



Finance, Modernisation & Performance: Councillor Chris Weaver

CAPITAL AMBITION



We want Cardiff to be known as one of the best-run Councils in the UK. Recent years have seen corporate governance strengthened and performance steadily improve with indicators in our most important statutory services moving in the right direction. This Administration will maintain a relentless focus on making sure that these improvements are maintained.

We know that it won't be easy. The Council faces a budget shortfall of £81m over the next three years. This is in addition to the £250m reduction in the budget over the past decade. The scope and scale of the budget challenge, alongside the rising demands created by the city's rapid growth, means that there is no escaping the fact that every Council service will need to plan for a period of radical adjustment. In short, many of our public services are going to need to change if they are to survive.

This will mean increasingly adopting a 'Digital First' approach, making the best use of new technologies to run our services, particularly our more transactional services, as efficiently and effectively as possible, and providing digital access which is indistinguishable from that available to citizens in every other aspect of their lives. It will mean commercialising services where appropriate and where the opportunity exists, and using the best evidence and data to target resources where they will have the greatest impact. It will also mean developing purposeful partnerships with other public services, with the third sector, with our neighbouring authorities and, where appropriate, with the private and independent sectors.

Most importantly, it will rely on our staff. We know that our staff are driven by a strong public service ethos and a dedication to making a difference to the lives of the people and communities of their city. This is the bedrock upon which our public services are built and it is one of the reasons why we committed to being an accredited Living Wage Employer. We will continue to work alongside our staff during this period of renewed austerity. We will support all our public servants in the vital work they do, and in taking active roles in designing and leading the changes that will need to be made so that, despite the challenges we face, we are delivering the best public services we can for the people of Cardiff.

We will:

- **Get the basics right** by ensuring our performance in statutory services- like education and social services- continues to improve.
- Adopt a **Digital First approach** to Council services.
- Develop a **new 3-year organisational development** programme for the Council.
- **Get people and communities more involved in the decisions we take** by having an open conversation with citizens about how we deal with the budget deficit, how we run our services and through increased broadcasting of Council meetings.
- **Launch a new Social Responsibility policy** to make sure that local people and local communities benefit when the Council spends money on goods and services.
- **Champion equality and diversity**, making sure that citizens' rights are protected in any changes to our public services.
- **Support staff to be entrepreneurial**, encouraging them to develop new ideas and, where appropriate, increase revenue from Council services.
- **Develop and appropriately skill the workforce** to meet the changing needs and demands of the Council.
- **Promote the health and well-being of Council employees** by working with the Employee Network and Trade Union partners.
- Work with the Pensions Committee to consider **divesting Council investments from fossil fuel companies**.
- Seek support from Trade Unions to provide opportunities for Agency Workers to be made permanent, along with other Council employees, through the normal recruitment processes.