

Council's Strategic Outcome: Be an excellent employer.

Finance Services' Strategic Objective: Maintain an effective and well-maintained service. Ensure that the Council's corporate risks are managed effectively and mitigations are put in place to reduce impact..

Link to Corporate Plan: Sound financial management.

Performance measure	Target and reporting timescale	Baseline/output from 2022 – 2023	Owner and co-owners
Support the continued development of members of the Financial Services team to ensure that they are given personal and professional career development opportunities; provide training to staff in line with their personal training and development plan as detailed in their appraisal document	90% of training needs to be met, annually	Staff within the team have completed Council wide training on cyber security, data protection and equality and diversity and other ad-hoc training specifically in relation to their job role.	Director, Finance
Regularly review higher level corporate risks, including: <ul style="list-style-type: none"> • public sector funding • loss of major income streams 	As required, annually	These risks are picked up when preparing the MTFs and budget. See section on ensuring the long term financial stability of the Council.	Director, Finance

Council's Strategic Outcome: A clean, green and attractive place.

Finance Services' Strategic Objective: Undertake activities which help to mitigate/adapt to climate change.

Link to Corporate Plan: Cleaner, greener East Cambridgeshire.

Performance measure	Target and reporting timescale	Baseline/output from 2022 – 2023	Owner and co-owners
Contribute to the implementation of the Council's Climate and Environment Action Plan, through the allocation of funding to "green" projects and a review of printing to reduce paper usage	As identified, annually	Revenue funding of £100,000 and capital funding to procure solar panels has been included in both the 2022 to 2023 and 2023 to 2024 budgets.	Cross-Council activity

