

Time Commenced – 6.00 pm
Time Finished – 7.03 pm

Supporting Derby's Workforce Overview and Scrutiny Board 16 January 2017

Present: Councillor Jackson (Chair)
Councillors Anderson, Grimadell, A Holmes and Whitby

In attendance – Janie Berry – Director of Governance and Monitoring Officer
David Cox – Head of HR
Tania Hay – Employment Commission Lead, Strategic HR
David Potton – Head of Libraries

14/16 Apologies for Absence

Apologies for absence were received from Councillors Barker, Evans and S Khan.

15/16 Late Items

There were no late items.

16/16 Declarations of Interest

Councillor Anderson declared that he was employed by Unison.

17/16 Minutes of the Meeting Held on 17 October 2016

The minutes of the meeting held on 17 October 2016 were agreed as a correct record and signed by the Chair.

18/16 Items Referred from Corporate Scrutiny and Governance Board

The Board considered a referral from the Corporate Scrutiny and Governance Board which stated that that Board had considered a referral in the form of a Minute Extract from the Supporting Derby's Workforce Overview and Scrutiny Board. It was reported by the Chair of that Board that at its July meeting, the Supporting Derby's Workforce Board resolved to ask the Corporate Scrutiny and Governance Board to consider undertaking a topic review on the subject of ICT Business Systems. Members of the Corporate Scrutiny and Governance Board agreed that undertaking a topic review on this subject was outside of the remit of this Board. The Board also agreed that as ICT services were within the remit of the Supporting Derby's Workforce Board and this Board had the capacity to accommodate it, the item should be added to the work programme and reported to a future meeting of that Board. The Board also agreed that the outcomes from this would be considered by the Corporate Scrutiny and Governance Board for any further action.

The Corporate Scrutiny and Governance Board resolved to:

- 1) request that an update on of ICT Business Systems is added to the Supporting Derby's Workforce Board work programme and reported to a future meeting of a Board; and
- 2) request that the outcomes of the consideration of the ICT Business Systems Update is reported to the Corporate Scrutiny and Governance Board for any further action.

Resolved

- 1. To add an update on ICT Business Systems to the Board's work programme for 2017/18.**
- 2. To report the outcomes of the consideration of the ICT Business Systems update to the Corporate Scrutiny and Governance Board for any further action.**

19/16 Attracting Volunteers

The Board heard from David Potton – Head of Libraries about how the libraries service would attract volunteers to help run library services if the outcome of the consultation on libraries led to that option being agreed.

It was noted that no decisions had been made yet on how the libraries would be run in future. Options were being explored following consultation and a report would be prepared for Council Cabinet.

If an option was chosen that included community managed libraries then the services would need to attract volunteers. It was noted that there were already many volunteers who contributed to the running of the library service but this would be moving to a different level.

If community managed libraries became the option chosen then 11 out of 15 libraries would be run by volunteers. In the consultation on library services there was a specific section asking about volunteering. 1184 people had given contact details to be potential volunteers. The numbers varied between libraries but there were potential volunteers at all libraries. Consideration needed to be given to the types of contribution people could make, this could be anything from front of house to managing libraries. If a decision was made to have community managed libraries then there would need to be major publicity to attract volunteers.

The consultation had also asked if there were any organisations which might be interested in the running of libraries. The consultation had gathered some useful information on organisations which may be interested. Key people in local communities would help spread the word. This could include Councillors, neighbourhood officers and local gatekeepers.

The council was looking to appoint a community development worker on a fixed term contract to work across the city and they may be able to assist in this area. It was noted that some areas would need more support in setting up community managed libraries than other areas.

Members of the Board asked about liability / responsibility. Maintenance of buildings would stay with the council. Payment of bills would be the responsibility of the group running the library and would need to be met from the grant. Details of how this would work still needed to be developed. The budget would need to be managed by each library.

It was anticipated that Council Cabinet would consider the way forward in March 2017. The next step depending upon the decision made would be to invite expression of interest from groups to run the libraries. Packages of information would be drawn up for anyone interested so that they would know the potential costs and liabilities.

It was noted that there had been between 27 and 276 volunteers identified across all libraries. The numbers varied considerably between libraries. People tended to feel attached to their local library. It was hoped that joint working could be facilitated across the city. Not all libraries would go live on the same day.

Consideration needed to be given to how volunteers would be managed. Options appraisals would be looked at and benchmarking across the country would be carried out to see what worked well and what did not.

Members asked about claw back if lottery funded libraries closed. All options and facts would need to be considered for each library individually. It was felt that the lottery may be flexible on claw back if the buildings stayed open as libraries even if the governance model was different to when they first opened.

Resolved to note the plans which would be used to attract volunteers to help run the library service.

20/16 Topic Review – Employment Practices Survey

The Board considered a report which stated that a survey of Derby's largest employers had been carried out as part of the Supporting Derby's Workforce Overview and Scrutiny Board's topic review of Employment Practices in Derby.

The survey contacted more than 200 of Derby's largest employers and was carried out online between Monday 7 November and Friday 16 December 2016.

The full findings of the survey were detailed in Appendix 2 of the report. A copy of the online questionnaire was provided in Appendix 3 of the report.

Twenty responses were received from organisations from a range of backgrounds. These included manufacturing and engineering businesses; commercial services companies; the voluntary sector; education, health and care providers; leisure and arts organisations; and, information technology services.

Due to the commercial sensitivity of the information provided, the names of the companies had been redacted from the public version of the report. This information was made available to committee members confidentially in Appendix 4 of the report.

Members of the Board were very pleased with the way the results of the survey had been presented to them. However they were concerned that there had not been a bigger response rate. It was suggested that a personal letter from the Chair be sent to the non respondents to try and encourage them to respond.

Resolved

- 1. To note the report.**
- 2. To request the Chair to send out a further letter to the non respondents to try and encourage them to respond.**
- 3. To consider the results further at the next meeting.**

21/16 Exclusion of the Press and Public

To consider a resolution to exclude the press and public during consideration of the following item

“that under Section 100(A) of the Local Government Act 1972, the press and public be excluded from the meeting during discussion of the following item on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Act and that the public interest in maintaining the exemption outweighs the public interest in disclosing the information”

22/16 Topic Review – Employment Practices Survey

The Board considered exempt information in relation to the topic review – employment practices survey.

MINUTES END