

Cabinet Lead Reports – Full Council 27 July 2016

Councillor Michael Wilson: Cabinet Lead for Governance and Organisational Development

Terms and Conditions Phase 2

The terms and conditions review has sought to develop a modern, flexible and attractive package for staff, which is competitive and links performance and reward. Following a formal 30 day consultation period the Executive Board considered the results of the consultation, and agreed to move forward with all elements of the phase two package other than Performance Related Pay (PRP). In response to feedback from staff and Unison, the introduction of PRP will now not be implemented before April 2018, to allow more time to explore models of PRP and ensure the Council's performance review process is ready to support PRP. Positive feedback has been received from staff and Unison in relation to how the consultation has been undertaken and to the Executive Board's response to the consultation results.

Five Councils

The HR Team continue to support the transition to the new arrangements under the Five Councils initiative, including ensuring a smooth transition for existing Council staff transferring as part of new service delivery arrangements.

Organisational Development Strategy

An Organisational Development Strategy is currently being developed to provide a framework to context the people development activity the Council is and will be undertaking to support the delivery of the Corporate Strategy. Further detail will be provided on this in the next couple of months as it is finalised and adopted.

Democratic Services

The Democratic Services Team are currently overseeing the implementation of the member development plan, following the May elections. This Development Plan has included training on Licensing and Planning and a full induction programme for newly-elected Councillors, covering key areas such as Legal, Finance and the Corporate Strategy. The plan has also included externally facilitated training on Chairmanship, Overview & Scrutiny and Social Media.

The aim of these sessions has been to provide Councillors with the skills and knowledge required to successfully and effectively execute their roles and responsibilities as Elected Members, and further courses will be arranged throughout the year. All Councillors, both new and established are encouraged to attend as many training and refresher courses as possible.

Please make Democratic Services aware if there are any development needs you would like addressed and they will factor this into the plan.

The Council's Overview and Scrutiny function has been revised to incorporate a more robust project planning approach and encourage member's involvement. These changes have seen the introduction of a consistent methodology across Panels, a focus on more communication between Panels and Cabinet Leads and clear links between the work of the Scrutiny Board and the Council's Corporate Strategy and Service Business Plans.

Part of the new ways of working for scrutiny was establishing quarterly meetings between the Scrutiny Panels and their respective Cabinet Lead. These meetings occurred through June and July, and were successful in encouraging discussions of important topics. From these meetings, two scrutiny topics have already been selected from discussions with the Cabinet Leads, with more added to the Scrutiny Work Programme for the year ahead.

The team have also been working to implement rotating Chairmanship standing orders to the Development Management committee. So far this process has been adopted successfully, with all parties fully engaged and enthusiastic. The purpose of the rotating Chairmanship is to allow all members of the Committee the opportunity to Chair meetings, in order to have a more balanced and highly skilled membership of this Council.

Electoral Services

The Electoral Services Team has been very busy this year. As well as chasing non responders from the Canvass, they have also carried out a by election for the Bondfields Ward, a Local Election for Borough Councillors and the Police and Crime Commissioner and the vote on the EU referendum.

The EU referendum was highly successful with a very high turn out of voters both locally and nationally with the total number of voters over 70,000 in Havant alone. Overseas electors totalled over 600, an increase of over 500. Postal voters increased by over 2000 to 14,600 and proxy voters hit an all time high of 720. Both poll clerks and presiding officers managed well in dealing with the high level of people, resolving all issues that occurred on the day with minimal disruption, including the strange demand for pens! The turn out in the Havant Borough was 71.4%, and even with this high volume of votes, the election process and count ran very smoothly and finished at 2.59AM. The elections team would like to offer their thanks to all involved