

REPORT TO: TAYSIDE VALUATION JOINT BOARD – 13 JUNE 2016

REPORT ON: CORPORATE PLAN & SERVICE PLAN 2016-2019

REPORT BY: ASSESSOR

REPORT NO: TVJB 6-2016

1 PURPOSE OF REPORT

1.1 The purpose of this report is to present to the Board the draft Assessor's Corporate Plan and Service Plan to cover the years 2016-2019.

2 RECOMMENDATIONS

2.1 It is recommended that the Board approves the Corporate Plan and Service Plan contained in the Appendix.

3 FINANCIAL IMPLICATIONS

3.1 None.

4 POLICY IMPLICATIONS

4.1 This report has been screened for any policy implications in respect of Sustainability, Strategic Environment Assessment, Anti-Poverty and Equality Impact Assessment. There are no major issues.

5 BACKGROUND

5.1 At the meeting on 17 June 2013 the Board approved the Assessor's updated Service Plan for the years 2013-2016 and noted that it would be monitored by the Assessor and updated annually over this period.

5.2 As the above Service Plan expired on 31 March 2016 a new Corporate Plan and Service Plan have been prepared to cover the years 2016-2019. The draft Plans are contained in the Appendix to this report.

5.3 The new Corporate Plan and Service Plan will continue to be monitored and updated by the Assessor regularly and a report will be submitted to the Board annually.

5.4 The Corporate Plan and Service Plan will be made available for inspection at the Assessor's offices and on the Board's website at www.tayside-vjb.gov.uk.

6 CONSULTATIONS

6.1 The Clerk and Treasurer to the Board have been consulted in the preparation of this report.

7 BACKGROUND PAPERS

7.1 None.

ALASTAIR KIRKWOOD
Assessor

June 2016

TAYSIDE VALUATION JOINT BOARD



***CORPORATE PLAN & SERVICE PLAN
2016 - 2019***

CORPORATE PLAN

1 SERVICE MISSION & VISION

Tayside Valuation Joint Board's mission is to ensure best value and provide equitable, customer focussed, high quality, professional valuation and electoral services for all its stakeholders.

Our vision is to provide valuation and electoral services in accordance with statute and in a manner that is exemplary.

2 PURPOSE AND SCOPE OF SERVICES

2.1 Introduction

The statutory duties allocated to the Assessor for Tayside Valuation Joint Board are the maintenance of the non-domestic Valuation Roll and the Council Tax Valuation List for the valuation areas of Angus, Dundee City and Perth & Kinross Councils.

In addition, both Angus and Perth & Kinross Councils have appointed the Assessor as Electoral Registration Officer for their respective Council areas.

2.2 Valuation Roll

The Valuation Roll is a statutory document which lists all non-domestic lands and heritages within the Valuation Area. The Valuation Roll includes an entry for each non-domestic subject in the area and each entry contains the details of the properties' ownership, occupation and it's Rateable Value. The Rateable Value is an estimate of the annual rental value of the property and reflects the statutory basis upon which this must be assessed. The Rateable Value appearing in the Valuation Roll will be used by the Local Authority to determine the level of Non-Domestic Rates to be paid by the occupier. The Assessor is responsible for maintaining the Valuation Roll by adding any new entries, amending existing entries and deleting any entries which are no longer appropriate on a daily basis.

It is a fundamental feature of the system of non-domestic rating that each proprietor, tenant and occupier shall be entitled to appeal against an entry appearing in the Valuation Roll, subject to certain statutory time limits.

In addition to the maintenance of the Roll, the Assessor is required to carry out a General Revaluation of all subjects periodically. The last General Revaluation came into force on 1 April 2010 and this will remain in force, amended as appropriate, until it is superseded. The next General Revaluation is due to come into effect on 1 April 2017.

As at 31 March 2016, there were a total of 19,012 subjects on the Valuation Roll, and the total Rateable Value at that date was approximately £413.9 million, for all three Council areas.

2.3 Valuation List

The Valuation List is also a statutory document which lists all domestic subjects (dwellings) within the Valuation Area. Each subject included in the Valuation List is ascribed to one of eight Valuation Bands according to its estimated capital value as at 1 April 1991. The Valuation Band appearing in the Valuation List will be used by the Local Authority to determine the level of Council Tax to be paid by the occupier. The Assessor is responsible for maintaining the Valuation List by adding any new entries, amending existing entries and deleting any entries which are no longer appropriate on a daily basis.

At 31 March 2016 there were 208,039 dwellings on the Lists for the three Council areas.

2.4 Register of Electors

The Assessor, having been appointed as Electoral Registration Officer for Angus and Perth & Kinross Councils, also produces the Register of Electors for these areas. The Register is published annually and contains the names of all persons resident in the areas and eligible to vote at UK Parliamentary, Scottish Parliamentary, Local Government or European Elections. An annual canvass of electors is carried out in order to update the Register prior to its publication. Outwith the annual canvass period the Register is updated on a monthly basis.

At 31 March 2016 the Register for Angus Council area contained 88,690 electors, and the Register for Perth & Kinross area contained 112,870 electors.

2.5 Governance

The Board is required to exercise good governance and sound financial management, which includes compliance with Best Value, Promoting Fairness and Equality to all our staff and customers and meeting all statutory requirements relating to Freedom of Information, Environmental Impact Regulations, Record Management Requirements, etc. These issues are monitored and, where required, action is taken by the Assessor, the Clerk to the Board or the Treasurer of the Board as appropriate. All material matters are reported to the Board at regular meetings. Detailed examination of all material matters is also undertaken by Internal Audits and External Audit as appropriate.

3 SERVICE ISSUES & DELIVERY

3.1 General

3.1.1 As the functions of the department are statutory in nature, the resources of the Board are directed by the need to meet the statutory timetables associated with each of its functions. These resources are under pressure as the Board will have to absorb cost pressures such as increases in salary costs and utility costs with little or no budgetary increase.

3.1.2 The Board's Best Value submission indicates that provision of services should comply with the essential elements of good governance and sound strategic, operational and financial management. The overall objectives of the service are to meet all its statutory requirements, achieve the highest possible quality of Valuation and Electoral Registration services to stakeholders and achieve such quality in the most cost effective manner.

3.1.3 During the currency of this plan, the Board's Corporate Governance, Business Continuity and Risk Management arrangements will continue to be monitored and updated as appropriate.

3.2 Valuation Roll

3.2.1 The next statutory Revaluation of all non-domestic subjects will take effect from 1 April 2017. The current Valuation Roll will continue to be monitored and updated up to 31 March 2017. In addition staff resources will be focussed on improvement of the quality of information held for each property contained therein.

3.2.2 The build up of the necessary pre-revaluation workload leading up to the revaluation in 2017 has begun and all revised valuations require to be completed by October 2016. Considerable resources are being devoted to securing the revaluation of non-domestic subjects and this includes reviewing the Board's processes and procedures with a view to improving the efficiency and effectiveness of the service provision.

3.2.3 Non-domestic appeals will be dealt with in accordance with the statutory timetable. Professional staff will discuss appeals with ratepayers and their agents. Where settlement is not achieved, appeal cases will be prepared for presentation before Valuation Appeal Committees, the Lands Tribunal for Scotland and the Lands Valuation Appeal Court as required. Valuation Appeal Committee costs and fees incurred in the engagement of Counsel can be significant and must be carefully managed.

3.3 Valuation List

3.3.1 The Valuation List has been in place since April 1993.

3.3.2 The Valuation List will continue to be updated as required by current legislation to reflect changes, new entries and deletions.

3.3.3 Proposals and appeals in relation to Council Tax Bandings will continue to be addressed and cleared by professional and technical staff, in accordance with the statutory timetable.

3.4 Electoral Register

3.4.1 The Register of Electors is to be published annually on 1 December each year. This will follow a period of canvass of all households, conducted during the period July to November each year.

3.4.2 The Register will be updated monthly outwith the canvass period in accordance with current Electoral Legislation. Clerical staff will issue and process forms from electors to allow registration at new/changed addresses. Reviews of registrations will be carried out for those electors no longer thought to be eligible for registration at a particular address.

3.4.3 Absent voters' personal identifiers will be maintained and refreshed each 5 years.

- 3.4.4 A change to the Electoral Franchise has been introduced for the Scottish Parliamentary election due to be held in May 2016. This change, which builds upon the provisions for the Scottish Independence Referendum, will allow those aged 16 and 17 on the day of the election to vote. Provisions have been made to allow the canvass and verification of 14 & 15 year olds (who will become 16 before the date of the election) together with 16 & 17 year olds and work to include those young persons in the Electoral Register will continue.
- 3.4.6 Current legislation requires the Registration Officer to compile and keep two versions of the Register; the Electoral Register which contains the details of everyone who is entitled to vote and to which access, sale and supply is restricted; and the Open Register (formerly known as the Edited Register) which omits the names of electors who have asked to be excluded from this version, for which there are no restrictions on access, sale and supply. Clerical staff will monitor and process requests to be excluded from the Open Register as appropriate.
- 3.4.7 Elections will be held during the currency of this plan. Polling Station Registers, Absent Vote Lists, Poll Card Data Extracts and other materials require to be prepared and provided to Returning Officers in accordance with current regulations. Staff will work together with Returning Officers and their staff to ensure effective delivery of election services.

