

# SCRUTINY MANAGEMENT BOARD

**Meeting date: 3 March 2020**

**From: Executive Director Corporate, Customer and Community Services**

## Scrutiny Management Board Briefing

### 1.0 Purpose of Report

1.1 This report provides Scrutiny Management Board with an update on any issues and developments that have occurred since the meeting of the Board on 27 November 2019.

### 2.0 Issues for Scrutiny

2.1 Members are asked to:

- Note the range of activity set out in the report
- Note the Work Programme presented in Appendix 1
- Agree the Task and Finish Group draft scope in Appendix 2
- Consider the Forward Plan of Key Decisions set out in Appendix 3

### 3.0 Background

3.1 At the 27 November 2019 Scrutiny Management Board meeting Members considered Scrutiny's response to Cabinet's strategic planning proposals. This was presented to Cabinet on 19 December by the Chair of SMB with Scrutiny making three recommendations to Cabinet:

- **Recommendation 1:** To provide assurance that opportunities will continue to be offered for pre-scrutiny and non-executive input with proposals as they emerge through the year, prior to decisions being taken.
- **Recommendation 2:** To continue to work together with partners to lobby on behalf of Cumbria in the run up to the 2020 spending review.
- **Recommendation 3:** To receive a review of the schemes in the Enterprise Framework, particularly those identified by Members, with an assessment of their success. This then to be communicated to the Council as a whole.

3.2 Cabinet welcomed the report and agreed all three recommendations.

3.3 At the November meeting of SMB Members also discussed the work of the Absence Task and Finish Group which had just met. The final report included 5 recommendations and this was presented to Cabinet by the Chair of SMB on 30 January. The recommendations were as follows:

- **Recommendation 1:** Occupational health services to be reviewed to ensure there is effective mental health capacity and specialist training in place to offer greater advice, support and guidance for managers and employees.
- **Recommendation 2:** A targeted, multi-disciplinary team approach should be implemented over a short period of time for services with high levels of absence and those furthest from target. This will provide a 'wraparound' package of support and advice to address the levels of absence – including, but not limited to, People Management staff, data analysts, service managers and Health and Wellbeing Coaches (HAWC's). A pilot suggestion could take place with the Provider Services teams.
- **Recommendation 3:** The resource levels of the People Management team should be reviewed to ensure that the service has the capacity and expertise to provide the necessary focus and intensive support to services and managers addressing absence management challenges.
- **Recommendation 4:** That health and wellbeing conversations are embedded in everyday business across the organisation, including CMT, DMT's, management and team meetings and individual appraisals and ongoing discussions throughout the year.
- **Recommendation 5:** That measures be taken to ensure that existing tools and guidance for managers to support managing absence are well-communicated and fully embedded in all parts of the council, and that technological and automation opportunities to simplify and rationalise the policy, processes and administration requirements for managers, in relation to managing absence, are fully explored and maximised.

#### 4.0 Call In

4.1 SMB met on December 18 to consider a valid Call In of Cabinet's decision on 14 November 2019 regarding Cumbria Care – Reshaping of Services. Members agreed to refer the matter back to Cabinet for further consideration. The Chair of SMB presented a report to Cabinet on 30 January setting out the grounds for the referral. Cabinet confirmed their original decision.

## **5.0 Scrutiny Work Programme**

- 5.1 The Work Programme continues to be kept under review and updated following all Board meetings when additional topics for Scrutiny are suggested. The current Work Programme is presented as Appendix 1 which Members are asked to note.
- 5.2 At the November meeting of SMB Members agreed a task and finish group be undertaken, led jointly by SMB and Children and Young Peoples Advisory Board, to explore lessons learnt relating to the Family Support Contract. The draft scope is attached as Appendix 2 which Members are asked to agree.
- 5.3 In November Members also agreed that a Task and Finish Group is undertaken to consider planning agreements, and the scope to be agreed with the Chair and Vice Chair of SMB. It is anticipated this work will be undertaken in the summer.

## **6.0 Scrutiny Development Plan**

- 6.1 One of the changes Members had wanted to see as part of the Scrutiny Development Plan was a refreshed approach to the presentation of the Scrutiny Annual Report to Council, with an emphasis on communicating Scrutiny's role and purpose to the wider authority across multiple channels. This has hopefully been achieved in the draft report presented today.
- 6.2 Cabinet has agreed to engage with Scrutiny throughout the year on strategic planning which was also a key aspect of the Development Plan.

## **7.0 Forward Plan**

- 7.1 Members are asked to note the Forward Plan provided as Appendix 3 to the report.

## **8.0 Conclusion**

- 8.1 Scrutiny of a wide range of issues continues to be kept consideration by each Board. A number of pieces of work are also being led by SMB which will result in recommendations coming forward to support the Council and delivery of priorities.

**Helen Blake**  
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**13.02.20**

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**Appendices**

Appendix 1: Work Programme

Appendix 2: Draft scope

Appendix 3: Forward Plan

**Previous Relevant Council or Executive Decisions**  
***[including Local Committees]***

No previous relevant decisions

**Background Papers**

No background papers

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