

**MINUTES OF OVERVIEW AND SCRUTINY PERFORMANCE PANEL**

**MEETING DATE** Thursday, 30 January 2020

**MEMBERS PRESENT:** Councillor John Walker (Chair), Councillor Roy Lees (Vice-Chair) and Councillors Alex Hilton, Marion Lowe and June Molyneaux

**OFFICERS:** Chris Sinnott (Director (Early Intervention and Support)), Rebecca Aziz-Brook (Transformation Programme Coordinator) and Philippa Braithwaite (Democratic and Member Services Officer)

**APOLOGIES:** Councillor Christopher France

**OTHER MEMBERS:** Councillor Peter Wilson

**20.OSP.25 Minutes of meeting Thursday, 10 October 2019 of Overview and Scrutiny Performance Panel**

**Decision – That the minutes of the Overview and Scrutiny Performance Panel held on 10 October 2019 be approved as a correct record for signature by the Chair.**

**20.OSP.26 Declarations of Any Interests**

There were no declarations of interest received.

**20.OSP.27 Performance focus - Policy and Governance**

The Chair, Councillor John Walker, welcomed Chris Sinnott, Director (Policy & Governance) and Councillor Peter Wilson, Deputy Leader and Executive Member (Resources), to the meeting.

Rebecca Aziz-Brook, Transformation Programme Co-Ordinator, presented the report which provided contextual information with regards to the overall Directorate summary, the budget position and the key performance summary and key project update for 2019/20. The data within the report reflected the position in quarter two.

The directorate budget was currently underspending by just under £82k, creating a 1.7% variance against the original cash budget. The biggest underspend was in staffing due to an underspend of £50k as a result of sharing the Chief Executive post with South Ribble and an underspend of £40k from Shared Financial Services as a result of the vacant posts following the senior management restructure and review of the service. With regards to key performance information, overall of the 40 indicators

31 (78%) were performing on or above target, 3 (8%) were performing worse than target but within the threshold and 6 (14%) were performing below target.

It was noted that the Policy and Governance directorate will be responsible for some high-profile projects as part of next year's corporate strategy delivery including renovation works at Astley Hall, the refresh of the Council's website, delivering Shared Services, and delivery of sustainable public services and the green agenda, and Councillor Wilson praised officers leading on those projects.

Members queried where Shared Services was up to. It was noted that appointments to shared posts were made before Christmas which would go live from 1 April but were currently working in shadow form. Also from 1 April, staff would be transferred between South Ribble and Chorley, with the Finance, Transformation and Partnerships teams being employed by Chorley, and Communications and Visitor Economy, Democratic and Legal Services being employed by South Ribble.

In general, the employing Council would be the base for that team, however some site-dependent roles (e.g. Democratic Services) would transfer to South Ribble as their employer but would not move physically. Members were concerned that communication with officers would change and it was noted that this was likely; although staff from each team would be available at both sites, appointments might replace drop-in meetings.

Officers were currently concentrating on seating arrangements and ensuring access to systems, but a larger piece of work was underway to align terms and conditions and it was noted that a full reviews of services and likely restructures would take place after 1 April. In response to Members' queries regarding the TUPE protection period, it was noted that no protection period is needed until there is significant business reason to change terms and conditions and only one intended measure was being implemented at this stage; a change in date for salary payments.

With regards to involvement of the unions, Members noted that officers had been meeting on a monthly basis with South Ribble's Unison branch and that Chorley's Unison branch had recently agreed to re-engage with the process. Pay scales were one of the things needed to be aligned as, although both Councils used the same spinal column points, they operated different grade structures. It was noted that pay was protected up to limit of £5,000 under the current policy in both Councils, with 12 months full protection and part-protection after that. In response to Members' follow-up queries, it was noted that the intention was to align terms and conditions, not make anyone financially worse off.

Members were concerned about the effect on staff morale and urged officers to ensure clear communication regarding harmonisation was carried out in an open and structured way. It was noted that the previous delays to Shared Services had resulted in staff resignations, so officers were driving changes through now the vision and strategy were clear.

With regards to other aspects of the Directorate's performance, Members queried the revenue figures for the Lancastrian Suite and it was noted that these reflected the cancellations of pre-Christmas events due to the general election. Members queried sickness absence performance figures and noted that there had been a reduction in long term sickness but not for short-term absences. It was advised that return to work

interviews were key to making improvements in order to identify and address issues, particularly for mental health illnesses.

**Decision – That the report be noted.**

## **20.OSP.28 Quarter 2 Performance Report 2019/20**

The Performance Panel considered a monitoring report from the Director (Policy and Governance) which was presented at the Executive Cabinet on 14 November 2019. Rebecca Aziz-Brook, Transformation Programme Co-Ordinator, advised that the report set out the performance against the delivery of the Corporate Strategy and key performance indicators during the second quarter of 2019/20, 1 July to 30 September 2019.

Overall, performance of key projects was excellent, with 11 (92%) of the projects rated as green or complete and one (8%) project currently rated as amber with the action plan for this project contained within the report. In response to Members' queries, it was noted that the outline proposal for Shady Lane was being reconsidered but progress was expected this year.

Performance of the Corporate Strategy indicators and key service delivery measures was also excellent with 100% of Corporate Strategy measures and 88% of key service delivery measures performing on or above target or within the 5% threshold. It was noted that those indicators performing below target had action plans outlined with measures to improve performance.

Members queried the missed bin performance, and it was noted this was largely down to the changes to the collection rounds and use of agency staff. Financial deductions were now being made from FCC's monthly contract payments for failing to meet agreed standards, and FCC were recruiting more permanent staff. In response to Members' questions it was advised that a missed bin collection reported on non-collection day would not count in these figures, and that technology to confirm whether a bin had been put out was now in place and would be used once the issues with existing rounds had been resolved.

Members discussed the 2019 Indices of Multiple Deprivation (IMD) update released by the Ministry of Housing Communities and Local Government. It was noted that the overall message for Chorley was positive with the borough now less deprived than it was in 2015, but that Chorley North East and Coppull did not follow this trend and were more deprived. Members queried how this was being addressed and it was noted that the issues were very complex and, as they were difficult to address directly, more emphasis was being placed on prioritising these areas when planning community engagement.

**Decision – That the report be noted.**

Chair

Date