

Report from the Director of Customer & Business Support Services

Local Government Association (LGA) Peer Review

Summary

1. This report sets out the action plan that has been developed in response to the LGA Peer Review made at the request of council on 9th October 2014.
2. Audit & Governance Committee discussed the LGA Peer Review findings at its meeting on 10th December. A request was made for officers to draft an action plan for the committee and Group Leaders to consider.

Background

3. Council passed a motion on 9th October 2014 to request a review into a range of matters that had emerged from the development of an organisational development action plan. The LGA undertook a review and presented their early findings to Audit & Governance Committee on 10th December 2014. A written report was presented to committee on 7th January 2015. The report contained a range of recommendations to improve member/officer relationships. It was themed around a three-pronged approach:
 - RESET Behaviours
 - REAFFIRM and clarify rules, roles and expectations
 - REINFORCE the rules and behaviours
4. Audit & Governance Committee considered the report and recommendations and requested that a draft action plan be developed in response.

Action Plan

5. The proposed action plan is set out at Annex A. Group Leaders have already confirmed that they will form the cross party Group, providing leadership across the Council, to oversee member input into the development of protocols and charters. Audit & Governance Committee will oversee progress against the action plan and in particular, shape the proposals around council governance.
6. Subject to the views of Audit & Governance Committee, officers propose to develop a more detailed plan of actions and provide the committee with a quarterly review of the progress made.
7. Within the action plan at Annex A, it has been identified where the LGA recommendations also appear in either the earlier council peer review of 2013 or the council organisational diagnostic review in 2014. Members will note that there are recommendations that have appeared in more than one review.
8. For completeness, two further tables have been attached. At Annex B is the current CYC OD action plan that is being managed by the council's Rewiring Public Services Programme. At Annex C is a summary of the 2013 Peer Review and actions to date. Annexes B and C are included to provide assurance to the Committee that these recommendations are being taken forward, but these are not for detailed consideration by the Committee.

Implications

- (a) **Financial** – This report reflects upon the employer-employee relationship, with significant financial risks in the form of any potential claims by employees against the council. Costs of the LGA review will be met from council budgets.
- (b) **Human Resources (HR)** – This report reflects on the employer-employee relationship, with significant HR risks in the form of cost, disruption of the normal business of the council, and reputational damage.
- (c) **Equalities** – This report reflects on the employer-employee relationship and the requirement of all parties to operate

within the legal duties and policies of the council relating to Equality.

- (d) **Legal** – The employer-employee relationship is set down in employment legislation. Contravention of this would leave the council open to legal challenge.
- (e) **Crime and Disorder** - There are no implications
- (f) **Information Technology (IT)** - There are no implications
- (g) **Property** - There are no implications

Recommendations

Audit & Governance Committee are asked to –

- Consider Annex A and identify any further work that they wish to see commissioned.
- Note that it is proposed to provide an update on Annexes A, B and C at alternate Audit & Governance Committee Meetings during 15/16.

Reason: To ensure arrangements are in place to address the recommendations arising from the review.

Contact Details

Author:

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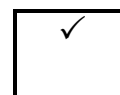
**Report
Approved**



Date 2nd February
2015

Wards Affected: *List wards or tick box to indicate all*

All



For further information please contact the author of the report

Annexes

Annex A – Recommendations from the LGA Response to Council
Motion of 9 October 2014

Annex B – Organisational Development Action Plan

Annex C – Feedback and recommendations from 2013 Peer Review