



# Development Department Action Plan

Relevant corporate objective	Relevant Department objective	Proposed Action		Person Responsible	Budget/ costs	A) For approval or P) For approval pending full proposal paper O) Ongoing work from existing overheads and salary
<b>Theme 1: City Leadership – Strong, Fair, Together</b>						
Realign the organisation and taken advantage of opportunities presented by the RPA.	Lead and influence the development of the city - RPA.	1	Prepare for the transfer of RPA powers in local economic development, tourism, culture and arts, urban regeneration and planning (Service Project).	SMC	n/a	O
Realign the organisation and taken advantage of opportunities presented by the RPA.	Lead and influence the development of the city - RPA.	2	Lead private sector contribution to Community Planning.	SMC	n/a	O
Realign the organisation and taken advantage of opportunities presented by the RPA.	Lead and influence the development of the city - RPA.	3	Develop and deliver, in partnership with communities and key stakeholders, a community planning framework and shared vision for the city and its neighbourhoods (Corporate Project).	BC	£20,000	A
Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	4	Influence the public conversation on the city's future: Dissemination of Capital Flows research State of the City Underpinning research on growth out of the recession.	BC	£7,000 £35,000 £45,000	A
Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	5	Effectively communicate to influence stakeholder behaviour via a research database and thematic working research.	BC	£14,000	A
Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	6	Exchange Best Practice with European partners. (Inward visits)	LL	£5,000	A
Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	7	Influence, interpret & disseminate EU policy.	LL	n/a	O
Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	8	Maximise investment/funding streams for Belfast (Corporate Project). (New project development)	LL	£6,000	P



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Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	9	Secure DSD grant leverage for the Community Support Plan in 2010/11.	CT	£1.535m (Income)	O
Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	10	Lead on BCC engagement for development of the Titanic quarter (Service Project).	SMC	n/a	O
Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	11	Develop and deliver a city Masterplan, to inform and influence other regeneration activities (Corporate Project).	SMC	£37,000	Previously approved budget and activity
Establish our place shaping role by better use and planning of the cities assets.	Lead and influence the development of the city – city assets.	12	Influence the establishment of the development plan and future development of Sprucefiled.	SMC	£49,000	P
Establish our place shaping role by better use and planning of the cities assets.	Develop effective partnerships.	13	Engage in European projects and networks (Service Project). (Eurocities and Quartiers En Crise and Irish Sea Partnership)	LL	£40,500	A
Establish our place shaping role by better use and planning of the cities assets.	Develop effective partnerships.	14	Ensure representation on key internal and external partnerships to inform key policy decisions with a community development perspective. Ensure Community Services expertise and resources are leveraged into internal and external partnership projects.	CT	n/a	O
Establish our place shaping role by better use and planning of the cities assets.	Develop effective partnerships.	15	Continue to expand structured engagement with private developers.	SMC	n/a	O
Establish our place shaping role by better use and planning of the cities assets.	Develop effective partnerships.	16	Participation at key events e.g. MIPIM, MAPIC and development of appropriate promotional material, in conjunction with partner organisations	SMC	£70,000	P
Improve the image and reputation of the city at home and abroad.	Promote Belfast's position as the capital city and an engine of regional growth.	17	Promote Belfast in Europe. (Comet, showcase, promotions, opportunity Europe, small business events)	LL	£35,500	A
Improve the image and reputation of the city at home and abroad.	Promote and enhance Belfast's unique proposition and experience.	18	Enhance BW/UH position as premier conferencing venues in local and national marketplace.	TH	£40,000	A



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Improve the image and reputation of the city at home and abroad.	Promote Belfast's position as capital city and an engine of regional growth.	19	Develop corporate responses for the Department and Council on strategic planning and transport policies / issues	SMC	£15,000	P

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**Theme 2: Better care for Belfast's environment – a clean, green city now and for the future**

