

## **TRANSFORMATION AND RESOURCES OVERVIEW AND SCRUTINY COMMITTEE**

**Monday 23 April 2012**

**Present:-** Councillor Mrs E Shenton – in the Chair

Councillors Mrs Beech, Blair, Snell, Miss Walklate, Waring and Wilkes

Also in attendance: Councillor Holland and Messrs Buttery and Duncan

Apologies were received from Councillor Mrs Bates, Mrs Burke and Taylor

### **1. DECLARATIONS OF INTEREST**

No Declarations of Interest were stated.

### **2. MINUTES OF PREVIOUS MEETINGS**

**Resolved:-** That the minutes of the meetings of this Committee, held on 18 and 25 January 2012 be agreed as correct records.

### **3. REVIEW OF THE CONSTITUTION**

Members received a verbal update on the current position regarding the Council's constitution.

Work on this had commenced in the previous Municipal Year but had come to a halt. The process had been revisited this year and a large amount of work had been done, involving many people, for example Chairs of Committees, Councillor Jones – as the Portfolio Holder and the Chair of the Overview and Scrutiny Co-ordinating Committee.

The Employees Consultative Committee had now been incorporated into the Constitution.

There would be a final meeting of the Working Group next Monday prior to its going to Annual Council in May.

Members were advised that the new Constitution was easier to read and had been formatted throughout so that it was consistent.

A final version of the document would be forwarded to members of this Committee and to Councillor Jones. The Chair would be given delegated authority to report it to Annual Council. Work would continue, to be carried out on the Constitution.

The Constitution would also become interactive with hyper-links added where appropriate.

The issue of prayers was discussed and Members were advised that this was a matter for each Mayor but if it was not an official agenda item there was no legal requirement to have them.

- Resolved:-**
- (a) That the information be received.
  - (b) That the Chair be given delegated authority to report this matter to Annual Council.
  - (c) That a final version be forwarded to Members and this Committee and to Councillor Jones
  - (d) That work continues to be done on the Constitution.

#### **4. PERFORMANCE MANAGEMENT REVIEW WORKING GROUP**

Consideration was given to a report on the work carried out by the Performance Management Review Working Group.

Newcastle had adopted the National Framework and followed the inspection process. After May 2010 the National Framework was dismantled and local authorities were given a free hand.

Members' attention was brought to the priority outcomes which had been developed by the County Council. Newcastle had moved away from actively based priorities and gone towards outcomes.

A representative from Staffordshire County Council would come to a future meeting of this Committee and advise how they used their priorities. Some of them could be adopted by ourselves.

The priorities would have to be clear and if challenging targets were set then some 'failure' would have to be accepted although targets did need to be achievable. In addition, it needed to be made clear why we were measuring what we were measuring.

- Resolved:-**
- (a) That the report be received.
  - (b) That the following recommendations from the Performance Management Working Group be agreed and be given further consideration by the Cabinet:
    - (i) To develop a Borough Plan (made up of inputs from all partner agencies), using the newly developed Newcastle Partnership structures and processes to establish a dialogue with partners and also ensuring that partners are included in the next corporate planning process due to get underway by Newcastle Borough Council in May 2012.
    - (ii) To work with Staffordshire County Council in order to better understand the processes they went through in developing priority outcomes and also in developing Outcome Plans.
    - (iii) Using the lessons learnt by the County Council (and also elsewhere) to develop a set of outcomes for the Borough Council, together with supporting planning, measurement and reporting processes.
    - (iv) To work towards a process of joint delivery planning with partners, but - recognising the difficulties inherent in this process – to seek to ensure that existing service plans link more effectively with corporate strategies and plans, and with corporate priorities and outcomes.

- (v) To continue to review the existing performance indicators and success measures collected, measured and reported by the Council with a view to ensuring that they measure and report outcomes, not activity.
- (vi) In reviewing these indicators and measures, to note work being done elsewhere in the Borough Council and also in partner organisations and to ensure that all work is co-ordinated.
- (vii) To request that, following completion of the 2012/13 service planning process, that a revised dashboard is developed which takes note of the points raised by the Working Group.
- (viii) To request that the corporate planning process for 2013/14 seeks to develop an outcome-based approach as outlined in this report and reflects this approach in the development of appropriate measures and indicators as outlined by the review process above.
- (ix) To instigate greater working with partners in the reporting of performance information, in order to reflect the benefits (and otherwise) of partnership working.
- (x) To work on a clear focus on outcomes and the impact of activity on these outcomes in reports produced on performance, including greater contextual information in performance reports.
- (xi) To request more timely reports on performance coming to scrutiny in the future, so as to avoid too great a gap in time between reports being considered by Cabinet and by Scrutiny Committees.

(c) That the continuation of the Working Group into the 2012/13 municipal year, reflecting the work already done and also the work still to do in implementing the recommendations of the original review be agreed.

## **5. REPORT OF THE MEMBERS REMUNERATION PANEL**

Consideration was given to a report regarding Members' allowances. Two of the Panel members, Mr Buttery and Mr Duncan were in attendance to answer questions.

A review had been carried out of the previous years. The remuneration for employees had been taken into consideration.

Neighbouring authorities' allowances had been sought and Newcastle had been found to be behind several of the others.

The Panel were seeking authority from the Committee to carry out further research to review the whole system and firm up proposals at a future date or to find a method of calculation for increases.

It had been agreed by the panel that at present the allowance remain in line with that awarded to officers.

The Council's Chief Executive had suggested increasing the Panel by two or three members, bringing in people with HR experience. In addition, the Member Development Panel could give input into the process.

**Resolved:-** (a) That, at present the Members' allowances have no increase – in line with the officers' increase for this year.

(b) That the size of the Panel be increased.

***Transformation & Resources Overview & Scrutiny – 23/04/12***

(c) That the Panel continues with its work on Members' Remuneration.

(d) That first class travel be removed from travel forms.

(e) That future decisions of this Panel be brought to this Committee for consideration.

**MRS E SHENTON  
Chair**