

Appendix 3 - Financial Peer Challenge Recommendations Action Plan

#	LGA recommendation	Management response	Status	Lead officer(s)
a)	Articulate the council's overall approach and strategy for transformation, including its scope and scale, as well as the respective roles of corporate centre and departments	The transformation programme leads will periodically report programme objectives and delivery plans to SLT, DMTs, Leadership Forum and the lead Cabinet Member for Finance and Reform. Implementation date – on going to 2028/29	Green (on track)	SLT/Transformation Programme Leads
b)	Identify the capacity and capability needed to support the council's transformation agenda, including whether there should be a dedicated officer and member lead	This will be considered as part of the review of the current Chief Officer structures and posts. The Cabinet Member for Finance and Reform will be the lead for councillors. Implementation date – by March 2026	Green (on track)	Sukvinder Kalsi, Executive Director of Finance and Corporate Services
c)	Extend the MTFS scenario planning analysis to include optimistic and pessimistic forecasts of future demand pressures	This will be included in the next MTFS process. Implementation date – March 2026	Green (on track)	James Newman, Assistant Director of Finance
d)	Progress work to appoint an independent member to the Audit Committee	The recruitment of the independent member of AC is in progress and to be completed in 2025. Implementation date – December 2025	Green (on track)	David Hughes, Shared Services Director of Audit, Risk and Fraud
e)	Enhance the council's scrutiny and audit functions with regular training and support to members	An effectiveness and skills assessment of AC has been completed (May 2025) and this will be used to develop a tailored training programme to meet their needs including wider member briefing/training	Green (on track)	Grant Deg – Director of Legal Services (Monitoring Officer)

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		programmes. Skills analysis of scrutiny members will also be completed to inform training needs. Implementation date – on going to December 2026		
f)	Consider the Shared Services arrangements for assurance, treasury and pension functions to ensure they are embedded and meet the needs of the organisation	The Council will conduct a periodic review of our shared services (these are already considered to be effective and efficient). Implementation date – by August 2026	Green (on track)	Sukvinder Kalsi, Executive Director of Finance and Corporate Services
g)	Share the learning with the sector from the council's leading-edge work on economic growth 'Upstream London'	This is anticipated to be delivered by the Leader through our international, national (Barnsley/Swindon), regional (London Councils, West London Alliance,) and local (Imperial College and Businesses) partnerships. Other opportunities will be identified with central government and local government (with the support of the LGA) Implementation date – on going to December 2027	Green (on track)	Leader of the Council (Stephen Cowan)