

Report to: Overview and Scrutiny Committee

Subject: Scrutiny Work Programme

Date: 23 January 2017

Author: Elections and Members' Services Officer

1. PURPOSE OF THE REPORT

- i. To discuss the six month progress report on the recommendations of the Bonington Theatre review
- ii. To provide an update on the scrutiny work programme and discuss the 2016/2017 programme of scrutiny reviews
- iii. To inform members about issues raised at earlier committees.

2. COMPLETED SCRUTINY REVIEWS 2015/16

2.1 The Bonington Theatre

The report and recommendations were presented to Cabinet on the 19th May 2016 and a written response was presented to the Overview and Scrutiny Committee on the 27th June 2016. A six month update on the progress of the implementation of the accepted recommendations is attached at **Appendix 1**.

3. SCRUTINY IN WORKING GROUPS

3.1 Issues of an aging population review

Working group members; Councillor Doyle (Chair), Gregory, Paling, Scoggie and Walker.

The working group is examining a range of challenges presented by the growth in an aging population, and will include what the authority doing to acknowledge, its possible consequences and issues around health, housing, care and loneliness. The group has had two meetings and at the second one held discussions with Councillor Muriel Weisz (Chair of the County Adult Social Care Committee), Lance Juby (Service Manager Community Relations) and Andy Callingham (Service Manager Public Protection)

3.2 Income Generation

Working group members: Councillors Lawrence (Chair), Paling, Scoggie, Miller, Barnfather.

Members will be considering income generation activity by the authority. As the authority faces a decrease in funding it is necessary to consider how additional income could be generated by adopting a more commercial approach rather than just simply increasing fees and charges.

The working group will be examining what the authority is currently doing to generate additional income and will explore what other opportunities could be available.

3.3 Gedling Councillor Standard

The Gedling Leader, Manager and Employee Standards are used when recruiting staff to the organisation and form an important part of the staff annual PDR. The standards set out the behaviours that are expected of Gedling Employees. When the standards were recently refreshed and approved by the Joint Consultative and Safety Committee the Committee felt it would be useful for a similar set of standards to be developed for elected members. One of the remit's of the Overview and Scrutiny Committee is to assist with policy development so it is intended to establish a small scrutiny task group to progress this work.

This would be a short piece of work undertaken by a 'task and finish group' over the course of one or two meetings. Members are asked to consider they would like to be involved in this work.

4. SCRUTINY IN COMMITTEE

At the Overview and Scrutiny Committee in June 27th 2016, members agreed to continue with a programme of attendance by Portfolio Holders and relevant officers at committee. Areas of performance within each Portfolio for examination will be identified, and questions for Portfolio Holders submitted in advance of each meeting, however 'ad hoc' questions may be put forward at the meeting itself. Non-executive members will also be invited to submit questions for the Portfolio Holder.

The meeting of Overview and Scrutiny Committee scheduled to take place on the 15th of May has been rescheduled. The meeting will now take place on Monday, 8th of May 2017

The programme for 2016/17 is below:

13 March 2017	Jenny Hollingsworth Growth and Regeneration
8 May 2017	Garry Gregory Community Development

The scrutiny work programme is attached at **Appendix 2**.

5. INFORMATION UPDATES FROM PREVIOUS ITEMS AT COMMITTEE

5.1 Recording of meetings

Members requested information regarding the number of people who had listened to recordings of committee meetings. Recording is only available for Council and the Planning Committee. As part of the trial detailed analysis of the number of listeners is not available but is estimated to be in the low teens.

5.2 Arnold Market

A number of developments have taken place regarding the Arnold Market site. As the Portfolio Holder for Growth and Regeneration will be attending the next Committee, Members will be able to request an update on progress this meeting.

5.3 Gedling Borough Council Accredited Learning Centre

'The Centre' was born out of a necessity to reduce spending in learning and development. Traditionally the council had, wherever possible run training courses which resulted in the employee receiving a qualification. This was to create a 'win-win- situation both for the organisation and the employee. We used the motto "Develop the Council by developing the people within it." This style of training had proved successful and somewhere in the region of 50 employees receiving accreditation each year.

We used the provision of 'funded training' during the 'Train to Gain' period when government funding was quite freely available but soon that began to be withdrawn and the majority of programmes were funded from the Council's 'training budget' This substantially reduced the number of programmes we were able to offer. However working closely with training supplier we continued delivering our own programmes.

One of the major costs at the time was IT training, costing somewhere in the region of £5000 per year. Two of the staff in the IT section had the capability to train other people so they undertook 'trainer skills' and were accredited with the City and Guilds Learning and Development Certificate which qualifies them as 'workplace trainers'. Both have begun delivering basic training in desktop applications which substantially reduced costs.

As further reductions were required in spending we came to the conclusion that we could no longer offer the traditionally qualification courses unless we changed our approach altogether. Taking the success of the IT training as a guide, we reasoned that it could be done with all other types of programmes. I had already trained and accredited other members of staff in the skills of training and assessing and with their help we were now in a position to begin offer qualification programmes in our own right.

We submitted a proposal to create Gedling Borough Council as an independent accredited learning centre registered with the City and Guilds, the Institute of Leadership and Management and later, with the Chartered Management Institute.

We now offer a full range of Management, Leadership, and Business Skills qualifications and other schemes are slowly coming on line. Other than our own staff, candidates have come from Rushcliffe, Broxtowe and Newark and Sherwood Councils, Gedling Homes, the Clinical Commissioning Group. Looking towards the new apprenticeship schemes we are assisting local businesses by training managers and owners in the skills of training and coaching. We hope that this will improve the prospects of the apprentices and that overall they will learn more and they will be of more value to their employer.

We are also now working with another accredited centre, CMBD, and helping them fulfil some of their programmes.

The accredited centre will grow for as long as the council wants this to happen. All our trainers and assessors are employees formally accredited by us and helping out where they can.

Mike Calladine
Learning and Development Officer.

5.4 East Midlands Ambulance Service (EMAS)

During the presentation by EMAS at the last committee members requested additional information regarding some of the initiatives highlighted.

Northants Commissioning of Quality Innovation Framework – 2 years in

Year 1 – was very much about having a care home/GP/primary care/hospitals focus. Upskilling information and pathways that these groups utilised. Proactive management of patients i.e. how to manage simple care needs, pressure sores etc.

Year 2 – focus on domiciliary care providers. Frail and Elderly (persons) Liaison Officer (FELO's) working with Clinical Commission Groups to look at care agencies and 999 activity. FELOs also responsible for rolling out a training falls package to all EMAS staff in Northants.

Frail and Elderly (persons) Liaison Officers aim:

- to appraise how EMAS responds to 999 calls involving older persons
- to support the local community to access right care, in the right time and in the right place
- facilitate and embrace a multi-agency approach to support continuing health and social care in or as close to own homes as possible
- avoid inappropriate transportations to A&E

Annie Palmer
External Relations Manager
East Midlands Ambulance Service

6. RECOMMENDATIONS

The Overview and Scrutiny Committee is recommended to:

- Consider and discuss the responses to the Bonington Theatre recommendations progress report
- Note the information regarding the scrutiny work programme and nominate membership for the Gedling Councillor Standard 'task and finish' working group
- Consider and comment on the information updates from previous items at committee concerning the:
 - Health, Housing and Wellbeing Portfolio
 - Recording of meetings
 - Arnold Market
 - The Accredited Training Centre
 - East Midlands Ambulance Service

APPENDICES

Appendix 1: Bonington Scrutiny Review update

Appendix 2: Scrutiny Work Programme