

## POLICY REVIEW AND PERFORMANCE SCRUTINY COMMITTEE

16 JANUARY 2019

Present: Councillor Walker(Chairperson)  
Councillors Berman, Bowen-Thomson, Boyle, Cunnah, Lister  
and Mackie

### 52 : APOLOGIES FOR ABSENCE

Councillor Hudson

### 53 : DECLARATIONS OF INTEREST

Members had a responsibility under Article 16 of the Members Code of Conduct to declare any interests and complete Personal Interest Forms at the commencement of the agenda item in question.

COUNCILLOR	ITEM	REASON
Bowen-Thomson	Corporate Plan	Personal
Mackie	Corporate Plan	Personal

### 54 : MINUTES

The minutes of the 12 December 2018 meeting were approved as a correct record and signed by the Chairperson.

### 55 : CORPORATE PLAN 2019-22

The Chairperson welcomed the following:

- Councillor Huw Thomas, Leader of the Council
- Paul Orders, Chief Executive
- Christine Salter, Corporate Director Resources
- Gareth Newell, Policy Manager
- Dylan Owen, Head of Cabinet Office

The Chairperson advised the Committee that this was now an opportunity for policy development scrutiny of the draft Corporate Plan 2019-22. This offered Members an opportunity to inform the development of the Plan. The Committee would have a further opportunity to consider the final draft on 20 February 2019 before the presentation to formal Cabinet. The purpose today was to scrutinise the overall structure and direction set out in the Corporate Plan and the process for its development.

The Leader was invited to make a statement.

The Leader welcomed the Committee's early input into the Corporate Plan, which would contribute towards shaping its content and improve engagement. The Plan

was a key document in delivering Capital Ambition, including adopting the seven Well-being Objectives. Delivery of key elements of the Plan was beginning to develop, for example improvements in GCSE results, new Council House schemes and the introduction of the Nextbike Scheme.

The Committee received a presentation which outlined the following:

- Policy Framework – Delivering Capital Ambition
- Corporate Plan Structure – 7 Wellbeing Objectives
- Corporate Plan Example Chapter
- Plan Development: Review and Engagement
- Plan Development: Engagement with Scrutiny
- Responding to Scrutiny
- Next Steps: Performance Panel

The Chairperson thanked the officers for the presentation and invited the Committee to ask questions.

The Committee drew attention to Well-being Objective 1.1, and considered the Plan provided an opportunity to highlight Education attainment at KS4 and A Level, and also to reference the number of schools assessed as good or better.

Members were advised that changes to National Indicators had impacted on how Education was measured. The Officer would check the status of the categories and report back to Committee.

Capital Ambition assured that every school was good, and even though a change had been made to the assessment language, the aspiration was there and would remain.

The Committee was provided with an update on key performance indicators for measuring Welsh Language performance and the training provided to support the Bilingual Cardiff Strategy 2017-2022.

Members of the Committee drew attention to KPI's in place to support Young People, especially in foster care, with focus being placed on young people remaining with their families.

The Committee drew attention to Objective 1.4 to Modernise the Youth Offending Service, currently being measured by the number of children entering the criminal justice system, which Members suggested should be supplemented by an additional measure of the number of children re-offending. The number of children entering the system may not be a negative outcome, it was the avoidance of re-offending that was the positive outcome and should be measured.

Members of the Committee felt the Plan should have stronger reference to Health inequalities, including obesity and an Active Travel Plan that linked into schools schemes. More reference to waste management including recycling and a new Household Waste Recycling Centre.

The Committee was informed of the drivers in place to promote healthy lifestyles and build stronger communities. Health Improvement Assessments were taking place and being promoted by partners including Public Health Wales who were leading on Healthy Life Style choices. This was being monitored by the Public Service Board (PSB) and would be part of its framework.

Recycling improvements were on-going and no city wide changes in relation to methodology were anticipated. A Cabinet report on the proposed new HWRC and a new Street Scene Strategy was under development and Members would be updated on progress. Discussions were also on-going with Trade Unions in relation to measurement and improvement of productivity in waste management. The discussions would address core collection data and benchmark data to identify core sets and recycling targets going forward.