3.5 Information Technology

- 3.5.1 The continuing effective delivery of the Board's services is dependent on its IT Section. The major task of the IT Development Manager and his staff is to continue to maintain existing systems and to develop and provide new and altered systems to meet the needs of the Board. The effectiveness of these IT systems is key to securing the maximum efficiency and effectiveness of the Board in meeting its corporate objectives.
- 3.5.2 The Assessor contributes to the Scottish Assessors' Portal, a national website which was developed as part of the Modernising Government programme. The Portal provides a fully searchable national dataset of Non Domestic Rating and Council Tax information, together with on-line interactive services available to all stakeholders. IT resources will be required to upload data regularly to provide the most up to date information, and to contribute to new developments and initiatives. This will continue during the currency of this plan.
- 3.5.3 An external provider supplies an Electoral Registration system to Tayside Valuation Joint Board. Constant liaison is required to ensure successful delivery of the service.
- 3.5.4 Local Authorities maintain Corporate Address Gazetteers in association with the One Scotland Gazetteer, an address database made up of all 32 local authority gazetteers. Assessors' primary databases are an important source of information in this development. IT resources will require to be allocated to ensure the regular exchange of up-to-date data in a nationally compliant format.

- 3.5.5 The Finance departments of the three constituent authorities are currently advised of changes to the Valuation Roll and Valuation List by interface reports to allow manual update of the authorities' billing and collection systems.
- 3.5.6 As part of the procedure of verifying elector's details for Individual Electoral Registration Tayside Valuation Joint Board is required to be part of the Public Services Network (PSN). Considerable work has been carried out to review and upgrade the Board's IT network and to ensure compliance with the necessary security measures. This work will be ongoing throughout the currency of this plan.

3.6 Management Structures

- 3.6.1 The department's Management Team, chaired by the Assessor, oversees the running of the department. The team meets regularly to consider issues of Policy and Strategy, Valuation and Council Tax, Electoral Registration and IT Management.
- 3.6.2 In-house Working Groups have also been formed to oversee various aspects of the service provision and to report to the Management Team. Established Working Groups are:-
- Council Tax
 - Non-domestic Rating
 - Electoral Registration
 - Governance
 - Information Technology
 - Health & Safety Group.
- 3.6.3 The staff of the Board are its major resource, and the Board's success depends on their knowledge, experience and ability. Professional staff must meet the continuous professional development (CPD) requirements of their professional bodies, and are encouraged and assisted, so far as resources permit, to meet these requirements. The Board operates a Staff Performance and Development Review scheme designed to maximise the performance and development of individual staff members. Where required training will be provided to staff in the operation of the Board's IT systems. General training is also required in relation to external IT systems, packages and general PC use. Budgetary arrangements will be put in place to allow the necessary training courses to be set up.
- 3.6.4 Procedures and practices, some of which are of long standing, will be reviewed to ensure that service delivery proceeds in the most effective manner. In this context, the Board's Internal Auditors prepare Audit Needs Assessments, Strategic Plans and Individual Audit Reports designed to ensure best practice is achieved across all service areas.
- 3.6.5 Operationally, staff will continue to be advised and updated on the service delivery. The department's Intranet contains the Board's Guidelines, Policies, and operational instructions. These will be monitored and updated as required.

3.7 Governance

- 3.7.1 Tayside Valuation Joint Board meets regularly to consider reports by the Assessor, the Clerk to the Board and the Treasurer as appropriate. The Treasurer will report on all financial matters, including submitting a draft budget for approval annually and reporting upon budget monitoring to the Board at 3 monthly intervals. The Assessor will report on service delivery and associated matters as required and will produce and publish a Public Performance Report annually.
- 3.7.2 Internal Audit will examine all aspects of governance and service delivery and a report will be submitted to the Board in line with an Audit Needs Assessment and an agreed Annual Plan.
- 3.7.3 External Audit will examine the Board's draft accounts in line with current practices and will report to the Board accordingly.

4 AIM & OBJECTIVES

Our overall aim will be to fulfil our mission and achieve our vision as outlined above. In doing so we will:-

- Ensure that our services are delivered in accordance with all statutory requirements.
- Plan service development and delivery in accordance with the principles of Best Value and continuous improvement.
- Take individual and collective responsibility for the services provided.
- Encourage innovation and recognise achievement within the organisation.
- Monitor and report performance levels to stakeholders.
- Integrate Equalities issues into all aspects of our service provision.
- Build on our achievements to date.

Our Key Corporate Objectives are set out in the attached Appendix 1.

5 SERVICE PLAN

Detailed analysis of how we will achieve our key corporate objectives is set out in our Service Plan which is attached as Appendix 2.

6 MONITORING AND REVIEW OF CORPORATE PLAN AND SERVICE PLAN

This Corporate Plan and the attached Service Plan are designed to cover the period 1 April 2016 – 31 March 2019. Progress towards achieving the goals set out in these plans will be monitored by the Assessor's Governance Working Group and reported to the Management Team at regular Management Meetings. The Assessor will report to the Board as required and will produce a Public Performance Report annually.

This Corporate Plan and Service Plan will be reviewed by the Assessor each year and consideration will be given to the degree to which the key corporate objectives and the more detailed objectives set within the Service Plan have been achieved. The Corporate Plan and Service Plan will be re-presented to the Board annually incorporating any changes necessary to reflect ongoing developments.

Alastair Kirkwood
Assessor and Electoral Registration Officer
18 April 2016

CORPORATE PLAN – KEY CORPORATE OBJECTIVES

2016/17

No	Task/Project	Responsibility	Performance Measures
1	To ensure statutory duties are carried out for maintenance of the Valuation Roll and ensure timeous publication of the 2017 Revaluation Roll.	Assessor	<ol style="list-style-type: none"> 1 Maintain Valuation Roll in line with statutory requirements. 2 Dispose of appeals within statutory time frame including Valuation Appeal Committee, Lands Tribunal for Scotland and Lands Valuation Appeal Court appeals. 3 Continue preparation of the 2017 Revaluation Roll. 4 Audit processes, procedures and values. 5 Further develop IT systems, procedures and communications. 6 Maintain performance.
2	To ensure statutory maintenance of the Council Tax List.	Assessor	<ol style="list-style-type: none"> 1 Maintain CT List in line with statutory requirements. 2 Dispose of proposals & appeals. 3 Audit processes, procedures and Bands. 4 Maintain performance.
3	To ensure timeous publication and maintenance of the Electoral Register and registration services at elections.	Assessor	<ol style="list-style-type: none"> 1 Prepare and publish Electoral Register by 1 December 2016. 2 Maintain Electoral Register and publish statutory update each month. 3 Dispose of any registration appeals. 4 Prepare and ensure refresh of Absent Vote personal identifiers in January 2017. 5 Prepare for and ensure effective management of registration duties for Scottish Parliament Election 5 May 2016, The Referendum on Membership of the EU on 23 June 2016 and any other elections or referendums as required. 6 Audit processes, procedures and accuracy to ensure quality registration delivery. 7 Further develop IT systems, procedures and communications. 8 Maintain performance.
4	To develop, prepare and publish reports to improve customer knowledge and ensure attainment of good Community Focus .	Assessor	<ol style="list-style-type: none"> 1 Prepare and publish statutory reports. 2 Prepare and present reports to Tayside Valuation Joint Board. 3 Maintain customer targeted policies. 4 Maintain appropriate public participation schemes. 5 Maintain, update and improve website.
5	To set standards and undertake corporate improvement in Service Delivery Arrangements and review the performance management and planning framework to ensure continuous improvement.	Assessor	<ol style="list-style-type: none"> 1 Maintain Valuation Roll key and internal performance indicators. 2 Maintain Council Tax key and internal performance indicators. 3 Meet new Electoral performance indicators set by the Electoral Commission. 4 Preparation, monitoring and review of Service Planning. 5 Prepare and implement Employee Performance and Development Reviews (EPDR). 6 Maintain and update Health & Safety procedures.
6	To review roles, responsibilities, Structures and Processes to ensure effective balance of responsibility and authority.	Assessor	<ol style="list-style-type: none"> 1 Review Standing Orders, Scheme of Delegation and Financial Regulations; 5 yearly. 2 Adhere to Standing Orders, Scheme of Delegation and Financial Regulations. 3 Consider structure and responsibilities with staff changes and new tasks regularly.

CORPORATE PLAN – KEY CORPORATE OBJECTIVES (contd)

2016/17

No	Task/Project	Responsibility	Performance Measures
7	To review, monitor and maintain organisational Risk Management and Internal Controls to ensure efficient and effective delivery of service.	Assessor	<ol style="list-style-type: none"> 1 Identify risks. 2 Mitigate risks. 3 Monitor and review risks. 4 Maintain task specific, strategic and rolling risk registers. 5 Report risks to Tayside Valuation Joint Board and review risk strategy as required.
8	To develop, adopt and review formal documentation and put in place appropriate systems to ensure Standards of Conduct are adhered to.	Assessor	<ol style="list-style-type: none"> 1 Monitor compliance to legislation and Tayside Valuation Joint Board policies and procedures. 2 Monitor and review compliance to Records Management, Freedom of Information, Data Protection and Equalities. 3 Report on Whistle Blowing. 4 Provide management, guidance and support timeously.
9	To plan and deliver an organisational development strategy considering corporate initiatives to ensure efficiency and quality of service delivery.	Assessor	<ol style="list-style-type: none"> 1 Maintain annual Service Plan for each sector of the organisation. 2 Deliver corporate improvement. 3 Achieve key corporate objectives, Tayside Valuation Joint Board mission, vision, aims and Service Plan objectives. 4 Review and update staff training and development.
10	To engage in key partnership working to ensure the integrated delivery of efficient government.	Assessor	<ol style="list-style-type: none"> 1 Encourage partnership working with constituent authorities. 2 Encourage partnership working with public and civil servants e.g. Valuation Office Agency, Scottish Assessors Association, Scottish Government, Electoral Commission, Cabinet Office, Department for Works and Pensions (DWP), Elections Management Board, etc. 3 Maintain partnership working with external professional bodies e.g. Royal Institution of Chartered Surveyors (RICS), The Institute of Revenues Rating and Valuation (IRRV), Association of Electoral Administrators (AEA), etc.

