

## **RESOURCES AND CORPORATE OVERVIEW AND SCRUTINY COMMITTEE**

**MONDAY, 17 JUNE 2019**

PRESENT:- Councillors Brian Mattock (Chair), Steve Weisinger (Vice-Chair), Manro, Des Moffatt, Adorabelle Shaikh, Timothy Swinyard, Rahul Tarar and Robert Wright

Apologies for absence were received from Councillors Claire Crilly.

### **1. Declarations of Interest**

The Chair reminded members of the need to declare any known interests in any matters to be considered at the meeting. No declarations were made.

### **2. Minutes**

Resolved – That the minutes of the meeting held on 4<sup>th</sup> March 2019 be confirmed and signed as a correct record.

Members noted that the report considered at the meeting regarding progress towards the Council's Vision, Priorities and Pledges had been brought to the attention of the Chairs of the Overview and Scrutiny Committees for potential inclusion in the Work Programmes for the 2019/2020 Municipal Year.

### **3. Public Question Time**

Mr Roy Worman, Haydon Wick, asked questions at the meeting in respect of:

- a) The introduction of timelines within the process of reporting delivery against the Council's Vision.
- b) The availability of Directorate Scorecards, and the information published on the Council's website regarding progress against the Pledges.
- c) The use of the term 'On Track' and its evaluation through the assessment of deliverables versus measurements and outcomes.

The Chair and Mr Martin Bell, Intelligence Lead (Analysis and Performance Improvement), responded at the meeting.

### **4. The Council's Approach to Performance Management**

The Committee considered a report outlining the current performance management arrangements within the Council, and noted that robust performance management is crucial to ensuring the Council delivers against the Vision, Priorities and Pledges and delivers modern services in an efficient and financially stable way.

Mr Bell introduced the report and gave a presentation to the Committee on performance management in Swindon Borough Council, covering issues such as:

- The Council Plan for 2019-2020 which sets out what the Council will do for its residents, and how.
- The Council's Vision, four Priorities and 26 Pledges, adopted in 2015 and updated in September 2018.
- How the Swindon Programme will ensure the Council has the resources to

deliver the Council Plan.

- The behaviours and values expected of staff, and the recently introduced Performance Development Plans.
- The links between Cabinet, Corporate Management Team, Directorates, Service areas, and teams within the performance model.
- The Business Plans produced annually by Heads of Services, and the plans put in place to mitigate the impact of identified and assessed risk.
- How performance is regularly monitored through Corporate Scorecards, Head of Service scorecards, and operational performance reports for various boards and service managers.
- The role of the Policy, Performance and Research Team in supporting the Council.

Following the presentation, the Committee discussed:

- The involvement of members in assessing progress against the pledges, including the production of updates for lead members, and the quarterly performance report, which will be presented to Cabinet.
- The impact of staff shortages on achieving objectives, and how this is reflected in the current performance management arrangements.
- The use of scorecards as a tool to shine a light on issues of resource and present a rounded picture of service performance.
- How the Council monitors performance in relation to achieving those aspects of its Vision and Priorities that are outside of its control.
- How key reserved areas such as activity, demand, quality and outputs are measured in order to ensure milestones are delivered and the required impact on service outcomes is achieved.
- How the Policy, Performance and Research Team can be commissioned on a case by case basis to do a root cause analysis trend.
- The importance of data sharing with partners such as parish councils so that contract performance can be monitored.

Resolved – To note the contents of the report and the presentation.

## **5.**

### **LGA Peer Review**

The Committee considered a report outlining the nature of the LGA Peer Review follow up visit which took place in December 2018, the peer review findings, and the suggested action points.

Ms Sam Mowbray, Director of Performance, Organisational Improvement and Communications, introduced the report and gave a presentation to the Committee on the range of suggestions highlighted in the report from the peer team to the Council, and the work being undertaken by the Council to achieve the recommendations put forward by them.

Following the presentation, the Committee discussed:

- The proposed membership of any member group set up in response to the recommendations, this being a matter for Cabinet to consider.
- How Ward members can contribute to effective decision-making if included in the process.
- The sufficiency of information given to Ward members on how cost pressures

- are affecting levels of service.
- The practical experience of the participants interviewed by the peer team.
- How the wider management team at the Council will be receiving refresher training to raise political awareness, and ensure consultation with Ward members is occurring.

Resolved – (1) To note the contents of the report and the presentation.

(2) To indicate the Committee's support for the continuation of the peer review process.

## **6. Work Programme 2019-2020**

The Committee considered a report of the Chief Legal Officer setting out potential topics for inclusion in the 2019/2020 Scrutiny Work Programme.

The Chair referred to the proposed theming for the forthcoming meetings of this Committee, as set out in the draft Work Programme attached at Appendix 1 to the report. The Chair also advised of the following matters that Scrutiny Committee, at its meeting on 10<sup>th</sup> June 2019, had recommended to this Committee for its consideration during the forthcoming Municipal Year. These are:

- Review of the long-term leases for the leisure facilities run by GLL.
- Review of how the Council uses its procurement budget locally.

Following discussion, the following amendments were agreed:

- That the review of how the Council uses its procurement budget locally be widened to include an update on the anti-corruption rules following Brexit.
- That the item programmed for 24<sup>th</sup> September 2019 on 'Estates Rationalisation' will be renamed, as the report will focus only on those buildings currently being used to house Council employees.
- That an item on the rationalisation of all the Council's estate will be added to the Work Programme for the 25<sup>th</sup> November 2019 meeting.

Resolved – That the draft Work Programme for 2019/2020, subject to the amendments as set out above, be agreed and adopted by the Committee.