

Time Commenced – 6.00 pm
Time Finished – 6.28 pm

**Supporting Derby's Workforce Overview and Scrutiny Board
7 March 2015**

Present: Councillor Jackson (Chair)
Councillors Carr, Dhindsa, Grimadell and Whitby and Winter

15/15 Apologies for Absence

Apologies for absence were received from Councillor Barker.

16/15 Late Items

There were no late items.

17/15 Declarations of Interest

There were no declarations of interest.

**18/15 Minutes of the Meeting Held on 30 November
2015**

The minutes of the meeting held on 30 November 2015 were agreed as a correct record and signed by the Chair.

**19/15 Items Referred from Corporate Scrutiny and
Governance Board**

There were no items referred.

**20/15 Report on Topic Review: Use of Agency
Workers and Consultants**

The Board received a report of the Chair of the Supporting Derby's Workforce Overview and Scrutiny Board on the topic review. It was noted that at a previous meeting the board had resolved to conduct a topic review. The report detailed the evidence gathered and the processes used to receive the data and set out the suggested recommendations for Council Cabinet to consider and respond.

It was reported that in order to deliver the principles in the Employment Charter, an Employment Commission was established, with Members, officers and Trade Union Representatives. A substantial action plan was developed, as a result of the work of the Commission. Members noted that significant progress had been made already, in delivering the action plan.

The Board noted that the recommendations for the Refuse & Waste Management which was a department that was fundamental to the health and wellbeing of the City. The department currently achieved a very high level of customer service and to do so they have to ensure that they had sufficient resources to deliver the service required. Members understood that short notice absence of staff had to be managed by other means. The report stated that the service had welcomed the opportunity to look at any ways that could maintain the high level of efficiency, whilst meeting the commitments within the Charter. It was reported that plans were already in place to review workforce planning and it was recognised by officers that this could result in reduced costs and a more sustainable approach to staff management.

The Board still raised concerns of the procurement process in relation to the recruitment of consultants and suggested that the Audit and Accounts Committee review this, including a breakdown of costing's.

Following the review of the data and information presented to them, the Board agreed a number of recommendations, to be presented to Cabinet for consideration.

Resolved:

- 1. To approve the recommendations outlined within the topic review - to include the additional recommendation to the Audit and Accounts Committee;**
- 2. To refer the report for consideration by Council Cabinet.**

MINUTES END