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 1

2016/17

To ensure statutory duties are carried out for maintenance of the *Valuation Roll* and ensure timeous publication of the 2017 Revaluation Roll.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
1.1	Maintain Valuation Roll in line with statutory requirements.	Maintain and update survey records in line with relevant guidance and practice.	Assistant Assessors
		Consider planning and building warrants and take appropriate action to maintain records.	Assistant Assessors
		Prepare valuations in line with practice notes and 'tone' evidence.	Assistant Assessors
		Update valuations daily, issue Valuation Notices weekly; provide update to constituent authorities Finance weekly.	Assistant Assessors
		Continue to update rental, cost and turnover analysis to ensure accuracy of the Roll.	Assistant Assessors
1.2	Dispose of appeals within statutory time frame including Valuation Appeal Committee (VAC), Lands Tribunal for Scotland (LTS) and Lands Valuation Appeal Court (LVAC) appeals.	Correspond with appellants in line with legal requirements and Tayside Valuation Joint Board standards.	Assistant Assessors
		Ensure appeals are allocated to appropriate court dates.	Assistant Assessors
		Monitor loss on appeal and reasons for loss.	Assistant Assessors
		Ensure compliance with VAC, LTS & LVAC requirements and ensure quality preparation of cases.	Depute Assessor/Assistant Assessors
1.3	Continue preparation of the 2017 Revaluation Roll.	Ingather and analyse rents, costs, turnover and other relevant information.	Depute Assessor/Assistant Assessors
		Review methods and prepare practice notes and guidance.	Depute Assessor/Assistant Assessors
1.4	Audit processes, procedures and values.	Audit valuation processes procedures and issued values.	Depute Assessor/Assistant Assessors/ Internal Audit
		Audit appeal processes, procedures and outcomes.	Depute Assessor/Assistant Assessors/ Internal Audit
		Consider presented audit reports.	Assessor/Depute Assessor
1.5	Further develop IT systems, procedures and communications.	Review and further develop IT systems.	Depute Assessor/Assistant Assessors/ IT Manager
		Review and further develop procedures and communications.	Depute Assessor/Assistant Assessors
1.6	Maintain performance.	Maintain efficiency in survey procedures.	Depute Assessor/Assistant Assessors
		Maintain quality of valuations by reference to appeal loss.	Depute Assessor/Assistant Assessors
		Maintain performance in terms of KPIs and internal indicators.	Depute Assessor/Assistant Assessors

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 2

2016/17

To ensure statutory maintenance of the *Council Tax List*.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
2.1	Maintain Council Tax in line with statutory requirements.	Ingather and analyse sales evidence.	Assistant Assessors
		Maintain and update survey records.	Assistant Assessors
		Update bandings daily, issue Valuation Notices weekly; provide update to constituent authorities Finance weekly.	Assistant Assessors
		Ensure accuracy of all amended and new bands.	Assistant Assessors
		Update Council Tax daily, issue new and band change notices weekly and notify Councils weekly.	Assistant Assessors
2.2	Dispose of proposals and appeals.	Correspond with appellants in line with legal requirements.	Assistant Assessors
		Ensure appeals are allocated to appropriate number of court dates.	Assistant Assessors
		Monitor band reductions.	Assistant Assessors
		Ensure compliance with VAC requirements and ensure quality preparation of cases.	Depute Assessor/Assistant Assessors
2.3	Audit processes, procedures and Bands.	Audit banding processes, procedures and issued bands.	Depute Assessor/Assistant Assessors/ Internal Audit
		Audit appeal processes, procedures and outcomes.	Depute Assessor/Assistant Assessors/ Internal Audit
		Consider presented audit reports.	Assessor/Depute Assessor
		Review and further develop procedures and communications.	Depute Assessor/Assistant Assessors
2.4	Maintain performance.	Maintain efficiency in survey procedures.	Depute Assessor/Assistant Assessors
		Maintain quality of bandings by reference to band reductions on appeal.	Depute Assessor/Assistant Assessors
		Maintain performance in terms of Key Performance Indicators and internal indicators.	Depute Assessor/Assistant Assessors

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 3

2016/17

To ensure timeous publication and maintenance of the *Elector Register* through full Individual Electoral Registration.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
3.1	Prepare and publish Electoral Register by 1 December 2016.	Publish Electoral Register in paper format and electronic format by 1 December 2016.	Depute Assessor/Admin Manager/ Assistant Assessors (Angus/Perth)
		Carry out postal and door to door canvass in line with legislation and to maximise registration.	Depute Assessor/Admin Manager/ Assistant Assessors (Angus/Perth)
		Ensure appropriate advertising/publicity initiatives are in place in conjunction with Electoral Commission public engagement strategy.	Depute Assessor/Admin Manager
		Action all absent vote applications received during and outside the canvass period.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Distribute Register in requested format to persons as defined by statute.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Actively encourage recipients to accept the Register in electronic format to reduce costs.	Depute Assessor/Admin Manager
		Liaise with external contractors and manage/mitigate risks.	Depute Assessor/Admin Manager
3.2	Maintain Electoral Register for statutory updates each month.	Update Electoral Register monthly per legislative requirements.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Issue Notices in line with statutory requirement.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Improve contact with hard to reach groups through partnership working initiatives.	Depute Assessor/Admin Manager
		Identify and improve appropriate advertising/publicity channels re registration.	Depute Assessor/Admin Manager
		Refresh Absent Vote Personal Identifiers (AVPIs) as required in January 2016.	Admin Manager/ Assistant Assessors (Angus/Perth)
3.3	Dispose of any registration appeals.	Correspond with appellants in line with statutory requirements.	Depute Assessor/Admin Manager
		Ensure hearings are set up and conducted timeously.	Depute Assessor/Admin Manager
3.4	Prepare for refresh of Absent Vote personal identifiers in January 2016.	Identify quantities and additional required expenditure.	Depute Assessor/Admin Manager
		Establish required processes, timetable for collection and processing.	Depute Assessor/Admin Manager
		Provide reports as required.	Depute Assessor/Admin Manager

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 3 (contd)

2016/17

To ensure timeous publication and maintenance of the *Elector Register* through full Individual Electoral Registration.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
3.5	Prepare for and ensure effective management of registration duties for Scottish Parliament Election 5 May 2016, EU Referendum 23 June 2016 and any other elections or referendums as required.	Ensure all applications for registration are processed accurately and timeously.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Ensure all AVPI applications for registration are processed accurately and timeously.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Prepare and maintain all necessary timetables including the identification of all key risks associated with election preparation requirements.	Depute Assessor/Admin Manager
		Ensure staff are trained and available to answer all telephone and email enquiries.	Depute Assessor/Admin Manager
		Ensure staffing resource in place at all peak periods and as required during polling hours.	Assessor/Depute Assessor/ Assistant Assessors
3.6	Audit processes, procedures and accuracy to ensure quality registration delivery.	Audit Electoral Registration processes, procedures and issued notices.	Depute Assessor/Assistant Assessors/ Internal Audit
		Audit personal identifiers with canvass signatures.	Depute Assessor/Assistant Assessors/ Internal Audit
		Audit name changes to ensure accuracy.	Depute Assessor/Assistant Assessors/ Internal Audit
		Consider all audit reports for appropriate actions.	Assessor/Depute Assessor
3.7	Further develop IT systems, procedures and communications.	Improve address data matching, maximise Individual Electoral Registration (IER) confirmation and IER verification.	Depute Assessor/Admin Manager
		Deliver electorate statistics to National Records of Scotland (RPF 29).	Depute Assessor/Admin Manager
3.8	Maintain performance.	Improve efficiency in the delivery of the canvass processes and procedures.	Depute Assessor/Admin Manager/ Assistant Assessors
		Review performance reports and consider targets and new electoral tasks.	Assessor/Depute Assessor/ Admin Manager
		Deliver performance standards, self-assessment and data returns to Electoral Commission.	Depute Assessor/Admin Manager