Reduced the city's impact on climate change and improve air quality.	Support and influence the creation of a modern transportation and electronic infrastructure.	20	Influence development of relevant government [transport and infrastructure] policies.	SMC	£21,000	P
Reduced the city's impact on climate change and improve air quality.	Support and influence the creation of a modern transportation and electronic infrastructure.	21	Implement the Council's transport policy (Service Project).	SMC	£30,000	Previously approved pending full proposal paper.
Reduced the city's impact on climate change and improve air quality.	Promote environmental good practice across the Council	22	Engage in [environmental] European projects and networks. (Climate change conference)	LL	£10,000	Approved March 2010
Reduced the city's impact on climate change and improve air quality.	Reduce departmental carbon footprint.	23	Use opportunities to use public transport to better support events and programmes. All units to identify and act on opportunities for environmental improvement.	TH	n/a	O
Reduced the city's impact on climate change and improve air quality.	Reduce departmental carbon footprint.	24	Adhere to the Dept environmental management system.	ALL	n/a	O



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Protect, promote and enhance the city's natural & built heritage and open spaces.	Protect and promote the city's built heritage.	25	Promote the city's heritage through city events. Increase public access to the heritage of the Ulster Hall.	TH	Included in main events budget for City Events £10,000 for UH	A

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**Theme 3: Better opportunities for success across the city**

Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	26	Review the integrated culture and arts strategy (Corporate Strategy).	SMC	£45,000	P
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	27	Develop and implement the integrated Tourism Strategy (Corporate Project).	SMC	n/a	Already approved Feb 10
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	28	Coordinate production of Belfast Tourism Monitor.	SMC	£80,000	Already approved Nov 09
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	29	Distribute £1.3 million of grant aid for culture and arts organisations.	SMC	£1.3M	Already approved Feb 10
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	30	Support the development of the Titanic signature project. (Service Project)	SMC	n/a	O
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	31	Complete a Maritime Heritage Study.	SMC	£10,000	A
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	32	Develop a new conference subvention scheme	SMC	£70,000	P
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	33	Deliver a public art programme.	SMC	£20,000	P
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	34	Deliver tourism signage and welcome banners programme.	SMC	£120,000	P



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Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	35	Deliver City of Festivals action plan.	SMC	£30,000	A
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	36	Implement a City Events Strategy (Corporate Project). Deliver major events and programmes that showcase Belfast.	TH	£1.5M	Approved by Committee January 2010
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	37	Deliver a vibrant programme of entertainment, arts and community events at BW and UH to support income achievement and audience development. Introduce audience development initiatives for Waterfront & Ulster Hall. Ensure community and arts policies and programming delivers on CSR and RBG strategic objectives.	TH	n/a	O
Develop a strong cultural and tourism experience.	Develop a strong cultural and tourism experience.	38	Maximise the relationship with the Ulster Orchestra as a tenant of the Ulster Hall. Work with key public bodies with regard to managing large scale events. Increase overall external funding/ sponsorship income.	TH	n/a	O
Stimulate growth and competitiveness in key sectors.	Grow competitive sectors.	39	Develop and deliver WTC support activities	SMC	£50,000	P
Stimulate growth and competitiveness in key sectors.	Grow competitive sectors.	40	Develop export support activity for local businesses	SMC	£25,000	A
Stimulate growth and competitiveness in key sectors.	Grow competitive sectors.	41	Design and implement new Local Economic Development Plan for the city (Corporate Project).	SMC	n/a	Already approved
Stimulate growth and competitiveness in key sectors.	Grow competitive sectors.	42	Review and grow city's markets.	SMC	n/a	O



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Stimulate growth and competitiveness in key sectors.	Grow competitive sectors.	43	Promote the Waterfront and Ulster Hall position as a premier conference, exhibition and meetings venues. Maximise business and entertainment hire income achievement.	TH	£40,000	A
			Develop the venues' digital and web marketing strategy. Ensure positive media coverage for Waterfront & Ulster Hall. Develop retail and merchandising activities at Waterfront & Ulster Hall.		£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	44	Identify and implement project-based activity from Belfast Employment and Skills Board	SMC	£100,000	P
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	45	Ongoing delivery of HARTE programme	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	46	Belfast Entrepreneurs' Network events	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	47	Student graduate development initiatives	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	48	Enterprise workshops and mentoring support	SMC	£25,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	49	Deliver Franchise development initiative	SMC	£15,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	50	Creative Entrepreneurs' Club – networking support	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	51	Music Entrepreneurship and Leadership Training	SMC	£25,000	A



