

## **POLICY REVIEW & PERFORMANCE COMMITTEE - Draft Copy for Annual Report Committee Page**

### **Our Membership** – photos to be sourced from library

Councillor David Walker (Chair)

Councillors Ali Ahmed, Berman, Bernie Bowen-Thompson, Jayne Cowan, Elizabeth Henshaw, Ashley Lister, Norma Mackie, and Joel Williams.

### **Our Purpose**

- We assist the Council in creating solid foundations to deliver services successfully. With the customer in mind, we act as a critical friend, challenging the back-office support services on which frontline services depend, seeking assurance that the Council is using its finances, property, digital and staff resources to deliver the best possible services.
- Our aim is to maximise customer experience by scrutinising policies, plans and programmes. We are looking for good performance against the priorities and objectives set out in the Council's Corporate Plan.
- We report our findings to the Cabinet by making recommendations we consider would enhance Council performance and the effectiveness of its policies.

### **Our Achievements in 2021/22**

- Our **Performance Panel** continued to combine the expertise of all five scrutiny committees to secure an impact on the Council's Corporate Planning and Performance Management processes. The Panel met with the Cabinet to consider the year- end performance 2020/21 (July 2021); to consider mid-year performance 2021/22 (December 2021) and finally to consider the Corporate Plan at a policy development stage (February 2022). These three meetings resulted in amendments to the Corporate Plan 2022/25.
- We have focussed heavily on the **Financial Resilience** of the Council, considering the Council's strategy for dealing with the financial challenges ahead, the proposals for the 2022/23 budget and monitoring the budget at months 4 and 6 2021/22.

- We reviewed the organisation's performance and response to the demands of the pandemic in maintaining frontline services with scrutiny of Cabinet reports on **Recovery and Renewal** in May and October 2021. Members were looking for evidence that more agile decision making will be maintained, and that the Council becomes more innovative as it looks to establish flexibility between home and office working.
- In support of the move towards hybrid working we have published our **Home & Agile Working Review** to inform future policy on hybrid working in the Council, with a specific focus on the management challenges of supporting home & agile working.
- This year we returned to our statutory responsibility of scrutinising the **Cardiff Public Services Board**, commending the high level of trust and spirit of co-operation that had resulted in agility in the speed of decision-making at the onset of the pandemic.
- We continued to engage with the Council's **Race Equality Taskforce**, monitoring the Council's progress on issues such as workforce representativeness, and translating the educational success of BAME communities into employment.
- We examined the challenges faced by the **Governance and Legal Services** directorate and returned to our long-held interest in corporate wide **Sickness Absence**, focussing closely on the specific challenges faced by Waste Management.

Quotes:

*"This has been a good 5 years for the relationship between Cabinet and Scrutiny, particularly with this Committee. I am personally very grateful for the constructive way you (the Chair) have led these meetings and the real value that has emerged"*

**Councillor Huw Thomas, Leader**

*"I echo the Leaders view. The Corporate Plan is an important document in a strong policy planning framework. The Performance Panel absolutely represents best practise in self-assessment. It provides a level of challenge that ensures that the Corporate Plan is addressing the right issues with the right measures and targets."*

**Paul Orders, Chief Executive**