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 4

2016/17

To systematically develop, prepare and publish reports to improve customer knowledge and ensure attainment of improved **Community Focus**.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
4.1	Prepare and publish statutory reports.	Strategic Aims/Operational Objectives	Assessor
		Annual Assessor's report to Tayside Valuation Joint Board and staff re service planning, performance and target setting.	Assessor
		Annual Treasurer's un-audited accounts.	Treasurer
		Annual Audit reports to Tayside Valuation Joint Board.	Assessor/Internal Audit
		Report on equalities April 2017 and 2 yearly thereafter.	Assessor/Depute Assessor
		Annual proposed Revenue Report to Tayside Valuation Joint Board.	Treasurer/Assessor
4.2	Prepare and present reports to Tayside Valuation Joint Board.	Prepare and present reports to Tayside Valuation Joint Board as required.	Assessor
4.3	Develop and improve customer targeted policies.	Oversee development of performance statistical analysis and monitoring.	Assessor/Depute Assessor
		Monitor adherence to equality principles.	Assessor/Depute Assessor
		Liaise with the Electoral Commission to ensure a robust public engagement strategy is in place for Electoral Registration.	Depute Assessor/Admin Manager
4.4	Maintain appropriate public participation schemes.	Liaise with universities, further education establishments and schools to maximise student registration.	Depute Assessor/Admin Manager
		Liaise with care homes to maximise registration for residents.	Admin Manager/Assistant Assessors
		Identify improvements to Tayside Valuation Joint Board internet site and review contents.	Assessor/Depute Assessor/ IT Manager
		Maintain and update the internet site to ensure current and accurate especially at key electoral events.	Assessor/Depute Assessor/ IT Manager
4.5	Maintain, update and improve websites.	Maintain and update the intranet site to ensure current and accurate.	Assessor/Depute Assessor
		Maintain and update the internet site to ensure current and accurate.	Assessor/Depute Assessor

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 5

2016/17

To set standards and undertake corporate improvement in *Service Delivery Arrangements* and review the performance management and planning framework to ensure continuous improvement.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
5.1	Maintain Valuation Roll key and internal performance indicators.	Agree and set KPI targets for Valuation Roll.	Assessor/Depute Assessor/ Assistant Assessors
		Agree internal indicators for Valuation Roll performance.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor, analyse and report on Valuation Roll performance at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
5.2	Maintain Council Tax key and internal performance indicators.	Agree and set KPI targets for Council Tax.	Assessor/Depute Assessor/ Assistant Assessors
		Agree internal indicators for Council Tax performance.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor, analyse and report on Council Tax performance at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
5.3	Meet new Electoral Registration key and internal performance indicators.	Produce and submit details of Electoral Registration planning to Electoral Commission.	Assessor/Depute Assessor/ Admin Manager
		Produce and submit statistical monitoring and indicators for Electoral Registration performance to Electoral Commission.	Assessor/Depute Assessor/ Admin Manager
		Monitor, analyse and report on Electoral Registration performance at regular management meetings.	Depute Assessor
5.4	Prepare, monitor and review Service Plan.	Monitor Corporate and Service Plans.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure adherence to Service Plan and Performance Indicators.	Assessor/Depute Assessor/ Assistant Assessors
5.5	Prepare and implement EPDR scheme Reviews.	Review EPDR Procedure, implement procedure and review staff comments and organisational requirements.	Assessor/Depute Assessor/ Assistant Assessors
5.6	Maintain and update Health & Safety Procedures.	Ensure all Health and Safety procedures are monitored and reviewed by the Health and Safety Working Group and reported at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Present a Health and Safety Report to Tayside Valuation Joint Board annually.	Assessor

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 6

2016/17

To review roles, responsibilities, *Structures and Processes* to ensure effective balance or responsibility and authority.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
6.1	Review Standing Orders, Scheme of Delegation and Financial Regulations 5 yearly.	Review contents of Standing Orders 5 yearly.	Assessor/Clerk/Treasurer
		Review contents of Scheme of Delegation 5 yearly.	Assessor/Clerk/Treasurer
		Review contents of Financial Regulations 5 yearly.	Assessor/Clerk/Treasurer
6.2	Adhere to Standing Orders, Scheme of Delegation and Financial Regulations.	Report to Tayside Valuation Joint Board re review of contents of Standing Orders 5 yearly.	Assessor/Clerk/Treasurer
		Report to Tayside Valuation Joint Board re review of contents of Scheme of Delegation 5 yearly.	Assessor/Clerk/Treasurer
		Report to Tayside Valuation Joint Board re review of contents of Financial Regulations 5 yearly.	Assessor/Clerk/Treasurer
6.3	Consider structure and responsibilities with staff changes and new tasks.	Monitor compliance with Standing Orders, Scheme of Delegation and Financial Regulations for executive and managers.	Assessor/Clerk/Treasurer
		Review staffing and post requirements when staff leave, reduce hours or alter posts.	Assessor/Depute Assessor

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 7

2016/17

To review, monitor and maintain organisational *Risk Management and Internal Controls* to ensure efficient and effective delivery of service.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
7.1	Identity risks.	Consider new risks for addition to risk registers at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Consider risks within each service delivery planning timetable on an ongoing basis.	Assessor/Depute Assessor/ Assistant Assessors
		Consider risks arising from legislative changes.	Assessor/Depute Assessor/ Assistant Assessors
7.2	Mitigate risks.	Ensure mitigation strategy is considered timeously.	Assessor/Depute Assessor/ Assistant Assessors
		Implement mitigation decisions effectively.	Assessor/Depute Assessor/ Assistant Assessors
7.3	Monitor and review risks.	Monitor budget spend and variances at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor actions resulting from audit reports at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Liaise with the Treasurer to the Board to ensure appropriate monitoring and accounting.	Assessor
		Review risk register at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
7.4	Maintain task specific and strategic risk registers.	Maintain work timetables with corresponding risk management monitoring regularly at all relevant meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Consider new risks to be added to timetables/risk registers on an ongoing basis.	Assessor/Depute Assessor/ Assistant Assessors
		Mitigate all risks on timetables/risk registers on an ongoing basis	Assessor/Depute Assessor/ Assistant Assessors
7.5	Report risks to Tayside Valuation Joint Board and review risk strategy as required.	Report to Board on identified key risks annually.	Assessor
		Report to Board on budget monitoring on a quarterly basis.	Assessor/Treasurer
		Submit external and internal auditors' reports and actions carried out resulting from recommendations to the Board.	Assessor

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 8

2016/17

To develop, adopt and review formal documentation and put in place appropriate systems to ensure *Standards of Conduct* are adhered to.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
8.1	Monitor legislation to ensure Tayside Valuation Joint Board policies and procedures are compliant.	Ensure compliance with Tayside Valuation Joint Board policies on a day to day basis.	Assessor/Depute Assessor/ Assistant Assessors
8.2	Monitor and review compliance to Freedom of Information, Data Protection and Equalities.	Ensure compliance with all legal requirements e.g. Records management, Freedom of Information, Data Protection, Equal Opportunities, etc. on a day to day basis and assess at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure Complaints policy and procedure meets required standards.	Assessor/Depute Assessor/ Assistant Assessors
8.3	Monitor and implement Records Management Policy and Action Plan.	Ensure Records Management Policy and Action Plan are implemented to the required standard.	Assessor/Depute Assessor/ Assistant Assessors
8.4	Report on Whistle Blowing.	Ensure the policy and procedures are reviewed as appropriate to ensure staff concerns are addressed.	Assessor/Depute Assessor/ Assistant Assessors
		Report on items raised as appropriate.	Assessor/Depute Assessor/ Assistant Assessors
8.5	Provide management, guidance and support timeously.	Ensure that policies are reviewed regularly, advised to the Board and staff briefed.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure that appropriate guidance is developed and training given for new tasks produced.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure that policies are available, preferably on the Tayside Valuation Joint Board intranet.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure an appropriate support structure is in place for all employees.	Assessor/Depute Assessor/ Assistant Assessors

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 9

2016/17

To plan and deliver an **organisational development strategy** considering corporate initiatives to ensure efficiency and quality of service delivery.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
9.1	Maintain annual Service Plan.	Prepare annual service plan and present to Tayside Valuation Joint Board.	Assessor
		Ensure staff awareness, guidance, monitoring and assessment of compliance procedures.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor compliance with the Service Plan on a day to day basis and assess at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
9.2	Deliver corporate improvement.	Develop and review internal performance indicators and update KPIs to ensure improvement.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor performance improvement and report at management meetings and Tayside Valuation Joint Board.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor and report absence levels.	Assessor/Depute Assessor/ Assistant Assessors
		Discuss and develop corporate improvement strategies at management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure that key corporate objectives are communicated to all staff and included in EPDR process.	Assessor/Depute Assessor/ Assistant Assessors
9.3	Deliver Key Corporate Objectives & Tayside Valuation Joint Board Mission, vision, aims and objectives.	Review key corporate objectives at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure key corporate objectives are communicated to all staff and included in EPDR process.	Assessor/Depute Assessor/ Assistant Assessors
		Communicate and monitor adherence to Mission, vision, aims and objectives.	Assessor/Depute Assessor/ Assistant Assessors
9.4	Review and update staff training and development.	Ensure training requirements identified through EPDR and by other management routes are reported to regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors/Principal Valuer
		Ensure appropriate training is provided.	Assessor/Depute Assessor/ Assistant Assessors/Principal Valuer

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 10

2016/17

To engage in *key partnership working* to ensure the delivery of efficient government.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
10.1	Encourage partnership working with constituent authorities.	Continue partnership working with Finance departments of the three authorities.	Assistant Assessors
		Continue partnership working with the Returning Officer staff of the three authorities.	Assessor/Depute Assessor/ Admin Manager/Assistant Assessors
		Continue partnership working with the Treasurer to Tayside Valuation Joint Board.	Assessor/Depute Assessor
		Improve partnership working with Planning and Building departments of the three authorities.	Assistant Assessors
10.2	Encourage partnership working with public and civil servants e.g. Valuation Office Agency, Scottish Assessors Association, Scottish Government, Electoral Commission, Cabinet Office, Department for Works & Pensions, Elections Management Board, etc.	Continue partnership working with the Scottish Assessors Association.	Assessor/Depute Assessor/ Admin Manager/Assistant Assessors
		Continue partnership working with the Valuation Office Agency.	Assessor/Depute Assessor/ Assistant Assessors
		Continue partnership working with the National Register of Scotland.	Assessor/Depute Assessor/ Assistant Assessors
		Continue partnership working with the Electoral Commission, Cabinet Office, DWP, Electoral Management Board etc.	Assessor/Depute Assessor/ Assistant Assessors/Admin Manager
10.3	Maintain partnership working with external professional bodies e.g. RICS, IRRV, AEA, etc.	Continue partnership working with the RICS, IRRV and AEA professional bodies.	Assessor/Depute Assessor/ Assistant Assessors

TAYSIDE VALUATION JOINT BOARD



***CORPORATE PLAN & SERVICE PLAN
2016 - 2019***

CORPORATE PLAN

1 SERVICE MISSION & VISION

Tayside Valuation Joint Board's mission is to ensure best value and provide equitable, customer focussed, high quality, professional valuation and electoral services for all its stakeholders.