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Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	52	Fashion and Design development initiative for students	SMC	£10,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	53	Enterprise events	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	54	Deliver business advice service	SMC	£3,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	55	Develop and deliver Sales Growth programme	SMC	£35,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	56	Develop and deliver Strategy in Business programme	SMC	£35,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	57	Develop finance initiative for small business	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	58	Deliver procurement programme	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	59	Film and TV Meet the Buyer	SMC	£10,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	60	Digital Media Product Development programme	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	61	Creative Industries Funding guide	SMC	£10,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	62	Fashion and Design Development Initiative for existing businesses	SMC	£10,000	A



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Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	63	SME interactive entertainment development programme	SMC	£15,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	64	Undertake research on new sectors to ensure that activities are relevant	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	65	Develop programme of support for independent retail sector	SMC	£80,000	P
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	66	Oversee management and implementation of TQ memorandum of understanding	SMC	£5,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	67	Develop supplier model initiative to increase sub-contracting opportunities for local businesses from Titanic Quarter	SMC	£50,000	P
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	68	Support Young Enterprise Initiative in local primary schools	SMC	£25,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	69	Pre-enterprise social economy development initiatives	SMC	£30,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	70	Enterprise Skills for youth initiatives	SMC	£18,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	71	Develop and deliver Business Awards 2011	SMC	£20,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	72	Commission and produce regular economic reports	SMC	£15,000	A
Stimulate growth and competitiveness in key sectors.	Increase innovation, enterprise levels, skill levels and employment levels.	73	Commission Belfast GEM survey (entrepreneurship levels)	SMC	£15,000	A





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Supporting regeneration activity and growing the city's rate base in line with the Council's objectives.	Enhance the physical regeneration of the city.	74	Co-ordinate and implement the Council's Economic Recession Plan and support action to deal with the recession (Corporate Project).	SMC	n/a	O
Supporting regeneration activity and growing the city's rate base in line with the Council's objectives.	Enhance the physical regeneration of the city.	75	Continue implementation of the Renewing the Routes Programme (Corporate Project).	SMC	£330,000	Previously approved pending full proposal paper
Supporting regeneration activity and growing the city's rate base in line with the Council's objectives.	Enhance the physical regeneration of the city.	76	Complete an attitudinal survey of the renewing the routes activity.	SMC	£10,000	A
Supporting regeneration activity and growing the city's rate base in line with the Council's objectives.	Enhance the physical regeneration of the city.	77	Coordinate development of the Lagan Canal.	SMC	£70,000	P
Supporting regeneration activity and growing the city's rate base in line with the Council's objectives.	Enhance the physical regeneration of the city.	78	Coordinate development of the Northern Fringe at Gasworks (Service Project).	SMC	n/a	O
Supporting regeneration activity and growing the city's rate base in line with the Council's objectives.	Enhance the physical regeneration of the city.	79	Lead the BTeam regeneration of derelict urban sites project.	SMC	n/a	Previously approved budget and activity
Supporting regeneration activity and growing the city's rate base in line with the Council's objectives.	Enhance the physical regeneration of the city.	80	Coordinate development of the public arts Rise sculpture.	SMC	n/a	Previously approved



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<b>Theme 4: Better opportunities for people &amp; communities</b>						
Health and social inequalities are reduced.	Reduce deprivation and poverty.	81	Develop and implement a corporate Anti-Poverty Strategy. (Corporate Project)	BC	n/a	Previously approved Nov 09
Health and social inequalities are reduced.	Increase the level of confidence, participation and engagement of citizens - inequalities.	82	Deliver capacity building programmes to the community sector. Evaluate capacity building programmes and recommend future activity.	CT	n/a	O
Health and social inequalities are reduced.	Increase the capacity of citizens to make informed decisions about their neighbourhoods - inequalities.	83	Coordinate the Council's contribution to the 12 Neighbourhood Renewal Action Plans (Corporate Plans).	SW	£12,000	A
People enjoy living in a vibrant, shared and diverse city.	Promote good relations and reduce division and polarisation of communities.	84	Develop a Community Development Strategy for Belfast (Corporate Project).	CT	£30,000	A
People enjoy living in a vibrant, shared and diverse city.	Promote good relations and reduce division and polarisation of communities.	85	Agree and implement the Community Support Plan (Corporate Project).	CT	n/a	Approved Feb 2010



