



meeting **COUNTY COUNCIL MEETING**

date **Thursday 7<sup>th</sup> October 2004**

agenda item number

## **REPORT OF THE CABINET MEMBER FOR RESOURCES**

### **1. PURPOSE OF THE REPORT**

This report seeks to update Members on various issues relating to the Resources portfolio since my last report to Council.

### **2. PERSONNEL AND EMPLOYMENT RELATED MATTERS**

#### **2.1 Arrival of new head of County Personnel**

I am delighted to report the arrival of new Assistant Director Resources (HR), Jack Markiewicz towards the end of September. Jack brings an interesting breadth of experience to the corporate personnel team and the Resources Department management team. His background embraces local government experience though his previous post was with the Government Office for the West Midlands.

#### **2.2 National Job Evaluation Scheme & Pay Strategy Phase 2**

Progress continues to be made on a joint basis regarding scoping document, protocol, etc., as we move towards a pay structure that properly reflects the outcomes of job evaluations and the needs of the County Council. A presentation will be made to the Personnel Committee at its next meeting to provide a detailed update on progress.

#### **2.3 Pay Strategy Phase 1 – Appeals**

Staff who exercised their right of appeal against their initial Hay evaluations should have received the result of their re-evaluations by the end of September. Re-evaluations were undertaken by analysts at Hay who were not involved in the original exercise, as were the quality assurance checks. 337 re-evaluations were undertaken, affecting approximately 400 staff. A small number of jobs required further clarification, leaving a few outstanding cases to be resolved at the end of the exercise. A full, up to date list of pay bands for all posts covered by Pay Phase 1 will be posted on the intranet during October.

### **3. BEST VALUE AND PERFORMANCE**

#### **3.1 Comprehensive Performance Assessment (CPA)**

The Council has received guidance from the Audit Commission on the way in which this year's CPA will be conducted. An ability by the County Council to

demonstrate improvement in one or more of the service blocks will trigger a corporate assessment. This is likely to take place in the week beginning 15<sup>th</sup> November and the Corporate Performance Group is currently engaged in the necessary preparations, including evidence to support the Council's self assessment that has to be submitted ahead of the inspection.

#### **4. PROCUREMENT**

##### **4.1 East Midlands Centre of Procurement Excellence (COPE)**

Following the launch seminar that took place in July, the management board has now met to consider issues raised at the launch seminar, proposals for governance arrangements, priorities for the COPE, the appointment of a director and business planning, etc.

Roger Latham will chair the management board which will have two representatives from each county area. Accountability to Members is being considered in conjunction with the East Midlands LGA. Within the County Council, regular updating reports are currently being made to the procurement reference group set up by the Cabinet.

The post of director for the COPE has been advertised and the East Midlands Regional LGA has agreed to support and promote the Centre. Regional Elected Member reporting arrangements are being co-ordinated through EMRLGA.

#### **5. TRADING SERVICES**

##### **5.1 Environment Direct Services**

These continue to be monitored regularly at departmental management meetings and in my portfolio briefings. Whilst turnover and the cumulative profit situation is behind target, the majority of businesses are seeing an uplift in performance, and at this stage anticipate achieving year-end targets.

#### **6. ENERGY**

##### **6.1 Beacon Council Bid**

Sustainable Energy is one of the 10 themes that make up round 6 of the Beacon Council scheme. Government guidance emphasises the broad nature of this theme and the role that land use planning, transport and waste management policies can have in reducing energy and CO<sub>2</sub> emissions. The Authority has considerable achievements in these areas and it has been decided that we should submit a bid.

Beacon status brings significant recognition to successful authorities. They are expected to deliver a wide and varied programme of events to disseminate their good practice amongst other authorities. This is a substantial commitment, but Beacon Council status does bring in funding to help with this work. The bid has now been submitted and the shortlisting takes place in November, with the final result being announced in April 2005.

Cllr John Stocks  
Cabinet Member for Resources