Our vision is to provide valuation and electoral services in accordance with statute and in a manner that is exemplary.

2 PURPOSE AND SCOPE OF SERVICES

2.1 Introduction

The statutory duties allocated to the Assessor for Tayside Valuation Joint Board are the maintenance of the non-domestic Valuation Roll and the Council Tax Valuation List for the valuation areas of Angus, Dundee City and Perth & Kinross Councils.

In addition, both Angus and Perth & Kinross Councils have appointed the Assessor as Electoral Registration Officer for their respective Council areas.

2.2 Valuation Roll

The Valuation Roll is a statutory document which lists all non-domestic lands and heritages within the Valuation Area. The Valuation Roll includes an entry for each non-domestic subject in the area and each entry contains the details of the properties' ownership, occupation and it's Rateable Value. The Rateable Value is an estimate of the annual rental value of the property and reflects the statutory basis upon which this must be assessed. The Rateable Value appearing in the Valuation Roll will be used by the Local Authority to determine the level of Non-Domestic Rates to be paid by the occupier. The Assessor is responsible for maintaining the Valuation Roll by adding any new entries, amending existing entries and deleting any entries which are no longer appropriate on a daily basis.

It is a fundamental feature of the system of non-domestic rating that each proprietor, tenant and occupier shall be entitled to appeal against an entry appearing in the Valuation Roll, subject to certain statutory time limits.

In addition to the maintenance of the Roll, the Assessor is required to carry out a General Revaluation of all subjects periodically. The last General Revaluation came into force on 1 April 2010 and this will remain in force, amended as appropriate, until it is superseded. The next General Revaluation is due to come into effect on 1 April 2017.

As at 31 March 2016, there were a total of 19,012 subjects on the Valuation Roll, and the total Rateable Value at that date was approximately £413.9 million, for all three Council areas.

2.3 Valuation List

The Valuation List is also a statutory document which lists all domestic subjects (dwellings) within the Valuation Area. Each subject included in the Valuation List is ascribed to one of eight Valuation Bands according to its estimated capital value as at 1 April 1991. The Valuation Band appearing in the Valuation List will be used by the Local Authority to determine the level of Council Tax to be paid by the occupier. The Assessor is responsible for maintaining the Valuation List by adding any new entries, amending existing entries and deleting any entries which are no longer appropriate on a daily basis.

At 31 March 2016 there were 208,039 dwellings on the Lists for the three Council areas.

2.4 Register of Electors

The Assessor, having been appointed as Electoral Registration Officer for Angus and Perth & Kinross Councils, also produces the Register of Electors for these areas. The Register is published annually and contains the names of all persons resident in the areas and eligible to vote at UK Parliamentary, Scottish Parliamentary, Local Government or European Elections. An annual canvass of electors is carried out in order to update the Register prior to its publication. Outwith the annual canvass period the Register is updated on a monthly basis.

At 31 March 2016 the Register for Angus Council area contained 88,690 electors, and the Register for Perth & Kinross area contained 112,870 electors.

2.5 Governance

The Board is required to exercise good governance and sound financial management, which includes compliance with Best Value, Promoting Fairness and Equality to all our staff and customers and meeting all statutory requirements relating to Freedom of Information, Environmental Impact Regulations, Record Management Requirements, etc. These issues are monitored and, where required, action is taken by the Assessor, the Clerk to the Board or the Treasurer of the Board as appropriate. All material matters are reported to the Board at regular meetings. Detailed examination of all material matters is also undertaken by Internal Audits and External Audit as appropriate.

3 SERVICE ISSUES & DELIVERY

3.1 General

3.1.1 As the functions of the department are statutory in nature, the resources of the Board are directed by the need to meet the statutory timetables associated with each of its functions. These resources are under pressure as the Board will have to absorb cost pressures such as increases in salary costs and utility costs with little or no budgetary increase.

3.1.2 The Board's Best Value submission indicates that provision of services should comply with the essential elements of good governance and sound strategic, operational and financial management. The overall objectives of the service are to meet all its statutory requirements, achieve the highest possible quality of Valuation and Electoral Registration services to stakeholders and achieve such quality in the most cost effective manner.

3.1.3 During the currency of this plan, the Board's Corporate Governance, Business Continuity and Risk Management arrangements will continue to be monitored and updated as appropriate.

3.2 Valuation Roll

3.2.1 The next statutory Revaluation of all non-domestic subjects will take effect from 1 April 2017. The current Valuation Roll will continue to be monitored and updated up to 31 March 2017. In addition staff resources will be focussed on improvement of the quality of information held for each property contained therein.

3.2.2 The build up of the necessary pre-revaluation workload leading up to the revaluation in 2017 has begun and all revised valuations require to be completed by October 2016. Considerable resources are being devoted to securing the revaluation of non-domestic subjects and this includes reviewing the Board's processes and procedures with a view to improving the efficiency and effectiveness of the service provision.

3.2.3 Non-domestic appeals will be dealt with in accordance with the statutory timetable. Professional staff will discuss appeals with ratepayers and their agents. Where settlement is not achieved, appeal cases will be prepared for presentation before Valuation Appeal Committees, the Lands Tribunal for Scotland and the Lands Valuation Appeal Court as required. Valuation Appeal Committee costs and fees incurred in the engagement of Counsel can be significant and must be carefully managed.

3.3 Valuation List

3.3.1 The Valuation List has been in place since April 1993.

3.3.2 The Valuation List will continue to be updated as required by current legislation to reflect changes, new entries and deletions.

3.3.3 Proposals and appeals in relation to Council Tax Bandings will continue to be addressed and cleared by professional and technical staff, in accordance with the statutory timetable.

3.4 Electoral Register

3.4.1 The Register of Electors is to be published annually on 1 December each year. This will follow a period of canvass of all households, conducted during the period July to November each year.

3.4.2 The Register will be updated monthly outwith the canvass period in accordance with current Electoral Legislation. Clerical staff will issue and process forms from electors to allow registration at new/changed addresses. Reviews of registrations will be carried out for those electors no longer thought to be eligible for registration at a particular address.

3.4.3 Absent voters' personal identifiers will be maintained and refreshed each 5 years.

- 3.4.4 A change to the Electoral Franchise has been introduced for the Scottish Parliamentary election due to be held in May 2016. This change, which builds upon the provisions for the Scottish Independence Referendum, will allow those aged 16 and 17 on the day of the election to vote. Provisions have been made to allow the canvass and verification of 14 & 15 year olds (who will become 16 before the date of the election) together with 16 & 17 year olds and work to include those young persons in the Electoral Register will continue.
- 3.4.6 Current legislation requires the Registration Officer to compile and keep two versions of the Register; the Electoral Register which contains the details of everyone who is entitled to vote and to which access, sale and supply is restricted; and the Open Register (formerly known as the Edited Register) which omits the names of electors who have asked to be excluded from this version, for which there are no restrictions on access, sale and supply. Clerical staff will monitor and process requests to be excluded from the Open Register as appropriate.
- 3.4.7 Elections will be held during the currency of this plan. Polling Station Registers, Absent Vote Lists, Poll Card Data Extracts and other materials require to be prepared and provided to Returning Officers in accordance with current regulations. Staff will work together with Returning Officers and their staff to ensure effective delivery of election services.

3.5 Information Technology

- 3.5.1 The continuing effective delivery of the Board's services is dependent on its IT Section. The major task of the IT Development Manager and his staff is to continue to maintain existing systems and to develop and provide new and altered systems to meet the needs of the Board. The effectiveness of these IT systems is key to securing the maximum efficiency and effectiveness of the Board in meeting its corporate objectives.
- 3.5.2 The Assessor contributes to the Scottish Assessors' Portal, a national website which was developed as part of the Modernising Government programme. The Portal provides a fully searchable national dataset of Non Domestic Rating and Council Tax information, together with on-line interactive services available to all stakeholders. IT resources will be required to upload data regularly to provide the most up to date information, and to contribute to new developments and initiatives. This will continue during the currency of this plan.
- 3.5.3 An external provider supplies an Electoral Registration system to Tayside Valuation Joint Board. Constant liaison is required to ensure successful delivery of the service.
- 3.5.4 Local Authorities maintain Corporate Address Gazetteers in association with the One Scotland Gazetteer, an address database made up of all 32 local authority gazetteers. Assessors' primary databases are an important source of information in this development. IT resources will require to be allocated to ensure the regular exchange of up-to-date data in a nationally compliant format.

