

# **BROMSGROVE DISTRICT COUNCIL**

## **MEETING OF THE PERFORMANCE MANAGEMENT BOARD**

Friday, 17th February 2006, at 1.15 p.m.

PRESENT: Councillors B. L. Fuller C.B.E., Q.F.S.M., (Chairman), P. M. McDonald (Vice-Chairman), G. N. Denaro, C. B. Lanham, Mrs. J. D. Luck (substituting for N. Psirides J.P.), and E. C. Tibby (substituting for Mrs. J. Dyer M.B.E.).

(NOTE: Councillors Mrs. C. J. Spencer, Mrs. M. M. T. Taylor and P. J. Whittaker were also in attendance.)

12/05 **APOLOGIES**

Apologies for absence were received from Councillors Mrs. J. Dyer M.B.E., N. Psirides J.P. and J. A. Ruck.

13/05 **MINUTES**

The Minutes of the Meeting of the Board held on 24th January 2006 were submitted.

**RESOLVED:** that the Minutes be approved and confirmed as a correct record.

14/05 **RECOVERY PLAN - UPDATE**

Consideration was given to three separate reports on the Council's Recovery Plan, encompassing (i) a general overview of the current situation; (ii) a Recovery Plan timetable; and (iii) a revised four-month Plan for the period January-April 2006.

Councillor Mrs. Taylor, as the Member responsible for Recovery and Strategic Partnerships, addressed the meeting and outlined the Minister's priority headings which the Council were charged with addressing, i.e., financial planning; strategic leadership; organisational development; performance management/risk management/procurement; communication and consultation; and service improvement.

Consideration was then given to the Recovery Plan document, and it was AGREED

- (1) that the question of joint attendance at conferences/seminars, community planning/leadership/partnership meetings (paragraph 2.6.2.) be referred to the Leader of the Council for discussion with other Group Leaders;
- (2) that, as a matter of record, the months of April to August in paragraph 3.7.3. should be shaded grey; and
- (3) similarly, the responsible Member listed under item 6 of the four month recovery plan (Development of a strategy for delivery of a sustainable service improvement to the street scene environment) should read MS (Councillor Mrs. M. A. Sherrey J.P.).

15/05 **BUSINESS PLANS**

The following Service Business Plans for the year 2006-07 were considered:-

- (a) Human Resources
- (b) Culture and Community services
- (c) Planning and Environment Services
- (d) Economic Development and Town Centre Management
- (e) Legal and Democratic Services

Officers were asked to give a brief overview of their report and each report was then considered in detail. Whereupon it was

**RECOMMENDED:** that the following comments be noted and/or the recommendations be forwarded to the Executive Cabinet for their due consideration:-

| <u>Business Plan</u>                            | <u>Comment/Recommendation</u>  |
|---|--|
| Human Resources                                 | <p>(1) <b>That the Executive Cabinet be advised that concern was expressed over the workload and timescale involved in the undertaking and completing the job evaluation exercise by April 2007, as effective performance management cannot happen until this has taken place;</b></p> <p>(2) <b>that the Executive Cabinet be advised that the Board are of the opinion that, before any vacancy is filled, it should be examined and “signed off” by Senior Management Team to ensure that it is justified;</b></p> <p>(3) a list of comparable authorities (by population) be drawn up listing their employee numbers for the next ordinary meeting of the Board;</p> <p>(4) clarification was sought for the next meeting on what was meant by Local Indicator 7 (number of off-the-job training days facilitated by Human Resources) of 350 days;</p> <p>(5) it was agreed that a report on sickness levels would be submitted every quarter;</p> <p>(6) <b>the Board wished to encourage the Executive Cabinet to ensure that the Council have in place a process for reviewing existing arrangements/working practices with Trade Unions;</b></p> |
| Culture and Community Services                  | <p>(7) that the Head of Culture and Community Services be requested to investigate the “panning” efficiency of the CCTV cameras and report back to a future meeting of the Board;</p> <p>(8) <b>that the Executive Cabinet be advised that, in the opinion of the Board, a feasibility study should be undertaken on the setting up of a Charitable Trust for the management and operation of the Council’s leisure facilities before any further monies are spent;</b></p>  |
| Planning and Environment Services               | <p>(9) that the question of “value for money” from the current arrangements ongoing with the Bromsgrove District Housing Trust be looked at again in two month’s time with a view to adopting a more cohesive approach;</p>  |
| Economic Development and Town Centre Management | <p>(10) <b>that the Executive Cabinet be advised of this Board’s concern that a high priority area such as Economic Development has, under the recent restructure proposals, suffered a (slight) reduction in manpower and would encourage the continued support of the Council in real terms;</b></p>   |

Legal and Democratic  
Services

**(11) that it be suggested to the Executive Cabinet that once Section 106 Agreements are finalised, the relevant Ward Member(s) be notified in order to keep a “watching brief”;**

NOTE:

(12) on a general note, it was recommended that for future Business Plans, a “standard” template be created.

The Meeting closed at 5.55 p.m.

Chairman