



Well-being Objective 15

Building a Better Council and Making Better Use of Resources

So why is this important?

- The general purpose of the Well-being of Future Generations Act (Wales) 2015, is to ensure that the governance arrangements of public bodies for improving the Well-being of Wales take the needs of future generations into account.
- There are increasing demands and expectations yet less resources are available. Under these conditions we need to work even more efficiently and effectively to maintain services and improve where we can, delivering 'more (or even the same) for less'.



Why this should concern us?

- Further financial pressures are likely to arise from such things as rising energy costs, an increasing number of older people needing services from us, offices, school buildings and highways that require significant investment, and this is in addition to the current uncertainty in the economic outlook as the UK embarks on the process of leaving the European Union.

What do we need to do?

- Our Transform, Innovate and Change (TIC) programme will support the achievement of a sustainable financial future by delivering more efficient and effective services.
- We will conduct the work of the Council in an open and accessible way, ensuring we are properly accountable for the decisions we make.
- We intend to invest somewhere in the region of *an additional £210 million pounds of capital funding* in our corporate priorities over the next five years.
- We will make better use of our resources which will help to minimise the impact on services primarily by making smarter use of our buildings, our people and our spending.

How will we do this?

A. By transforming innovating and changing the way we work and deliver services.

Our Transform, Innovate and Change (TIC) programme is aimed at thinking differently, acting differently and therefore delivering differently. The programme takes into account factors such as the potential to deliver financial efficiencies, service improvement, opportunities to work collaboratively with other public sector partners and transformational projects with potential to deliver greater efficiency savings.

B. We shall follow the 7 Principles of Good Governance set out Chartered Institute of Public Finance and Accountancy (CIPFA)/ Society of Local Authority Chief Executives (SOLACE) :-

B1. Integrity and Values - *(Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law)*

B2. Openness and engagement – *(Ensuring openness and comprehensive stakeholder engagement)*

B3. Making a difference - *(Defining outcomes in terms of sustainable economic, social, & environmental benefits)*

B4. Making sure we achieve what we set out to do - *Determining the interventions necessary to optimise the achievement of the intended outcomes.*

B5. Valuing our people; engaging, leading and supporting - *(Developing capacity and the capability of leadership and individuals).*

B6. Managing risks, performance and finance.

(Managing risks and performance through robust internal control and strong public financial management)

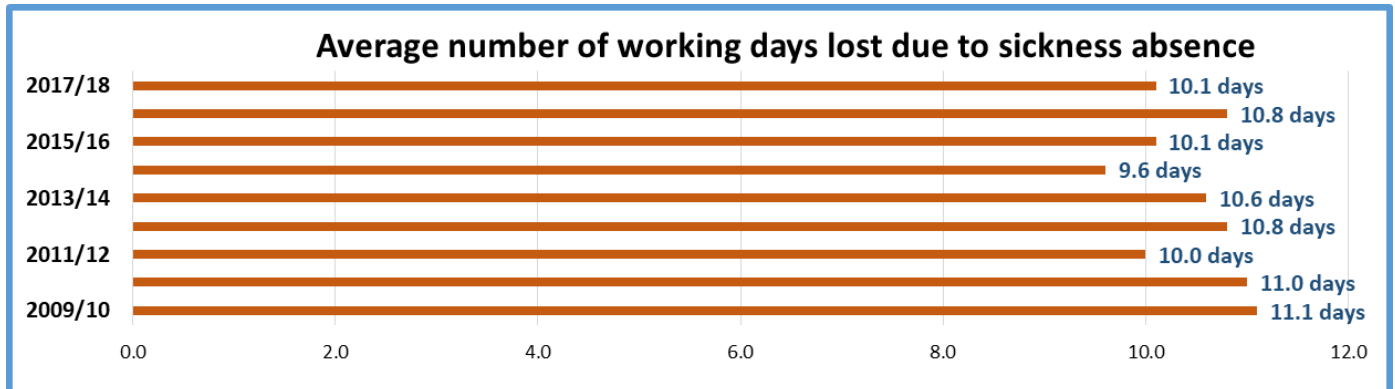
B7. Good transparency and accountability

(Implementing good practices in transparency, reporting, and audit to deliver effective accountability)

Key Measure of Success

Staff sickness absence levels (PAM/001)

Sickness levels within the council has fluctuated during the last few years from 11.1 days in 2009/10 to its lowest at 9.6 days in 2014/15. The Corporate Sickness Absence Management Framework helps Heads of Service and managers ensure that support is in place for staff where needed and there is consistent application of the sickness policy. Stress and mental health related absence continues to be the highest cause for sickness absence.



An example of what we are doing

Transform Innovate and Change (TIC) Agenda

The **Transform Innovate and Change (TIC) agenda** continues to focus on supporting cultural and behavioural changes by encouraging services to think differently, act differently and therefore deliver differently - looking for new ways of working and innovation.

At this year's 2018 TIC Awards, five winning teams were recognised for their contributions to this agenda. The event, now in its second year, saw the Schools' Staff Absence Scheme team, Web team, Pest Control team, Complex Needs team and Makerspace team each receive framed certificates for their achievements in demonstrating projects which reflected Transformation, Innovation and Change. A special 'Overall Winner' plaque, sponsored by 'We are Lean and Agile', was also presented to the Makerspace Team for the success of their project. The team emphasised how they managed to breathe new life into libraries across Carmarthenshire and how they have moved away from traditional thinking and introduced innovation and creativity to the heart of their communities.



Lead Executive Board
Member
Cllr David Jenkins &
Cllr Mair Stephens



View our **detailed delivery plan**
against this objective