- 3.5.5 The Finance departments of the three constituent authorities are currently advised of changes to the Valuation Roll and Valuation List by interface reports to allow manual update of the authorities' billing and collection systems.
- 3.5.6 As part of the procedure of verifying elector's details for Individual Electoral Registration Tayside Valuation Joint Board is required to be part of the Public Services Network (PSN). Considerable work has been carried out to review and upgrade the Board's IT network and to ensure compliance with the necessary security measures. This work will be ongoing throughout the currency of this plan.

3.6 Management Structures

- 3.6.1 The department's Management Team, chaired by the Assessor, oversees the running of the department. The team meets regularly to consider issues of Policy and Strategy, Valuation and Council Tax, Electoral Registration and IT Management.
- 3.6.2 In-house Working Groups have also been formed to oversee various aspects of the service provision and to report to the Management Team. Established Working Groups are:-
- Council Tax
 - Non-domestic Rating
 - Electoral Registration
 - Governance
 - Information Technology
 - Health & Safety Group.
- 3.6.3 The staff of the Board are its major resource, and the Board's success depends on their knowledge, experience and ability. Professional staff must meet the continuous professional development (CPD) requirements of their professional bodies, and are encouraged and assisted, so far as resources permit, to meet these requirements. The Board operates a Staff Performance and Development Review scheme designed to maximise the performance and development of individual staff members. Where required training will be provided to staff in the operation of the Board's IT systems. General training is also required in relation to external IT systems, packages and general PC use. Budgetary arrangements will be put in place to allow the necessary training courses to be set up.
- 3.6.4 Procedures and practices, some of which are of long standing, will be reviewed to ensure that service delivery proceeds in the most effective manner. In this context, the Board's Internal Auditors prepare Audit Needs Assessments, Strategic Plans and Individual Audit Reports designed to ensure best practice is achieved across all service areas.
- 3.6.5 Operationally, staff will continue to be advised and updated on the service delivery. The department's Intranet contains the Board's Guidelines, Policies, and operational instructions. These will be monitored and updated as required.

3.7 Governance

- 3.7.1 Tayside Valuation Joint Board meets regularly to consider reports by the Assessor, the Clerk to the Board and the Treasurer as appropriate. The Treasurer will report on all financial matters, including submitting a draft budget for approval annually and reporting upon budget monitoring to the Board at 3 monthly intervals. The Assessor will report on service delivery and associated matters as required and will produce and publish a Public Performance Report annually.
- 3.7.2 Internal Audit will examine all aspects of governance and service delivery and a report will be submitted to the Board in line with an Audit Needs Assessment and an agreed Annual Plan.
- 3.7.3 External Audit will examine the Board's draft accounts in line with current practices and will report to the Board accordingly.

4 AIM & OBJECTIVES

Our overall aim will be to fulfil our mission and achieve our vision as outlined above. In doing so we will:-

- Ensure that our services are delivered in accordance with all statutory requirements.
- Plan service development and delivery in accordance with the principles of Best Value and continuous improvement.
- Take individual and collective responsibility for the services provided.
- Encourage innovation and recognise achievement within the organisation.
- Monitor and report performance levels to stakeholders.
- Integrate Equalities issues into all aspects of our service provision.
- Build on our achievements to date.

Our Key Corporate Objectives are set out in the attached Appendix 1.

5 SERVICE PLAN

Detailed analysis of how we will achieve our key corporate objectives is set out in our Service Plan which is attached as Appendix 2.

6 MONITORING AND REVIEW OF CORPORATE PLAN AND SERVICE PLAN

This Corporate Plan and the attached Service Plan are designed to cover the period 1 April 2016 – 31 March 2019. Progress towards achieving the goals set out in these plans will be monitored by the Assessor's Governance Working Group and reported to the Management Team at regular Management Meetings. The Assessor will report to the Board as required and will produce a Public Performance Report annually.

This Corporate Plan and Service Plan will be reviewed by the Assessor each year and consideration will be given to the degree to which the key corporate objectives and the more detailed objectives set within the Service Plan have been achieved. The Corporate Plan and Service Plan will be re-presented to the Board annually incorporating any changes necessary to reflect ongoing developments.

Alastair Kirkwood
Assessor and Electoral Registration Officer
18 April 2016

CORPORATE PLAN – KEY CORPORATE OBJECTIVES

2016/17

No	Task/Project	Responsibility	Performance Measures
1	To ensure statutory duties are carried out for maintenance of the Valuation Roll and ensure timeous publication of the 2017 Revaluation Roll.	Assessor	<ol style="list-style-type: none"> 1 Maintain Valuation Roll in line with statutory requirements. 2 Dispose of appeals within statutory time frame including Valuation Appeal Committee, Lands Tribunal for Scotland and Lands Valuation Appeal Court appeals. 3 Continue preparation of the 2017 Revaluation Roll. 4 Audit processes, procedures and values. 5 Further develop IT systems, procedures and communications. 6 Maintain performance.
2	To ensure statutory maintenance of the Council Tax List.	Assessor	<ol style="list-style-type: none"> 1 Maintain CT List in line with statutory requirements. 2 Dispose of proposals & appeals. 3 Audit processes, procedures and Bands. 4 Maintain performance.
3	To ensure timeous publication and maintenance of the Electoral Register and registration services at elections.	Assessor	<ol style="list-style-type: none"> 1 Prepare and publish Electoral Register by 1 December 2016. 2 Maintain Electoral Register and publish statutory update each month. 3 Dispose of any registration appeals. 4 Prepare and ensure refresh of Absent Vote personal identifiers in January 2017. 5 Prepare for and ensure effective management of registration duties for Scottish Parliament Election 5 May 2016, The Referendum on Membership of the EU on 23 June 2016 and any other elections or referendums as required. 6 Audit processes, procedures and accuracy to ensure quality registration delivery. 7 Further develop IT systems, procedures and communications. 8 Maintain performance.
4	To develop, prepare and publish reports to improve customer knowledge and ensure attainment of good Community Focus .	Assessor	<ol style="list-style-type: none"> 1 Prepare and publish statutory reports. 2 Prepare and present reports to Tayside Valuation Joint Board. 3 Maintain customer targeted policies. 4 Maintain appropriate public participation schemes. 5 Maintain, update and improve website.
5	To set standards and undertake corporate improvement in Service Delivery Arrangements and review the performance management and planning framework to ensure continuous improvement.	Assessor	<ol style="list-style-type: none"> 1 Maintain Valuation Roll key and internal performance indicators. 2 Maintain Council Tax key and internal performance indicators. 3 Meet new Electoral performance indicators set by the Electoral Commission. 4 Preparation, monitoring and review of Service Planning. 5 Prepare and implement Employee Performance and Development Reviews (EPDR). 6 Maintain and update Health & Safety procedures.
6	To review roles, responsibilities, Structures and Processes to ensure effective balance of responsibility and authority.	Assessor	<ol style="list-style-type: none"> 1 Review Standing Orders, Scheme of Delegation and Financial Regulations; 5 yearly. 2 Adhere to Standing Orders, Scheme of Delegation and Financial Regulations. 3 Consider structure and responsibilities with staff changes and new tasks regularly.

CORPORATE PLAN – KEY CORPORATE OBJECTIVES (contd)

2016/17

No	Task/Project	Responsibility	Performance Measures
7	To review, monitor and maintain organisational Risk Management and Internal Controls to ensure efficient and effective delivery of service.	Assessor	<ol style="list-style-type: none"> 1 Identify risks. 2 Mitigate risks. 3 Monitor and review risks. 4 Maintain task specific, strategic and rolling risk registers. 5 Report risks to Tayside Valuation Joint Board and review risk strategy as required.
8	To develop, adopt and review formal documentation and put in place appropriate systems to ensure Standards of Conduct are adhered to.	Assessor	<ol style="list-style-type: none"> 1 Monitor compliance to legislation and Tayside Valuation Joint Board policies and procedures. 2 Monitor and review compliance to Records Management, Freedom of Information, Data Protection and Equalities. 3 Report on Whistle Blowing. 4 Provide management, guidance and support timeously.
9	To plan and deliver an organisational development strategy considering corporate initiatives to ensure efficiency and quality of service delivery.	Assessor	<ol style="list-style-type: none"> 1 Maintain annual Service Plan for each sector of the organisation. 2 Deliver corporate improvement. 3 Achieve key corporate objectives, Tayside Valuation Joint Board mission, vision, aims and Service Plan objectives. 4 Review and update staff training and development.
10	To engage in key partnership working to ensure the integrated delivery of efficient government.	Assessor	<ol style="list-style-type: none"> 1 Encourage partnership working with constituent authorities. 2 Encourage partnership working with public and civil servants e.g. Valuation Office Agency, Scottish Assessors Association, Scottish Government, Electoral Commission, Cabinet Office, Department for Works and Pensions (DWP), Elections Management Board, etc. 3 Maintain partnership working with external professional bodies e.g. Royal Institution of Chartered Surveyors (RICS), The Institute of Revenues Rating and Valuation (IRRV), Association of Electoral Administrators (AEA), etc.

