

ORGANISATION SCRUTINY COMMITTEE

MINUTES OF MEETING HELD ON 4 APRIL 2018

I N D E X

Page No	Minute No	Heading
1	616	Apologies for Absence
1	617	Declarations of Interest
1	618	Minutes of Last Meeting
1	619	Exclusion of Public
2	620	Scrutiny Review
3	621	Re-admission of the Public
3	622	List of Key Decisions – Issue No 71
3	623	Work Programme
3	624	Additional Urgent Items
4	625	Date of Next Meeting

ORGANISATION SCRUTINY COMMITTEE

MINUTES OF MEETING HELD ON 4 APRIL 2018

Present:

Councillor D Skinner Chair
Councillor B Ridgway Councillor B Wright

Also Present

Sue Veerman – Scrutiny Manager
Alan Maher – Governance Officer

616 Apologies for Absence

Apologies for absence was received from Councillors J Barry, A Dale, L Robinson, T Mansbridge and R Welton

617 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.

No declarations of interest were submitted.

618 Minutes of Last Meeting

RESOLVED – That the Minutes of the meeting of the Organisation Scrutiny Committee held on 10 January 2018 be approved as a correct record and signed by the Chair.

619 Exclusion of Public

RESOLVED – That the public be excluded from the meeting during the discussion of the following item of business to avoid the disclosure to them of exempt information as defined in Paragraph 1, Part 1 of Schedule 12A to the Local Government Act 1972 (as amended by the Local Government (Access to Information) (Variation) Order 2006).

620 Scrutiny Review

Members were reminded that as part of its review into job evaluation and associated benefits, the Committee had decided to explore how staff viewed the Council as an employer. In particular, it wanted to find out what they liked about working for the organisation and what they did not like. The Committee had previously heard from office based white-collar staff. Members were advised that they would now have the opportunity to hear from and discuss the views of blue-collar staff based outside, at today's meeting.

The Committee welcomed the staff. Members then discussed with them their views about the Council as an employer. Several key points emerged from this discussion. In particular, the staff welcomed the fact that the Council had sought to ensure continuity of employment by retaining services in house. The superannuation pension scheme was also thought a real benefit, and the opportunities for career development were welcomed.

The staff felt that the meetings which take place between the Chief Executive and employees were valuable as they provided an opportunity for the Chief Executive as Head of the Paid Service to hear staff views at first hand and to explain any challenges or other issues facing the Council. Members supported this.

Communications within services were also discussed. Members thought that it would be useful to consider how internal communications might be improved, especially around service re-organisation issues.

The impact of rising workloads were discussed with the depot based staff. The Committee recognised that the reasons for increasing workloads are often outside the control of the Council, such as greater housing and other development in the District, along with the rising population. Nevertheless, Members felt that it is important that they are taken into account when planning future service delivery.

The need for workforce succession planning was identified. There was a consensus that the Council should seek to pass on the skills and experience of existing staff to new employees. The Committee considered some of the ways that this might be achieved, such as creating more time limited temporary posts in order to meet peaks and demands and not use as many employment agency staff.

In this context Members of the Committee also highlighted the importance of appropriate support for older workers, to help ensure that they can continue to do their jobs into the future.

The Committee heard that some outside based staff do not have access to facilities, such as designated places where they can eat meals or take breaks. Members hoped that the Council would be able to provide more facilities for staff either directly or in co-operation with other organisations.

There was an agreement that the Committee should consider this as part of the review.

At the conclusion of the discussion the Chair thanked the staff on behalf of Members for attending the meeting and sharing their views.

The Committee then considered and triangulated the evidence which it had received, both from the office based and outside based staff. It was felt that important points had emerged from both sets of discussions, which had been of help to the Committee. It was agreed that the Scrutiny Manager draft a report reflecting the views of staff and the finding of Members for the Committee to consider.

RESOLVED –

- (1) That the Committee expresses it's thanks to the outside based staff for attending the meeting and contributing to the review.
- (2) That the Scrutiny Manager submits a draft report to the next, Organisation Scrutiny meeting on 18 April 2018 summarising the Committee's findings from the review and setting out its conclusions and recommendations.

621 Re-admission of Public

RESOLVED – That the public be re-admitted to the meeting.

622 List of Key Decisions – Issue No 71

The Committee considered Issue No 71 of the List of Key Decisions which set out the major decisions being taken over the next few months. No forthcoming issues were identified for Scrutiny to look at.

RESOLVED – That the List of Key Decisions Issue No 71 be noted.
(Governance)

623 Work Programme

The Committee considered the Work Programme for the Organisation Scrutiny Committee 2017/18 for the remainder of the Municipal Year. Members noted that the Committee has only one more scheduled meeting on 18 April 2018.

RESOLVED – That the Committee noted its Work Programme for 2017/18 Municipal Year.

624 Additional Urgent Items

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

625 Date of Next Meeting

The next meeting of the Organisation Scrutiny Committee will take place on
18 April 2018 at 3.00 pm

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