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People enjoy living in a vibrant, shared and diverse city.	Promote good relations and reduce division and polarisation of communities.	86	<p>In partnership with LGP / NILGA and other key stakeholders seek to influence best practice and equality issues on Traveller related matters.</p> <p>Review the structure of the Inter-departmental Traveller Liaison Group and make recommendations.</p> <p>Explore options for the Council to facilitate the formation of an Inter-agency Traveller Liaison Group.</p> <p>Provide an in-house and external advice service on matters related to the Traveller community.</p> <p>Provide and develop a Traveller outreach office to assist both the Traveller community and relevant stakeholders.</p> <p>Deliver a Traveller Awareness /Anti Racism training programme and promote the 'Think Traveller' DVD training resource.</p> <p>Review the legislative 'Caravan sites' licence requirements and work with other departments to ensure the Council's compliance.</p>	CT	n/a	O
People enjoy living in a vibrant, shared and diverse city.	Increase the level of confidence, participation and engagement of citizens.	87	<p>Provide Council representation on all Belfast Neighbourhood Renewal partnerships.</p> <p>Represent the Council on the city's key geographical and thematic networks.</p> <p>Contribute to robust citizen engagement.</p>	CT	n/a	O
People enjoy living in a vibrant, shared and diverse city.	Increase the level of confidence, participation and engagement of citizens.	88	<p>Support environmental projects at neighbourhood level (such as recycling, community clean ups, art and waste week).</p> <p>Support the delivery of local community safety programmes.</p> <p>Deliver a series of cross community programmes linked to the Council's Good Relations and cultural diversity strategies.</p> <p>Support the delivery of local Neighbourhood Renewal Partnership Action Plans.</p> <p>Support delivery of Health &amp; Well Being Action Plan.</p>	CT	n/a	O
People enjoy living in a vibrant, shared and diverse city.	Increase the level of confidence, participation and engagement of citizens.	89	<p>Continue to implement the current framework for community centre management plans.</p> <p>Deliver grant programmes to community organisations.</p>	CT	n/a	O



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People enjoy living in a vibrant, shared and diverse city.	Increase the level of confidence, participation and engagement of citizens.	90	Provide 22 high quality and accessible venues and to develop and deliver city wide programmes and services. Deliver grant programme and support to community-managed centres.	CT	n/a	O
People enjoy living in a vibrant, shared and diverse city.	Increase the level of confidence, participation and engagement of citizens.	91	Continue implementation of a volunteer policy and related support programme. Support citywide and area volunteer celebration events.	CT	£15,000 £10,000	A A
People enjoy living in a vibrant, shared and diverse city.	Promote good relations and reduce division and polarisation of communities.	92	Develop and deliver the OPENCities project (Corporate Project).	LL	£10,000	A
People enjoy living in a vibrant, shared and diverse city.	Increase the level of confidence, participation and engagement of citizens.	93	Implementation of the My Neighbourhood Engagement programme across the city. Development of area based engagement matrix Analysis of key neighbourhood issues.	SW	£20,000	A (Budget approved last year of £85k but will require an additional £20k)
People have, and avail of, opportunities to improve their well-being with a focus on Children and Young People and Older People.	Increase the level of confidence, participation and engagement of citizens - CYP.	94	Develop and deliver a full Equality Impact Assessment for the Council-approved Children & Young People strategy process. Deliver a full external consultation programme on the Children & Young People strategy. Implement a strategy for Children and Young People (Corporate Project).	CT	£25,000	P
People have, and avail of, opportunities to improve their well-being with a focus on Children and Young People and Older People.	Increase the level of confidence, participation and engagement of citizens - CYP.	95	Lead the Council's Children & Young People thematic priority.	CT	£100,000	O