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 1

2016/17

To ensure statutory duties are carried out for maintenance of the *Valuation Roll* and ensure timeous publication of the 2017 Revaluation Roll.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
1.1	Maintain Valuation Roll in line with statutory requirements.	Maintain and update survey records in line with relevant guidance and practice.	Assistant Assessors
		Consider planning and building warrants and take appropriate action to maintain records.	Assistant Assessors
		Prepare valuations in line with practice notes and 'tone' evidence.	Assistant Assessors
		Update valuations daily, issue Valuation Notices weekly; provide update to constituent authorities Finance weekly.	Assistant Assessors
		Continue to update rental, cost and turnover analysis to ensure accuracy of the Roll.	Assistant Assessors
1.2	Dispose of appeals within statutory time frame including Valuation Appeal Committee (VAC), Lands Tribunal for Scotland (LTS) and Lands Valuation Appeal Court (LVAC) appeals.	Correspond with appellants in line with legal requirements and Tayside Valuation Joint Board standards.	Assistant Assessors
		Ensure appeals are allocated to appropriate court dates.	Assistant Assessors
		Monitor loss on appeal and reasons for loss.	Assistant Assessors
		Ensure compliance with VAC, LTS & LVAC requirements and ensure quality preparation of cases.	Depute Assessor/Assistant Assessors
1.3	Continue preparation of the 2017 Revaluation Roll.	Ingather and analyse rents, costs, turnover and other relevant information.	Depute Assessor/Assistant Assessors
		Review methods and prepare practice notes and guidance.	Depute Assessor/Assistant Assessors
1.4	Audit processes, procedures and values.	Audit valuation processes procedures and issued values.	Depute Assessor/Assistant Assessors/ Internal Audit
		Audit appeal processes, procedures and outcomes.	Depute Assessor/Assistant Assessors/ Internal Audit
		Consider presented audit reports.	Assessor/Depute Assessor
1.5	Further develop IT systems, procedures and communications.	Review and further develop IT systems.	Depute Assessor/Assistant Assessors/ IT Manager
		Review and further develop procedures and communications.	Depute Assessor/Assistant Assessors
1.6	Maintain performance.	Maintain efficiency in survey procedures.	Depute Assessor/Assistant Assessors
		Maintain quality of valuations by reference to appeal loss.	Depute Assessor/Assistant Assessors
		Maintain performance in terms of KPIs and internal indicators.	Depute Assessor/Assistant Assessors

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 2

2016/17

To ensure statutory maintenance of the *Council Tax List*.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
2.1	Maintain Council Tax in line with statutory requirements.	Ingather and analyse sales evidence.	Assistant Assessors
		Maintain and update survey records.	Assistant Assessors
		Update bandings daily, issue Valuation Notices weekly; provide update to constituent authorities Finance weekly.	Assistant Assessors
		Ensure accuracy of all amended and new bands.	Assistant Assessors
		Update Council Tax daily, issue new and band change notices weekly and notify Councils weekly.	Assistant Assessors
2.2	Dispose of proposals and appeals.	Correspond with appellants in line with legal requirements.	Assistant Assessors
		Ensure appeals are allocated to appropriate number of court dates.	Assistant Assessors
		Monitor band reductions.	Assistant Assessors
		Ensure compliance with VAC requirements and ensure quality preparation of cases.	Depute Assessor/Assistant Assessors
2.3	Audit processes, procedures and Bands.	Audit banding processes, procedures and issued bands.	Depute Assessor/Assistant Assessors/ Internal Audit
		Audit appeal processes, procedures and outcomes.	Depute Assessor/Assistant Assessors/ Internal Audit
		Consider presented audit reports.	Assessor/Depute Assessor
		Review and further develop procedures and communications.	Depute Assessor/Assistant Assessors
2.4	Maintain performance.	Maintain efficiency in survey procedures.	Depute Assessor/Assistant Assessors
		Maintain quality of bandings by reference to band reductions on appeal.	Depute Assessor/Assistant Assessors
		Maintain performance in terms of Key Performance Indicators and internal indicators.	Depute Assessor/Assistant Assessors

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 3

2016/17

To ensure timeous publication and maintenance of the *Elector Register* through full Individual Electoral Registration.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
3.1	Prepare and publish Electoral Register by 1 December 2016.	Publish Electoral Register in paper format and electronic format by 1 December 2016.	Depute Assessor/Admin Manager/ Assistant Assessors (Angus/Perth)
		Carry out postal and door to door canvass in line with legislation and to maximise registration.	Depute Assessor/Admin Manager/ Assistant Assessors (Angus/Perth)
		Ensure appropriate advertising/publicity initiatives are in place in conjunction with Electoral Commission public engagement strategy.	Depute Assessor/Admin Manager
		Action all absent vote applications received during and outside the canvass period.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Distribute Register in requested format to persons as defined by statute.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Actively encourage recipients to accept the Register in electronic format to reduce costs.	Depute Assessor/Admin Manager
		Liaise with external contractors and manage/mitigate risks.	Depute Assessor/Admin Manager
3.2	Maintain Electoral Register for statutory updates each month.	Update Electoral Register monthly per legislative requirements.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Issue Notices in line with statutory requirement.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Improve contact with hard to reach groups through partnership working initiatives.	Depute Assessor/Admin Manager
		Identify and improve appropriate advertising/publicity channels re registration.	Depute Assessor/Admin Manager
		Refresh Absent Vote Personal Identifiers (AVPIs) as required in January 2016.	Admin Manager/ Assistant Assessors (Angus/Perth)
3.3	Dispose of any registration appeals.	Correspond with appellants in line with statutory requirements.	Depute Assessor/Admin Manager
		Ensure hearings are set up and conducted timeously.	Depute Assessor/Admin Manager
3.4	Prepare for refresh of Absent Vote personal identifiers in January 2016.	Identify quantities and additional required expenditure.	Depute Assessor/Admin Manager
		Establish required processes, timetable for collection and processing.	Depute Assessor/Admin Manager
		Provide reports as required.	Depute Assessor/Admin Manager

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 3 (contd)

2016/17

To ensure timeous publication and maintenance of the *Elector Register* through full Individual Electoral Registration.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
3.5	Prepare for and ensure effective management of registration duties for Scottish Parliament Election 5 May 2016, EU Referendum 23 June 2016 and any other elections or referendums as required.	Ensure all applications for registration are processed accurately and timeously.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Ensure all AVPI applications for registration are processed accurately and timeously.	Admin Manager/ Assistant Assessors (Angus/Perth)
		Prepare and maintain all necessary timetables including the identification of all key risks associated with election preparation requirements.	Depute Assessor/Admin Manager
		Ensure staff are trained and available to answer all telephone and email enquiries.	Depute Assessor/Admin Manager
		Ensure staffing resource in place at all peak periods and as required during polling hours.	Assessor/Depute Assessor/ Assistant Assessors
3.6	Audit processes, procedures and accuracy to ensure quality registration delivery.	Audit Electoral Registration processes, procedures and issued notices.	Depute Assessor/Assistant Assessors/ Internal Audit
		Audit personal identifiers with canvass signatures.	Depute Assessor/Assistant Assessors/ Internal Audit
		Audit name changes to ensure accuracy.	Depute Assessor/Assistant Assessors/ Internal Audit
		Consider all audit reports for appropriate actions.	Assessor/Depute Assessor
3.7	Further develop IT systems, procedures and communications.	Improve address data matching, maximise Individual Electoral Registration (IER) confirmation and IER verification.	Depute Assessor/Admin Manager
		Deliver electorate statistics to National Records of Scotland (RPF 29).	Depute Assessor/Admin Manager
3.8	Maintain performance.	Improve efficiency in the delivery of the canvass processes and procedures.	Depute Assessor/Admin Manager/ Assistant Assessors
		Review performance reports and consider targets and new electoral tasks.	Assessor/Depute Assessor/ Admin Manager
		Deliver performance standards, self-assessment and data returns to Electoral Commission.	Depute Assessor/Admin Manager

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 4

2016/17

To systematically develop, prepare and publish reports to improve customer knowledge and ensure attainment of improved **Community Focus**.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
4.1	Prepare and publish statutory reports.	Strategic Aims/Operational Objectives	Assessor
		Annual Assessor's report to Tayside Valuation Joint Board and staff re service planning, performance and target setting.	Assessor
		Annual Treasurer's un-audited accounts.	Treasurer
		Annual Audit reports to Tayside Valuation Joint Board.	Assessor/Internal Audit
		Report on equalities April 2017 and 2 yearly thereafter.	Assessor/Depute Assessor
		Annual proposed Revenue Report to Tayside Valuation Joint Board.	Treasurer/Assessor
4.2	Prepare and present reports to Tayside Valuation Joint Board.	Prepare and present reports to Tayside Valuation Joint Board as required.	Assessor
4.3	Develop and improve customer targeted policies.	Oversee development of performance statistical analysis and monitoring.	Assessor/Depute Assessor
		Monitor adherence to equality principles.	Assessor/Depute Assessor
		Liaise with the Electoral Commission to ensure a robust public engagement strategy is in place for Electoral Registration.	Depute Assessor/Admin Manager
4.4	Maintain appropriate public participation schemes.	Liaise with universities, further education establishments and schools to maximise student registration.	Depute Assessor/Admin Manager
		Liaise with care homes to maximise registration for residents.	Admin Manager/Assistant Assessors
		Identify improvements to Tayside Valuation Joint Board internet site and review contents.	Assessor/Depute Assessor/ IT Manager
		Maintain and update the internet site to ensure current and accurate especially at key electoral events.	Assessor/Depute Assessor/ IT Manager
4.5	Maintain, update and improve websites.	Maintain and update the intranet site to ensure current and accurate.	Assessor/Depute Assessor
		Maintain and update the internet site to ensure current and accurate.	Assessor/Depute Assessor

