231	Procurement & Commercial	PC.F1.0	Asset Management	Director-Regeneration & Growth	27/01/2023	Add- New Workstream			new workstream
232	Organisational Culture	OC.G1.0	<b>New main action: Governance review Phase 2</b>	<b>Director - Law &amp; Governance</b>	31/01/2023	Replacement action			replacement action
233	Organisational Culture	OC.G1.1	New sub action: Agree project plans relating to each of the changes within the constitution	Director - Law & Governance	31/01/2023	Replacement action			replacement action
234	Organisational Culture	OC.G1.2	New sub action: Effective decision-making training	Director - Law & Governance	31/01/2023	Replacement action			replacement action
235	Organisational Culture	OC.G1.3	New sub action: Delivery of Corporate Governance Development Programme	Director - Law & Governance	31/01/2023	Replacement action			replacement action
236	Organisational Culture	OC.G1.4	New sub action: Annual Refresher of Corporate Governance Training	Director - Law & Governance	31/01/2023	Replacement action			replacement action
237	Organisational Culture	OC.G1.5	New action: Delivery of Directorships and Trusteeships Training	Director - Law & Governance	31/01/2023	Replacement action			replacement action

238	Organisational Culture	OC.H1.0	<b>New action: Assurance Activity to ensure effective contribution of Scrutiny and Audit is sustained</b>	Director - Law & Governance	31/01/2023	Replacement action				replacement action
239	Organisational Culture	OC.H1.1	Confirm mechanisms for ongoing insight and assurance around the effectiveness of Scrutiny and Audit	Director - Law & Governance	31/01/2023	Replacement action				replacement action
240	Organisational Culture	OC.H1.2	Quarterly survey of Member and Officers participating in Scrutiny and Audit meetings	Director - Law & Governance	31/01/2023	Replacement action				replacement action
241	Strategic Decision	SD.B1.12	"New sub action- Refresh staff network- -Package of Corporate commitment -Identify network chairs -Established United Networks meeting"	Director - Law & Governance	31/01/2023	Replacement action				replacement action
242	Strategic Decision	SD.B1.12	"New sub action- Refresh staff network- -Package of Corporate commitment -Identify network chairs -Established United Networks meeting"	Director - Law & Governance	31/01/2023	Replacement action	23-Feb	23-Jul		replacement action
243	Strategic Decision	SD.B1.13	"New sub action-Refresh Equalities Commission Board Rename to EDI commission Renew EDI commission terms of reference"	Director - Law & Governance	31/01/2023	Replacement action	23-Feb	23-Apr		replacement action
244	Strategic Decision	SD.B1.14	New sub action-Equality, Diversity and Inclusion Strategy developed	Director - Law & Governance	31/01/2023	Replacement action	23-Feb	24-Jun		replacement action
245	strategic Decision	SD.B1.15	New sub action-Equality, Diversity and Inclusion Strategy approved		31/01/2023	Replacement action	24-Jun	24-Sep		replacement action
246	Organisational Culture	OC.G1.2	New sub action: Effective decision-making training		31/01/2023	Replacement action				replacement action
247	Procurement & Commercial	PC.B3.4	new sub action: Contract Monitoring Arrangements in Place		31/01/2023	Replacement action				replacement action
248	Procurement & Commercial	PC.F1.1	New sub action: Implementation of Phase 2 Tech Forge		31/01/2023	Replacement action				replacement action
249	corporate Oversight	CO.E1.0	Programme and Project Management- change to 'Corporate Transformation'		31/01/2023	Add- New Workstream				Programme and Project Management- change to 'Corporate Transformation'
250	corporate Oversight	CO.D2.3	Workforce development plan implemented for financial services section	Director- Finance	31/01/2023	Change to delivery timescales (actions and milestones)	Nov-22	Mar-23		
251	Strategic Decision	SD.A5.2	Business Cases Presented for commercial work	Director- Finance	31/01/2023	Change to delivery timescales (actions and milestones)	Jan-23	Feb-23		Strategic Business Cases prepared and awaiting review by D of F and LT.
252	Procurement & Commercial	PC.B1.6	Contract Monitoring Arrangements in Place	Director- Finance	31/01/2023	Change to delivery timescales (actions and milestones)	Jan-23	Feb-23		Resources being identified for contract management support pending the creation of a corporate CM team.