

# **OVERVIEW AND SCRUTINY COMMITTEE**

25th October 2016

## **STAFF SURVEY – PROPOSED JOINT SCRUTINY TASK GROUP**

Relevant Portfolio Holder	Councillor John Fisher, Portfolio Holder for Corporate Management
Portfolio Holder Consulted	No
Relevant Head of Service	Deb Poole, Head of Business Transformation and Organisational Development
Ward(s) Affected	All wards.
Non-Key Decision	

### **1. SUMMARY OF PROPOSALS**

This report provides Members with an opportunity to consider a proposal that has been received from Bromsgrove District Council's Overview and Scrutiny Board to participate in a joint scrutiny Task Group review of the staff survey.

### **2. RECOMMENDATIONS**

The Committee is asked to **RESOLVE** to approve **one** of the following options:

- 1) Members of the Overview and Scrutiny Committee, to be identified during the meeting, should participate in the proposed Joint Staff Survey Scrutiny with Bromsgrove District Council's Members. (*This will involve endorsing the proposed terms of reference and joint scrutiny arrangements attached at the Appendices to this report, subject to any suggested changes*).**
- 2) Members receive a presentation on the subject of the staff survey at a forthcoming meeting (or meetings) of the Overview and Scrutiny Committee.**
- 3) No further action be taken by Overview and Scrutiny Members in respect of this matter.**
- 4) Alternative action, to be identified and clearly specified during the meeting, be taken in relation to this matter.**

### **3. KEY ISSUES**

#### **Background**

- 3.1 The first staff survey for staff employed by Redditch Borough Council and Bromsgrove District Council was circulated in August 2013. A second staff survey was subsequently made available for staff from both Councils to complete in April 2016.

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- 3.2 In October 2013 Bromsgrove District Council's Overview and Scrutiny Board, the Council's equivalent of the Redditch Overview and Scrutiny Committee, first identified the staff survey as a suitable topic for further scrutiny. The Board subsequently discussed the content of the survey and the feedback that was received from staff in completed responses on four further occasions. (Extracts from the meetings when the Board discussed this subject are attached at Appendices 3 – 7 of this report).
- 3.3 At the latest meeting of the Board, on 19th September 2016, Members received an update on the outcomes of the survey conducted in April this year (Attached at Appendix 8 to the report). Based on the feedback provided the Board had several concerns about the latest survey (the points raised during the meeting are detailed in the extract from the minutes of that meeting provided at Appendix 7 to the report).
- 3.4 Based on the Board's discussions to date, and the concerns raised during the latest meeting in Bromsgrove, Members concluded that this subject would be a suitable subject for a scrutiny Task Group. As an investigation of this subject would have implications for both Redditch and Bromsgrove the Board concluded that Redditch Overview and Scrutiny Members should be approached to discuss the potential to undertake this review as a joint scrutiny exercise.
- 3.5 The Overview and Scrutiny Board in Bromsgrove will consider the decision of the Redditch Overview and Scrutiny Committee at the Board's next meeting on 31st October. Members should be aware that there is the possibility that the Board will still choose to launch a Task Group review of this subject if Redditch Members decide not to participate. The findings from any such review would potentially have implications for Redditch Borough Council's services.

**Financial Implications**

- 3.6 There are no direct financial implications for the Council.

**Legal Implications**

- 3.7 There are no direct legal implications for the Council.

**Service / Operational Implications**

- 3.8 In previous years the Council has participated in joint scrutiny investigations involving a larger number of Councils based in Worcestershire, with the majority having been hosted by Worcestershire County Council. However, Members should note that if the Overview and Scrutiny Committee agrees to take part in this review this would be the first joint scrutiny investigation to be conducted by Redditch and Bromsgrove Members only. A joint review of this subject could therefore set an example for future scrutiny collaborations between the two Councils which may occur more frequently when considering shared services.

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- 3.9 For this reason it would be useful to clarify how the joint scrutiny arrangements should operate for the review. The proposed framework attached at Appendix 2 should help to address this.
- 3.10 To ensure that joint scrutiny arrangements develop in a way that meets the needs of Redditch and Bromsgrove scrutiny it would be useful for Members with scrutiny expertise to be appointed to the Task Group. As such it is proposed that only Members of the Overview and Scrutiny Committee should be appointed to the Task Group on this occasion. To ensure that the size of the membership on the Task Group is workable from a practical perspective it is further being proposed that three Members should be nominated from Redditch and three Members from Bromsgrove.
- 3.11 As the review has been proposed by Bromsgrove District Councillors it is anticipated that a Bromsgrove Councillor would be appointed to Chair the Task Group. A Redditch Member could be appointed as Vice Chair on this occasion and should be identified during the meeting if Members decide to participate in the review.

**Customer / Equalities and Diversity Implications**

- 3.12 There are no specific customer or equalities and diversity implications.

**4. RISK MANAGEMENT**

No specific risks have been identified.

**5. APPENDICES**

Appendix 1 – Completed Overview and Scrutiny Topic Proposal Form from Bromsgrove District Council.

Appendix 2 – Potential Joint Working Arrangements

Appendix 3 – Minute extract from the meeting of Bromsgrove District Council's Overview and Scrutiny Board held on 14th October 2013.

Appendix 4 – Minute extract from the meeting of Bromsgrove District Council's Overview and Scrutiny Board held on 16th June 2014.

Appendix 5 - Minute extract from the meeting of Bromsgrove District Council's Overview and Scrutiny Board held on 16th February 2015.

Appendix 6 - Minute extract from the meeting of Bromsgrove District Council's Overview and Scrutiny Board held on 29th February 2016.

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Appendix 7 - Minute extract from the meeting of Bromsgrove District Council's Overview and Scrutiny Board held on 19th September 2016.

Appendix 8 – Report to Bromsgrove Overview and Scrutiny Board concerning the staff survey, considered by the Board on 19th September 2016.

Appendix 9 – Staff Survey Template (2016)

**AUTHOR OF REPORT**

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