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People have, and avail of, opportunities to improve their well-being with a focus on Children and Young People and Older People.	Increase the level of confidence, participation and engagement of citizens - CYP.	96	<p>Lead the implementation recommendations across the Council regarding the Child Protection Policy and Procedure to ensure best practice in statutory compliance and customer focus.</p> <p>Develop and coordinate an inter-agency group for provision of services to children and young people.</p> <p>Continue to improve consultation and engagement with youth (including supporting the work of the Youth Forum and coordination of the Youth Champions Group).</p> <p>Develop and deliver a branded Council citywide children and young people's summer programme.</p> <p>Provide high quality and inclusive children &amp; young people programmes in directly managed facilities.</p> <p>Deliver and support high quality summer scheme programmes across the city.</p> <p>Support the Children &amp; Young People Action Plans in local Neighbourhood Renewal Partnerships.</p>	CT	n/a	O
People have, and avail of, opportunities to improve their well-being with a focus on Children and Young People and Older People.	Promote good relations and reduce divisions and polarisation of communities - CYP.	97	<p>Deliver a programme of events and related activities aimed at children and young people in conjunction with partners and sponsors.</p>	TH	Included in overall events budget for City Events and £135,000 gross/ £25,000 net (approx) for WF/UH	A



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<b>Theme 5: Better Services</b>						
Demonstrating that the Council provides a value for money approach to service delivery.	Make sure local services can respond to local needs - VfM.	98	Exceed internal and external client expectations in relation to operational service delivery of Waterfront and Ulster Hall.	TH	n/a	O
Implement a strategic approach to customer focus that supports all aspects of how we work and what we want to achieve.	Improve services through application of BCC's customer focus strategy.	99	Research, recommend and adopt facilities service quality standards. (Service Project).	CT	n/a	O
Implement a strategic approach to customer focus that supports all aspects of how we work and what we want to achieve.	Improve services through application of BCC's customer focus strategy.	100	Develop and implement a customer service framework (Service Project). Ensure BW/UH specification meets customer expectations and market demand. Improve customer care and enhance service delivery. Ensure customers influence future event planning.	TH	nil	A
Improving the accessibility and flexibility of our services.	Make sure citizens can easily and effectively access information and services.	101	Monitor the physical environment and the services at both the Waterfront & Ulster Hall to ensure they are fully accessible.	TH	nil	A
The city and its neighbourhoods are well served and connected.	Make sure local services can respond to local needs.	102	Commission annual business survey	SMC	£10,000	A
The city and its neighbourhoods are well served and connected.	Make sure local services can respond to local needs.	103	Manage and maintain business database	SMC	£5,000	A
The city and its neighbourhoods are well served and connected.	Make sure local services can respond to local needs.	104	Agree an approach to Neighbourhood and Local Working (Corporate Project)	SW	n/a	O
The city and its neighbourhoods are well served and connected.	Make sure local services can respond to local needs.	105	Deliver a local information management system which informs our Neighbourhood and Local Working model (Corporate Plan)	SW	£30,000	A



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<b>Theme 7: Human Resources</b>						
Align our structures to deliver our organisational priorities.	Use human resources in the most effective way - structures.	106	Present community centre think piece to Chief Officers and Councillors for consideration. Review the roles and responsibilities of community centre committees.	CT	£15,000	P
Align our structures to deliver our organisational priorities.	Use human resources in the most effective way - structures.	107	Finalise the new Community Services structures. Implement the proposed Community Services re-structuring programme (Service Project). Deliver an associated internal and external communications plan.	CT	n/a	O
Align our structures to deliver our organisational priorities.	Use human resources in the most effective way - structures.	108	Implement Phase II of the Business Support Restructuring.	DO	n/a	O
Align our structures to deliver our organisational priorities.	Use human resources in the most effective way - structures.	109	Continue to encourage greater integration across the Department following the re-organisations.	TH	n/a	O
Build a connected workforce with the right values, behaviours, skills and competence to deliver what the organisation requires	Use human resources in the most effective way - skills.	110	Implement the corporate approach to IIP (Service Project).	DO	n/a	O
Develop appropriate HR strategies, policies and procedures to ensure people are effectively recruited, recognised, trained and supported.	Use human resources in the most effective way.	111	Adhere to absence management procedures.	DO/AL L	n/a	O
Develop appropriate HR strategies, policies and procedures to ensure people are effectively recruited, recognised, trained and supported.	Use human resources in the most effective way.	112	Ensure all staff have a programme of continuous PDP in line with Council standards.	TH	n/a	O