The Committee asked about Sickness Absence and the impact on staff wellbeing with the suggestion of looking at organisational structures to support employees going forward.

Members were advised that work was being re-visited in relation to staff engagement and staff survey work, including benchmarking alongside other local authorities.

The Committee was concerned that following scrutiny of the Corporate Plan last year and the letter outlining concerns in relation to performance measures in Economic Development, it seemed that very little had changed for Objective 2.1 which was noticeably light compared to the number of KPI's identified to measure other objectives.

The Committee was provided with an example of job creation being low which impacted on the KPI. The Plan would reflect the change going forward.

Members of the Committee were concerned with agency use reduction outlined in the Plan. Further work was required to identify those areas where the Council could make a case for short term use of agency staff and the actions necessary to reduce or eliminate agency work in other cases.

The Committee was assured that downward trends were evident, even though there was room for agency staff to support the Council on a short -term. Members were advised there was a significant margin of improvement, linked to workforce planning and work with Cardiff University. It was essential to get the current grading system right which would also contribute towards the current position within Waste Management.

The Chairperson suggested there was scope for a piece of work in relation to agency staff to be carried out.

**RESOLVED:** The Committee AGREED that the Chairperson writes to the Cabinet Member on behalf of the Committee to convey their comments and observations.

## 56 : PROPERTY DISPOSAL PROCEDURE UPDATE

The Chairperson advised that the Committee had considered a call in of the disposal of Wedal Road HWRC. In referring the decision back the Committee highlighted that there may be potential for the Council to reconsider the disposals protocol, and encouraged the service area to undertake a review as a matter of urgency. Following the recommendation procedures had been streamlined to ensure robust systems were in place.

The Chairperson invited Helen Thomas and Nia Morgan to give a presentation to the Committee which outlined the following:

- Background Information on the Disposal Programme
- Existing Statute/ Guidance Rules
- Actions Following Scrutiny
- Disposal Procedure and Guidance Process – Surplus Assets
- Property Decision Sheet for information
- Disposal Proforma for information

The Chairperson thanked the officers for the presentation and invited the Committee to ask questions.

The Committee asked if Wedal Road disposal would have been dealt with in a different manner if the new procedures had been in place.

Officers explained that the Wedal Road outcome would have remained the same, however the documentation would have been different. The evaluation process was approved by Welsh Government and tested alongside other local authorities.

The Committee was provided with information on how the surveys would be documented using the new decision sheet.

Members discussed the process in place for safeguarding properties that were sold by the Council and how some of these properties fell into disrepair or were completely demolished.

The Committee was assured that procedures and guidance were in place working alongside Development Control to ensure that key development briefings were adhered to.

Members of the Committee were pleased to hear that Officers preferred the new processes in place, which supported all employees.

RESOLVED: The Committee welcomed the new process and AGREED to note, rather than write to the Cabinet Member.

## 57 : EMERGENCY PURCHASE OF VEHICLES

The Committee received a briefing on an emergency decision taken by Cabinet to purchase Refuse Collection Vehicles (RCV's) and Road Gritters.

#### Exclusion of the Public

The appendices to the report are exempt from publication as they contain exempt information of the description contained in paragraph 14 of Part 4 and paragraph 21 of Part 5 of Schedule 12A of the Local Government Act 1972. The public may be excluded from the meeting by resolution of the Committee pursuant to Section 100 (4) of the Local Government Act 1972 during this discussion of this item.

RESOLVED: The Committee AGREED:

- Noted the briefing, the Chairs agreement that the decision was urgent and as such, the call-in procedure shall not apply.
- Noted that in accordance with the Council's Constitution a report on this emergency decision would be presented to Full Council on 31 January 2019.
- That the Chair responds on behalf of the Committee to correspondence from the Chair of the Audit Committee on this matter.

58 : WAY FORWARD

59 : URGENT ITEMS - AOB

None

60 : DATE OF NEXT MEETING - 20 FEBRUARY 2019 AT 1:30PM