



MERTHYR TYDFIL  
County Borough Council  
Cyngor Bwrdeistref Sirol  
MERTHYR TUDFUL

## MINUTES OF MEETING

# **SCRUTINY : GOVERNANCE, PERFORMANCE, BUSINESS CHANGE AND CORPORATE SERVICES MEETING**

**TUESDAY, 27TH OCTOBER, 2015**

**PRESENT:** Councillor T Lewis (In the Chair)

Councillors D Isaac, G Jones, D Roberts and W R Smith

Councillor P Williams - Cabinet

**Officers:**

Carys Kennedy (Head of Legal and Governance Services - Monitoring Officer), Lisa Jones (Head of Human Resources and Organisational Development), Ewan McWilliams (Corporate Performance Manager), Ann-Marie McCafferty (Research and Monitoring Officer) and Richard Parry (Consultant for School Improvement)

Howard Jones (Scrutiny Officer) and Mair Morgan (Scrutiny / Democratic Services Officer)

ITEM NO.	AGENDA MATTER	DECISION
593	Apologies for Absence	Apologies for absence were received from Councillor L Mytton, Councillor L E Smart, Councillor Richard Thomas, Councillor S Williams and Mrs A Harris Co-opted Member.

594	Declarations of Interest (including whipping declarations)	No apologies for absence were received.
595	Lessons Learned- Human Resource update	<p>The Chair welcomed Councillor P Williams, Carys Kennedy and Lisa Jones to the Meeting.</p> <p>Councillor P Williams referred the Committee to the 'Lessons Learned – Human Resource Update' report and in relation to paragraph 8.1 suggested that a Presentation on the Corporate Steering the Ship Strategy be made to the Committee.</p> <p>The following questions were then raised by the Committee and were responded to in detail by Councillor Williams and the Officers:</p> <p>H R Policy reviews and Guidance Notes – How is this measured from Schools back to the Council  How can the Council be sure what is in place will work and if so what is the evidence to show this  Paragraph 7.3 – What is the start date  Confidence between Governing Bodies and H R  Lessons Learned – If areas are highlighted how are they to be resolved  Has a Protocol been developed between H R/Legal/Education to establish ways of working  Do all parties understand what is required and understand roles  Is there uniformity of purpose  Is this report also being presented to the Schools Scrutiny Committee</p> <p><b>Resolved that:</b></p> <p>The content of the report be noted and that a report be presented to the next Committee in relation to consistency of advice in relation to Schools.</p>
596	Performance Team	<p>The Chair welcomed Ewan McWilliams to the Meeting.</p> <p>Councillor P Williams referred the Committee to the 'Performance Team' report.</p> <p>The following questions were then raised by the Committee and were responded to by Councillor Williams and Ewan McWilliams:</p> <p>Would issues be placed on the Forward Work Programme arising from the Challenge Meetings  Would the Performance Board be part of the Challenge sessions  How many staff in the Performance Team  How as a Performance Team was value being added to what the Council was doing  How was it measured and how was it fed back  The Scrutiny view in terms of Performance Management and Continuous Improvement  Paragraph 5.3 of the report – What has been learned</p>

		<p>during this time  Future Generations Act  Performance Board – Looking at Performance – How was it to be reported to Committee – How would it be done and who would be involved  Incorporation into the Scrutiny Forward Work Programme</p> <p><b>Resolved that:</b></p> <p>The report be noted and the commitment to the Committees role in the Council's Performance Process be affirmed.</p>
597	Scrutiny Referrals, Feedback and Follow up Actions	The Chair advised that there was no update on this item.
598	Reflection and Evaluation of Meeting	The Chair and the Committee reflected in detail on the issues that had been raised at the Meeting.
599	Forward Work Programme	The Committee considered and agreed the Forward Programme.
600	Any other business deemed urgent by the Chair	The Chair advised that there was no business deemed urgent.