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Provide support and advice in relation to staffing issues to realise efficiencies and achieve more for less.	Provide support and advice in relation to staffing issues to realise efficiencies and achieve more for less.	113	Comply with corporate policies and processes for managing overtime and agency staff.	DO/AL L	n/a	O

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<b>Theme 8: Financial Planning</b>						
Effectively plan and manage our finances.	Use financial resources in the most effective way.	114	Implement the findings of the departmental grant review (Service Project).	DO	n/a	O
Effectively plan and manage our finances.	Use financial resources in the most effective way.	115	Comply with corporate policies and processes on financial matters.	DO	n/a	O
Effectively plan and manage our finances.	Use financial resources in the most effective way.	116	Comply with the timeframes for completing budgets, quarterly outturns, variance analysis, etc.	DO/AL L	n/a	O
Effectively plan and manage our finances.	Use financial resources in the most effective way.	117	Review income streams and agree plan on how to maximise revenue and EU funds.	SMC	n/a	O
Effectively plan and manage our finances.	Improve departmental processes and systems - finances.	118	Ensure effective maintenance systems for the mechanical & electrical systems and fabric of the Waterfront and Ulster Hall. Implement the approved pricing policy for BW and UH.	TH	£240k approx.	A





Relevant corporate objective	Relevant Department objective	Proposed Action		Person Responsible	Budget/ costs	A) For approval or P) For approval pending full proposal paper O) ongoing work from existing overheads and salary
<b>Theme 9: Information Management</b>						
Make best use of technology to deliver our priorities and support the delivery of increasingly effective and 'Value for Money' services.	Improve departmental processes and systems - VfM.	119	ERP/SAP Implementation.	DO	n/a	O
Make best use of technology to deliver our priorities and support the delivery of increasingly effective and 'Value for Money' services.	Improve departmental processes and systems - VfM.	120	Ensure information systems meet work requirements - Monitor and review Maximiser capability Participate in Artifax working group.	TH	Nil	A

Relevant corporate objective	Relevant Department objective	Proposed Action		Person Responsible	Budget/ costs	A) For approval or P) For approval pending full proposal paper O) ongoing work from existing overheads and salary
<b>Theme 10: Planning &amp; Performance</b>						
Support the delivery of corporate objectives through the provision of an efficient policy and research service.	Use financial resources in the most effective way - research.	121	Ensure effective decision making based on quality research, best practice & stakeholder needs.	BC	£20,000	A
Support the delivery of corporate objectives through the provision of an efficient policy and research service.	Use financial resources in the most effective way - research.	122	Ensure strategic alignment of the department, to support improvement of its performance.	BC	£15,000	A
Embed performance management across the Council	Embed performance management across the Council	123	Provide PI data as and when requested.	BC/All	n/a	O



Relevant corporate objective	Relevant Department objective	Proposed Action		Person Responsible	Budget/ costs	A) For approval or P) For approval pending full proposal paper O) ongoing work from existing overheads and salary
<b>Theme 12: – Assets</b>						
Review and rationalise our current holdings and occupation of land and property (including any necessary acquisitions, disposals, surrenders, lease-backs, buy-outs etc.).	Review and rationalise our current holdings and occupation of land and property.	124	Work collaboratively on Council asset maximisation programme.	SMC	n/a	O
Review and rationalise our current holdings and occupation of land and property (including any necessary acquisitions, disposals, surrenders, lease-backs, buy-outs etc.).	Review and rationalise our current holdings and occupation of land and property.	125	Develop an asset management plan for all Community Services buildings (Service Projects).	CT	n/a	O