

OVERVIEW AND SCRUTINY COMMITTEE

26th October 2017

STAFF SURVEY JOINT SCRUTINY TASK GROUP

Relevant Portfolio Holder	Councillor John Fisher, Portfolio Holder for Corporate Management
Portfolio Holder Consulted	No
Relevant Head of Service for Overview and Scrutiny	Claire Felton – Head of Legal, Equalities and Democratic Services
Wards Affected	N/A
Ward Councillor Consulted	No
Non-Key Decision	

1. SUMMARY OF PROPOSALS

To consider the findings and recommendations from the Scrutiny investigation undertaken by the Staff Survey Joint Scrutiny Task Group.

2. RECOMMENDATIONS

The Committee is asked to **RESOLVE** that

- 1) a member of the Overview and Scrutiny function be appointed to the role of Lead Councillor for Supporting Staff;
(Recommendation a in the report)**
- 2) a quarterly update on the Programme Board's Action Plan be received by the Overview and Scrutiny Board/Committee;
(Recommendation c in the report)**
- 3) the Performance Scrutiny (RBC) and Measures Dashboard (BDC) Working Groups' terms of reference are updated to include an area covering performance management processes, performance target and objective setting across both authorities. (It is envisaged that this would be achieved through joint meetings being held on a regular basis; and
(Recommendation d in the report)**

To **RECOMMEND** that

- 4) The Lead Councillor for Supporting Staff and the relevant Portfolio Holder from each Council assist in the formulation of all future staff surveys and attend staff briefings.
(Recommendation b in the report)**

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3. KEY ISSUES

- 3.1 For the first time, Redditch Borough and Bromsgrove District Councils have worked together to carry out a joint scrutiny task group. The Staff Survey was an area which Bromsgrove Members had considered on a number of occasions in previous years, having first considered the subject back in 2013. Following receipt of the results of the second survey at a meeting on 19th September 2016 Members agreed, that as little progress appeared to have been made on a number of areas of concern, it was something which needed further investigation. The Board agreed this would be suitable for joint scrutiny as the majority of staff are part of a shared service.
- 3.2 A topic proposal and a brief joint scrutiny protocol were considered by the Bromsgrove Overview and Scrutiny Board at a meeting on 31st October 2016. Following the agreement of the Board the Chairman and Vice Chairman of the Board, Councillors Luke Mallett and Shirley Webb, together with the nominated Chairman of the Task Group, Councillor Steve Colella, attended the Redditch Overview and Scrutiny Committee meeting on 25th October 2016 to present a proposal to undertake joint scrutiny. The Redditch Committee supported the proposal and the joint Scrutiny Task Group was formed.
- 3.3 As it was the first time joint working had been carried out both Overview and Scrutiny functions agreed that the membership would be taken from the main Committees on this occasion, with three Members being appointed from each Council. Meetings were held at alternate locations to ensure balance in the conduct of the review,
- 3.4 The Bromsgrove Overview and Scrutiny Board considered the Task Group's recommendations at a meeting on 22nd August 2017. During this meeting the Board endorsed all of the Task Group's proposals.
- 3.5 Bromsgrove District Council's Cabinet subsequently considered the group's recommendations at a meeting on 6th September 2017. The Cabinet, like the Executive Committee in Redditch, was asked to make a decision on one recommendation (recommendation b in the main report). The Cabinet endorsed this recommendation though in an amended form which did not make reference to the Portfolio Holder. This was because the relevant Portfolio Holder, the Leader of the Council, suggested that this role was more appropriate for a scrutiny Member to undertake.

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Financial Implications

- 3.6 There are no direct financial implications other than officer time and general resources.

Legal Implications

- 3.7 There are no direct legal applications arising from this report.

Service/Operation Implications

- 3.8 As the review was proposed by Bromsgrove's Overview and Scrutiny Board the decision was taken for Bromsgrove to take a lead on facilitating the review. A Bromsgrove Member was also appointed Chair of the Task Group, with a Redditch Member, Councillor Jane Potter, being appointed Vice Chair.
- 3.9 As this was the first joint Task Group to only involve Members from Redditch Borough and Bromsgrove District Councils Members may feel that there are lessons that can be learned from this exercise which could be applied to future reviews.
- 3.10 Overview and scrutiny is a key part of the Council's democratic decision making process and enables non-executive Members of the Council to put forward recommendations for policy development, policy review and service improvement.

Customer / Equalities and Diversity Implications

- 3.11 No customer or equalities and diversity implications have been identified.

4. RISK MANAGEMENT

No risks have been identified.

5. APPENDICES

Appendix 1 – Staff Survey Joint Scrutiny Task Group Report

6. BACKGROUND PAPERS

See attached report for details.

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