

Council Overview & Scrutiny Committee – Forward Work Programme 2014/15

3 December 2014

- Finance and budget workshop (in private)
- IMT Update - Better Place to Work

29 January 2015

- Cabinet Member Objectives
- Pay & Reward Strategy
- Carbon and Energy Policy
- Better Place to Work Programme

4 February 2015

- Budget meeting

4 March 2015

- Digital Transformation
- New Models of Delivery
- Welfare Reform Update

Scrutiny Topics

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Work commenced September 2013: Welfare Reform: Welfare reform will result in pressure on many Council services as the government changes take effect. What will be the impact on Surrey residents? What could the Council be doing now to minimise the impact?

This work is being undertaken by a Member Task Group throughout autumn 2013. There was an interim report back to Committee in January 2014, a final report was considered at the Committee meeting on 2 April 2014. A number of recommendations were made to Cabinet and an update was circulated to the Committee after the October 2014 meeting. A further and more detailed report is due in March 2015.

An update on the project was presented to the Committee in September 2014. The next progress report is due in March 2015.

Work commenced October 2013: Digital by Default: Like many Councils, Surrey is exploring the benefits and limitations of bringing or delivering services online. How do Surrey residents want to engage with the Council? To what extent should this be reflected in the Council's Digital Strategy? What can we learn from other organisations approach to digital by default?

Feedback from informal sessions with staff was presented to the Committee. HR&OD agreed to report back in November 2014 with information about the 'Better Place to Work' programme, which covered a number of the same themes as the feedback staff had provided to COSC. Members will continue to monitor the outcomes of this project.

Work Commenced November 2013 - Staff: Given ongoing austerity, what do employees really feel about working for Surrey? Do employees have the appropriate tools and resources to do their job? What is the impact of employee satisfaction and morale on service delivery? How can Surrey best support and value their employees?

Work commencing December 2013: Budget Savings: Surrey is having to think differently about how it delivers services in light of public sector spending cuts. What is the impact of these cuts and changes on the everyday life of people in Surrey?

The Committee reviewed the changes proposed to the Medium Term Financial Plan 2014-19, prior to agreement by Cabinet. Matters arising from recent select committee budget workshops were collated and reviewed by the Performance and Finance Sub Group, and a series of recommendations made to Cabinet. In September 2014, each Select Committee set up a Performance & Finance Sub Group to undertake targeted scrutiny of budgets.

An update on the New Models of Delivery Programme was provided in October 2014. An update report is due back in April 2015, to include information on the impact of staffing.

Trading & Investment: What trading and investment models is Surrey currently utilising and what are the future options for the Council (looking at experiences outside of the County)? What will the governance arrangements be?

Pay & Reward Strategy: How can pay and reward enable and support the building of a high performing and more networked organisation? What do the best organisations do in reward and recognition? What are the biggest pay and reward barriers and enablers to the service's success?

In July 2014, Members took part in a workshop that looked at the future shape of the Council's Pay & Reward Strategy. This work will continue with an update due in January 2015, an options appraisal in April 2015 and further scrutiny ahead of the final decision being made by PPDC in July 2015

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