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 5

2016/17

To set standards and undertake corporate improvement in *Service Delivery Arrangements* and review the performance management and planning framework to ensure continuous improvement.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
5.1	Maintain Valuation Roll key and internal performance indicators.	Agree and set KPI targets for Valuation Roll.	Assessor/Depute Assessor/ Assistant Assessors
		Agree internal indicators for Valuation Roll performance.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor, analyse and report on Valuation Roll performance at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
5.2	Maintain Council Tax key and internal performance indicators.	Agree and set KPI targets for Council Tax.	Assessor/Depute Assessor/ Assistant Assessors
		Agree internal indicators for Council Tax performance.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor, analyse and report on Council Tax performance at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
5.3	Meet new Electoral Registration key and internal performance indicators.	Produce and submit details of Electoral Registration planning to Electoral Commission.	Assessor/Depute Assessor/ Admin Manager
		Produce and submit statistical monitoring and indicators for Electoral Registration performance to Electoral Commission.	Assessor/Depute Assessor/ Admin Manager
		Monitor, analyse and report on Electoral Registration performance at regular management meetings.	Depute Assessor
5.4	Prepare, monitor and review Service Plan.	Monitor Corporate and Service Plans.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure adherence to Service Plan and Performance Indicators.	Assessor/Depute Assessor/ Assistant Assessors
5.5	Prepare and implement EPDR scheme Reviews.	Review EPDR Procedure, implement procedure and review staff comments and organisational requirements.	Assessor/Depute Assessor/ Assistant Assessors
5.6	Maintain and update Health & Safety Procedures.	Ensure all Health and Safety procedures are monitored and reviewed by the Health and Safety Working Group and reported at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Present a Health and Safety Report to Tayside Valuation Joint Board annually.	Assessor

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 6

2016/17

To review roles, responsibilities, *Structures and Processes* to ensure effective balance or responsibility and authority.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
6.1	Review Standing Orders, Scheme of Delegation and Financial Regulations 5 yearly.	Review contents of Standing Orders 5 yearly.	Assessor/Clerk/Treasurer
		Review contents of Scheme of Delegation 5 yearly.	Assessor/Clerk/Treasurer
		Review contents of Financial Regulations 5 yearly.	Assessor/Clerk/Treasurer
6.2	Adhere to Standing Orders, Scheme of Delegation and Financial Regulations.	Report to Tayside Valuation Joint Board re review of contents of Standing Orders 5 yearly.	Assessor/Clerk/Treasurer
		Report to Tayside Valuation Joint Board re review of contents of Scheme of Delegation 5 yearly.	Assessor/Clerk/Treasurer
		Report to Tayside Valuation Joint Board re review of contents of Financial Regulations 5 yearly.	Assessor/Clerk/Treasurer
6.3	Consider structure and responsibilities with staff changes and new tasks.	Monitor compliance with Standing Orders, Scheme of Delegation and Financial Regulations for executive and managers.	Assessor/Clerk/Treasurer
		Review staffing and post requirements when staff leave, reduce hours or alter posts.	Assessor/Depute Assessor

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 7

2016/17

To review, monitor and maintain organisational *Risk Management and Internal Controls* to ensure efficient and effective delivery of service.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
7.1	Identity risks.	Consider new risks for addition to risk registers at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Consider risks within each service delivery planning timetable on an ongoing basis.	Assessor/Depute Assessor/ Assistant Assessors
		Consider risks arising from legislative changes.	Assessor/Depute Assessor/ Assistant Assessors
7.2	Mitigate risks.	Ensure mitigation strategy is considered timeously.	Assessor/Depute Assessor/ Assistant Assessors
		Implement mitigation decisions effectively.	Assessor/Depute Assessor/ Assistant Assessors
7.3	Monitor and review risks.	Monitor budget spend and variances at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor actions resulting from audit reports at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Liaise with the Treasurer to the Board to ensure appropriate monitoring and accounting.	Assessor
		Review risk register at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
7.4	Maintain task specific and strategic risk registers.	Maintain work timetables with corresponding risk management monitoring regularly at all relevant meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Consider new risks to be added to timetables/risk registers on an ongoing basis.	Assessor/Depute Assessor/ Assistant Assessors
		Mitigate all risks on timetables/risk registers on an ongoing basis	Assessor/Depute Assessor/ Assistant Assessors
7.5	Report risks to Tayside Valuation Joint Board and review risk strategy as required.	Report to Board on identified key risks annually.	Assessor
		Report to Board on budget monitoring on a quarterly basis.	Assessor/Treasurer
		Submit external and internal auditors' reports and actions carried out resulting from recommendations to the Board.	Assessor

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 8

2016/17

To develop, adopt and review formal documentation and put in place appropriate systems to ensure *Standards of Conduct* are adhered to.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
8.1	Monitor legislation to ensure Tayside Valuation Joint Board policies and procedures are compliant.	Ensure compliance with Tayside Valuation Joint Board policies on a day to day basis.	Assessor/Depute Assessor/ Assistant Assessors
8.2	Monitor and review compliance to Freedom of Information, Data Protection and Equalities.	Ensure compliance with all legal requirements e.g. Records management, Freedom of Information, Data Protection, Equal Opportunities, etc. on a day to day basis and assess at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure Complaints policy and procedure meets required standards.	Assessor/Depute Assessor/ Assistant Assessors
8.3	Monitor and implement Records Management Policy and Action Plan.	Ensure Records Management Policy and Action Plan are implemented to the required standard.	Assessor/Depute Assessor/ Assistant Assessors
8.4	Report on Whistle Blowing.	Ensure the policy and procedures are reviewed as appropriate to ensure staff concerns are addressed.	Assessor/Depute Assessor/ Assistant Assessors
		Report on items raised as appropriate.	Assessor/Depute Assessor/ Assistant Assessors
8.5	Provide management, guidance and support timeously.	Ensure that policies are reviewed regularly, advised to the Board and staff briefed.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure that appropriate guidance is developed and training given for new tasks produced.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure that policies are available, preferably on the Tayside Valuation Joint Board intranet.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure an appropriate support structure is in place for all employees.	Assessor/Depute Assessor/ Assistant Assessors

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 9

2016/17

To plan and deliver an *organisational development strategy* considering corporate initiatives to ensure efficiency and quality of service delivery.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
9.1	Maintain annual Service Plan.	Prepare annual service plan and present to Tayside Valuation Joint Board.	Assessor
		Ensure staff awareness, guidance, monitoring and assessment of compliance procedures.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor compliance with the Service Plan on a day to day basis and assess at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
9.2	Deliver corporate improvement.	Develop and review internal performance indicators and update KPIs to ensure improvement.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor performance improvement and report at management meetings and Tayside Valuation Joint Board.	Assessor/Depute Assessor/ Assistant Assessors
		Monitor and report absence levels.	Assessor/Depute Assessor/ Assistant Assessors
		Discuss and develop corporate improvement strategies at management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure that key corporate objectives are communicated to all staff and included in EPDR process.	Assessor/Depute Assessor/ Assistant Assessors
9.3	Deliver Key Corporate Objectives & Tayside Valuation Joint Board Mission, vision, aims and objectives.	Review key corporate objectives at regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors
		Ensure key corporate objectives are communicated to all staff and included in EPDR process.	Assessor/Depute Assessor/ Assistant Assessors
		Communicate and monitor adherence to Mission, vision, aims and objectives.	Assessor/Depute Assessor/ Assistant Assessors
9.4	Review and update staff training and development.	Ensure training requirements identified through EPDR and by other management routes are reported to regular management meetings.	Assessor/Depute Assessor/ Assistant Assessors/Principal Valuer
		Ensure appropriate training is provided.	Assessor/Depute Assessor/ Assistant Assessors/Principal Valuer

SERVICE PLAN - STRATEGIC AIMS & OPERATIONAL OBJECTIVES 10

2016/17

To engage in *key partnership working* to ensure the delivery of efficient government.

No	Aims & Objectives	Performance Measures	Key Task Owner(s)
10.1	Encourage partnership working with constituent authorities.	Continue partnership working with Finance departments of the three authorities.	Assistant Assessors
		Continue partnership working with the Returning Officer staff of the three authorities.	Assessor/Depute Assessor/ Admin Manager/Assistant Assessors
		Continue partnership working with the Treasurer to Tayside Valuation Joint Board.	Assessor/Depute Assessor
		Improve partnership working with Planning and Building departments of the three authorities.	Assistant Assessors
10.2	Encourage partnership working with public and civil servants e.g. Valuation Office Agency, Scottish Assessors Association, Scottish Government, Electoral Commission, Cabinet Office, Department for Works & Pensions, Elections Management Board, etc.	Continue partnership working with the Scottish Assessors Association.	Assessor/Depute Assessor/ Admin Manager/Assistant Assessors
		Continue partnership working with the Valuation Office Agency.	Assessor/Depute Assessor/ Assistant Assessors
		Continue partnership working with the National Register of Scotland.	Assessor/Depute Assessor/ Assistant Assessors
		Continue partnership working with the Electoral Commission, Cabinet Office, DWP, Electoral Management Board etc.	Assessor/Depute Assessor/ Assistant Assessors/Admin Manager
10.3	Maintain partnership working with external professional bodies e.g. RICS, IRRV, AEA, etc.	Continue partnership working with the RICS, IRRV and AEA professional bodies.	Assessor/Depute Assessor/ Assistant Assessors