

AGENDA

Meeting: Overview & Scrutiny Organisation and Resources Select Committee
Place: Committee Room III, County Hall, Trowbridge
Date: Thursday 15 July 2010
Time: 10.30 am

Please direct any enquiries on this Agenda to Sharon Smith, of Democratic and Members' Services, County Hall, Trowbridge, direct line (01225) 718378 or email sharonl.smith@wiltshire.gov.uk

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Membership:

Cllr Nigel Carter	Cllr Jacqui Lay
Cllr Tony Deane (Vice Chairman)	Cllr Jeff Osborn (Chairman)
Cllr Christopher Devine	Cllr Bill Roberts
Cllr Peter Doyle	Cllr Ricky Rogers
Cllr Nick Fogg	Cllr Judy Rooke
Cllr Charles Howard	Cllr Jonathon Seed
Cllr Jon Hubbard	

Substitutes:

Cllr Chuck Berry	Cllr David Jenkins
Cllr Jane Burton	Cllr Christopher Newbury
Cllr Trevor Carbin	Cllr Jeffrey Ody
Cllr Ernie Clark	Cllr Pip Ridout
Cllr Mary Douglas	Cllr Graham Wright
Cllr Russell Hawker	

PART I

Items to be considered whilst the meeting is open to the public

1. **Apologies and Substitutions**

2. **Minutes of the Previous Meeting** *(Pages 1 - 10)*

To approve as a correct record and sign the minutes of the last meeting of the Overview and Scrutiny Organisation and Resources Select Committee held on 27 May 2010.

3. **Declarations of Interest**

To receive any declarations of personal or prejudicial interests or dispensations granted by the Standards Committee.

4. **Chairman's Announcement**

5. **Public Participation**

The Council welcomes contributions from members of the public.

If you would like to make a statement at this meeting on any item on this agenda, please register to do so at least 10 minutes prior to the meeting. Up to 3 speakers are permitted to speak for up to 3 minutes each on any agenda item. The Chairman will, however, exercise his discretion in order to ensure that members of the public have the opportunity to contribute.

Members of the public wishing to ask a question should give written notice (including details of any question) to the officer named above by 12:00 noon on Tuesday 13 July 2010.

6. **Department of Resources (DoR) Departmental Delivery Plan** *(Pages 11 - 50)*

During consideration of the draft Corporate Plan at the March meeting the committee recognised that further detail would emerge from the supplementary departmental delivery plans and the new business plan for the Council.

Attached is a copy of the Department of Resources (DoR) Delivery Plan which communicates the ambitions and objectives for the department in support of the Corporate Plan. The Committee is asked to comment as appropriate.

Councillors will note that a number of work areas identified within the plan have already been considered at either committee or task group level or form part of the forward work programme. As a consequence of the information included within the delivery plan councillors may wish to add further areas to the forward work programme as appropriate.

The Council's corporate Business Plan is under development for Cabinet approval in September 2010. The components of the Business Plan relevant to the committee will be reported at the next meeting.

7. **People Strategy - Implementation** *(Pages 51 - 74)*

Committee members will recall that the Chairman and Vice Chairman met previously with the Service Director - HR and Organisational Development to discuss the key departmental activities and priorities for 2010. The outcomes of this meeting were reported to the committee and councillors resolved to add People Strategy implementation to the forward work programme.

A report by the Service Director – HR and Organisational Development, is attached which outlines the current Wiltshire Council People Strategy for the period 2008 to 2012.

The strategy has previously been presented to and approved by Cabinet, Joint Overview and Transition Scrutiny Board, Implementation Executive, Staffing Policy Committee for Wiltshire County Council and Staffing Policy Committee for Wiltshire Council.

Members are asked to review the People Strategy and to provide comment/recommendation as appropriate.

8. **Framework Contract for the Provision of Agency Staff**

The committee considered a report in March which sought Cabinet approval to commence a competitive tender exercise under the European Union 'Restricted Tender' provisions for the future supply of Temporary Agency Staff through a Neutral Vendor Managed Service.

The report explained that the planned use of temporary staff provided the Council with flexibility during a period of transition and transformation. However, in order to provide necessary control and to provide important management information it was necessary to change the current service model.

Cllr Jonathon Seed, scrutiny representative on the Agency and Contract Staff Project Board provided an update highlighting that issues surrounding the employment and accountability of Agency and Contract staff had been identified but that these had been brought under control by the management team.

Being aware that a new contract arrangement should be in place by 1 November the committee resolved to receive a further update in July 2010.

Cllr Seed will provide the Committee with a verbal update on the activity of the Project Board and the progress made since March.

9. **Service Director Meeting - Update** *(Pages 75 - 78)*

A brief note of the meeting held between the Chairman and Vice Chairman of the Committee and the Service Director – Finance and Procurement is attached for consideration.

An action resulting from the meeting was to recommend that the committee appoints a scrutiny representative to sit on the project board which will oversee the implementation of the new revenues and benefits system. The Chairman has requested further information on the project including timescales for implementation and the governance structure of the project board.

Proposal:

The Select Committee is asked to:

1) Appoint a scrutiny representative to the ‘revenues and benefits system’ project board.

The Chairman will invite councillors to register their interest at the meeting.

10. **Task Groups Update** *(Pages 79 - 86)*

The Committee is asked to note the Task Group updates provided and comment as appropriate.

11. **Forward Work Programme** *(Pages 87 - 94)*

Part A

A copy of the draft Forward Work Programme is attached for consideration.

Part B

The committee will note that the Library Services Review has been added to the work programme.

The review involves the re-design and modernisation of the Library Service, including user and non-user focus groups, consultation with Area Boards and a £500,000 savings target achievement.

A report on the Library Services Review will be submitted to Cabinet on 14th September. In the mean time the Chairman has requested further information from the Service Director for Communities, Libraries, Heritage and Art.

The Committee is invited to determine its preferred approach to scrutinising the Library Services Review.

12. **Date of next Meeting**

16 September 2010.

13. **Urgent Items**

Any other items of business which the Chairman agrees to consider as a matter of urgency.

PART II

Items during whose consideration it is recommended that the public should be excluded because of the likelihood that exempt information would be disclosed

NONE