

OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

MINUTES OF MEETING HELD ON 5 NOVEMBER 2007

Present: Councillors P Connolly (Chairman); K Hitchen; Mrs W Metherell; M McVeigh; R Salkeld; P Whalley; Mrs E Eastwood; J Kane.

Apologies for absence were received from Councillor Mrs YRT Clarkson

Officers: L Gleed, Head of Human Resources; S Mounsey, HR Project Officer; C Ponting, Policy and Performance Officer; N White, Scrutiny Support Officer; T Capper, Member Services Manager; C Willoughby, Member Services Technical Support Officer.

MGT 38/07 Minutes

The minutes of the meeting held on 5 October 2007 were signed by the Chairman as a correct record.

MGT 39/07 Arrangement of Agenda

It was agreed that Item 6 – Covalent Training would be taken as the first item.

MGT 40/07 Covalent Training

The Committee received a demonstration from the Policy and Performance Officer on the Council's Covalent Performance Management system.

Members were shown how the system worked and how effective a tool it could be in improving the Council's performance. The members were encouraged to use the system as much as possible and if any member required further training on a one-to-one basis, this could be arranged through the Policy and Performance Officer.

RESOLVED – that the demonstration be received.

MGT 41/07 Job Evaluation Process

The Committee considered a report on the Council's Job evaluation Process.

The Committee noted the reports that had been considered by the Council's Executive and Personnel Panel on the pay and workforce project.

The Committee received a verbal update from the Head of Human Resources and the HR Project Officer on the progress of the project. It was noted that it was intended to report to the Personnel Panel on future progress as well as to all members of the council on specific issues as appropriate. It was intended to complete the Job Evaluation exercise by the end of March 2008.

RESOLVED – that the report be received.

MGT 42/07 **Executive Decisions**

The Committee considered the decisions from the Executive meeting on 30 October 2007.

The Committee discussed the Locality Arrangements and noted that the Executive had agreed to delegate responsibility for work associated with developing arrangements in Copeland to the Corporate Improvement Board. The Committee asked for this also to be referred to the appropriate Overview and Scrutiny Committee.

RESOLVED – that (A) the decisions from the Executive meeting on 30 October 2007 be noted, and

(B) the Locality Arrangements be also considered by the appropriate Overview and Scrutiny Committee.

MGT 43/07 **Forward Plan**

The Committee considered the Forward Plan of Key Decisions from November 2007 to February 2008.

RESOLVED – that the Forward Plan of Key Decisions from November 2007 to February 2008 be noted.

MGT 44/07 **Work Plan**

The Committee considered the Work Plans of all the Council's Overview and Scrutiny Committees.

The Committee agreed that it would now be appropriate due to the age of the item for the Restructure Review Sub-Group to be removed from the Work Plan of the Management Committee.

RESOLVED – that the Work Plans of the Council's Overview and Scrutiny Committees be noted.

MGT 45/07 Notes on the Joint Authority Scrutiny Working Group: West Cumbria Strategic Partnership

The Committee considered the notes of the Joint Authority Scrutiny Working Group: West Cumbria Strategic Partnership meeting on 28 September 2007.

RESOLVED – that the notes be received.

The Meeting Closed at 4:00pm

Signed:.....

Date:.....