

ORGANISATION SCRUTINY COMMITTEE

MINUTES OF MEETING HELD ON 1 NOVEMBER 2017

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ORGANISATION SCRUTINY COMMITTEE

MINUTES OF MEETING HELD ON 1 NOVEMBER 2017

Present:

Councillor T Mansbridge Vice-Chair in the Chair
Councillor A Dale
“ B Ridgway
“ L Robinson
Councillor R Welton
“ B Wright

Also Present

Sue Veerman – Overview and Scrutiny Manager
Sarah Cottam – Senior Governance Officer (Acting)

328 Apologies for Absence

Apologies for absence had been received from Councillors D Skinner and B Lewis.

329 Declarations of Interest

Members were requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest, not already on their register of interests, in any item on the agenda and withdraw from the meeting at the appropriate time.

There were no interests declared at this meeting.

330 Minutes of Last Meeting

RESOLVED – That the Minutes of the meeting of the Organisation Scrutiny Committee held on 13 September 2017 be approved as a correct record and signed by the Chair.

331 Scrutiny Review – Job Evaluation and Associated Benefits

The Committee considered the final draft of the Scrutiny Review Project Plan and Timetable. They also considered various documentation relating to NEDDC’s Employee Benefits and information provided by comparable organisations.

The Overview and Scrutiny Manager had contacted a number of neighbouring local authorities and the National Peak Park to provide details on what benefits were on offer to their staff. Chesterfield College and Sheffield Hallam University were also contacted. No response had been received from any of the Organisations with the exception of Sheffield Hallam University.

Sheffield Hallam University were very helpful and during a telephone conversation provided a large amount of information regarding what benefits and initiatives were available to staff. The Committee were provided with a copy of the information gathered from Sheffield Hallam University.

The Overview and Scrutiny Manager had also obtained a booklet from a Welsh Authority which presented employee benefits available. Members commented that a handbook which summarised all employee benefits and initiatives, such as what was used at another authority could be really helpful to staff at North East Derbyshire.

The Committee was also provided with a summary of the discussion that took place at the last meeting around the Recognition, Reward and Retention Framework.

A discussion took place and it was noted that the packages generally on offer to staff were very similar over the organisations.

The Overview and Scrutiny Manager advised that as discussed previously it was proposed to hold focus groups with staff. Staff would be invited to attend and questions would be put to staff at the focus group around job evaluation and associated benefits to identify which benefits encouraged people to stay with the Authority or otherwise. The Overview and Scrutiny Manager also provided some draft questions that could be asked at these focus groups for Members to consider.

RESOLVED – The Committee:-

- (1) Agrees the Project Plan and Timetable for the Review.
- (2) Notes the documentation relating to NEDDC Employee Benefits and the information provided by comparable organisations.
- (3) Agrees the outline for the staff focus groups and the questions to be put to staff at the focus groups.

332 List of Key Decisions – Issue No 66

The Committee considered Issue No 66 of the List of Key Decisions which set out the major decisions being taken over the next few months.

RESOLVED – That the List of Key Decisions Issue No 66 be noted.

(Governance)

333 Work Programme

The Committee considered its work programme for 2017/2018 which set out the items which the Committee would consider over the forthcoming year. The Overview and Scrutiny Manager advised the Committee that the focus groups would take place at the next meeting of the Committee. However the

number of focus groups to take place would be determined by the level of interest from staff.

RESOLVED – That the Organisation Scrutiny Committee’s Work Programme for 2017-2018 be noted.

334 Additional Urgent Items

There were no additional urgent items to be considered at the meeting.

335 Date of Next Meeting

The next meeting of the Organisation Scrutiny Committee is scheduled to take place on 10 January 2018 at 3.00 pm.
