



MERTHYR TYDFIL
County Borough Council
Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL

MINUTES OF MEETING

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

TUESDAY, 19TH JANUARY, 2016

PRESENT: Councillor T Lewis (In the Chair)

Councillors B Carter, G Jones, L Mytton, D Roberts, S Williams
and Richard Thomas

Councillor P Williams – Cabinet Member

Cooptees:

Alison Harris

Officers:

Carys Kennedy (Head of Legal and Governance Services -
Monitoring Officer), Lisa Jones (Head of Human Resources and
Organisational Development), Fran Donnelly (H R Manager),
Mark Thomas (Head of Corporate Services), Ewan McWilliams
(Corporate Performance Manager) and Kerry O'Donovan
(Corporate Risk and Sustainability Manager)

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

ITEM NO.	AGENDA MATTER	DECISION
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919	Apologies for Absence	Apologies for absence were received from Councillor D Isaac, Councillor L E Smart and Councillor W R Smith.
920	Declarations of Interest (including whipping declarations)	No Declarations of interest were made.
921	Human Resource update	<p>The Chair welcomed Councillor P Williams, Carys Kennedy, Lisa Jones and Fran Donnelly to the Meeting.</p> <p>Councillor P Williams referred to the 'Human Resource Update' report and led the Committee in detail through the report.</p> <p>The following questions were then raised by the Committee on the report and were responded to in detail by Councillor Williams and the Officers:</p> <ul style="list-style-type: none"> • The Head of H R has led a number of positive changes in the Department since her appointment and the Department had come a long way in a short time – How far along is H R in the process and how is progress being quantified and measured and are there any quality assurance issues • Paragraph 5.0 of the report – H R Structure – Now that H R and Legal are under one Head of Service could examples of joint working be given to the Committee • With the reduction in staffing numbers there may be a loss of skills and was the Department satisfied that there was the broad range of skills that the Department needed • Is the Department moving forward to have a broad base of skills that is needed for the next ten years • What is the relationship between the schools and the Department • Has the Department discontinued any Service Level Agreements (SLA) with the Schools, and if so why and which of the SLA's were they • If there is a reduction in the number of SLA's with Schools what would be the effect on the Service and resources • Paragraph 5.0 of the report refers to Fortnightly Case Review Meetings – what are these Meetings about, who attends these Meetings, have lessons been learned and are Departments getting together, are Minutes taken of this Meeting, are the Minutes recorded and if this Meeting is held every two weeks who is involved, is it not just schools • Are there Meetings held every two weeks with H R staff and if so is this a permanent arrangement or

		<p>will there be a longer gap between Meetings</p> <ul style="list-style-type: none"> • Appendix 1 paragraph 4 of the report refers to lack of development of all staff and inconsistent opportunities to develop – is this part of an ongoing Personal Development Plan for staff and is this being developed in house or are specialists being brought in • What is the Political leadership and oversight in moving forward • In relation to staff training is the Department yet in a position to cost training and can the Department afford all the training <p>Resolved that:</p> <p>The content of the report and the progress made to date be noted.</p> <p>The Chair then thanked Councillor Williams and the Officers for attending and the update to the Committee.</p>
922	<p>Overview of the Council's Arrangements to Manage Corporate Risks</p>	<p>The Chair welcomed Mark Thomas and Kerry O'Donovan to the Meeting.</p> <p>Councillor P Williams referred to the 'Overview of the Council's Arrangements to Manage Corporate Risks' report and led the Committee in detail through the report.</p> <p>The following questions were then raised by the Committee and were responded to in detail by Councillor Williams and the Officers:</p> <ul style="list-style-type: none"> • Paragraph 5.3 of the report – Sustainability – Are checks being undertaken along the way or is a check made at the end of the process – Is the monitoring of the main risks ongoing or is it done at the end or if there is a problem • The Risk Management Officer is a single point of dependency – what if the Risk Manager left the Authority how confident are the Officers that the skills of the Risk Manager could be replaced • Paragraph 5.4 of the report - Community and Sustainability – What is the impact on Community Safeguarding and what is the impact in relation to the Social Services Wellbeing Act have on risk • Heads of Service have Risk Registers. Is there a central Register of all the risks from across the Authority and if so how are they monitored • On the Risk Register for example - impact is 15 – is this 3x5 or 5x3 – can this be explained in future

		<p>Resolved that:</p> <p>(a) The progress made in developing Risk Management be noted</p> <p>(b) The proposals to further strengthen the Council's Risk Management arrangements be noted</p> <p>The Chair then thanked Councillor Williams and the Officers for attending and the update to the Committee.</p>
923	Corporate Plan 2015/16 Mid-Year Update	<p>The Chair welcomed Ewan McWilliams to the Meeting.</p> <p>Councillor P Williams referred to the 'Corporate Plan 2015/16 Mid-Year Update' report and led the Committee in detail through the report.</p> <p>Councillor Williams also suggested that Ewan McWilliams attend the individual Scrutiny Committees to explore the elements of the Corporate Plan and that this Scrutiny Committee look at overarching issues.</p> <p>The following questions were then raised by the Committee and were responded to in detail by Councillor Williams and Ewan McWilliams:</p> <ul style="list-style-type: none"> • Paragraph 6.0 of the report – Where we are now – Are they 'trends' or 'blips' and what is the historical timescales • Service areas to be looked at – The value for money aspect – Working together <p>Resolved that:</p> <p>Progress against the Corporate Plan be noted.</p> <p>The Chair then thanked Councillor Williams and Ewan McWilliams for attending and the update to the Committee.</p>
924	Scrutiny Referrals, Feedback and Follow up Actions	There was no update on this item.
925	Reflection and Evaluation of Meeting	The Chair and the Committee reflected on the Meeting.
926	Forward Work Programme	The Committee considered and agreed the Forward Work Programme.
927	Any other business deemed urgent by the Chair	The Chair advised that there was no business deemed urgent.