
MEETING	EFFECTIVE ORGANISATION OVERVIEW & SCRUTINY COMMITTEE
DATE	11 JANUARY 2012
PRESENT	COUNCILLORS STEWARD (CHAIR), DOUGLAS, FUNNELL, HODGSON, MCILVEEN (VICE-CHAIR), SCOTT AND WARTERS
APOLOGIES	COUNCILLORS FIRTH

28. **DECLARATIONS OF INTEREST**

At this point in the meeting, Members were asked to declare any personal or prejudicial interests they may have in the business on the agenda.

Councillor Hodgson declared a personal interest as a member of Unison, the Public and Commercial Services Union and as an ex employee of the NHS Trust.

29. **MINUTES**

RESOLVED: That the minutes of the meeting held on 22 November 2011 be approved and signed by the Chair as a correct record.

30. **PUBLIC PARTICIPATION**

It was reported that there had been no registrations to speak under the Council's Public Participation Scheme.

31. **BUDGET PROCESS 2012-2014**

Members considered a report which provided them with an overview of the 2012-14 budget process. The report did not consider the budget proposals themselves but provided an opportunity for Members to consider the principles used in developing the budget.

Officers outlined the report, in particular the significant pressures described in paragraph 4 of the report and the budget process.

Members queried a number of aspects of the report including how the formula grant is worked out and how the monitoring reports are made accessible.

RESOLVED: That Members noted the contents of the report.

REASON: To inform Members of the principles used in developing the 2012-14 budget.

32. WORKFORCE PLAN MONITORING REPORT

Members considered a report which provided them with feedback on the progress made against actions in the Workforce Plan 2010-12 during the last eighteen months (May 2010-November 2011). The report also outlined how the plan and action plan has now been replaced by the draft Workforce Strategy 2012-15 which will take account of the substantial changes in government spending and policy, to be aligned with the refreshed corporate plan and 2012/14 budget.

Officers outlined the report and advised that the first payroll run using iTrent had been a success and work was now being undertaken to deliver the second phase which concerns HR processes.

Members had a discussion on iTrent and raised concerns regarding the length of time it appears to be taking to implement. Officers confirmed that departments are working together to ensure the system will be operational in time for the move to the new building.

Members queried what 'achieving authority' meant in relation to the diversity objective and whether the Council could improve on this rating. Officers advised that only 3 Local Authorities had achieved 'excellent' status and it was challenging to reach that level. The Chair commented that he didnt think that diversity was an important target for the Council. Some Members challenged the Chair on his choice of words and asked him to

clarify what he mean't. He advised that in his opinion, diversity should follow on as a result of the Council having Equality targets.

Members asked that the results from the recent Wellbeing Survey be presented to them at a future meeting.

RESOLVED: That Members noted the progress made against the Workforce Plan action plan in the eighteen months May 2010 to November 2011 and plans for the draft Workforce Strategy 2012-15.

REASON: To ensure Members are kept informed of progress against the Workforce Plan and plans for the draft Workforce Strategy.

33. WORK PLAN.

Members received a copy of the committees work plan for the forthcoming year. Members were asked to consider any additions and/or amendments they wished to make to the work plan.

Following discussions on the previous agenda item, it was agreed that an additional item to consider the Wellbeing Survey results would be added to the agenda for the meeting on the 28th February.

An additional meeting would be scheduled in for April to consider the newly revised Innovation, Work force, Customer and Procurement strategies.

Officers would also contact the Sickness Absence Task Group Members to arrange another meeting.

RESOLVED: That the work plan be updated to reflect the decisions taken at the meeting.

REASON: In order to provide the committee with a programme of work for this municipal year.

Councillor Steward, Chair

[The meeting started at 5.00 pm and finished at 6.35 pm].