

Overview and Scrutiny Management Committee: Holding the Executive to Account

Scrutiny Monitoring – 13th December 2012

Date	Portfolio	Title	Action proposed	Action Taken	Progress Status
12:07:12	Resources	Changes to existing revenue and capital budgets	<p>That the Cabinet Member requests details of the Capita Partnership's Senior Managers pay levels and circulates to OSMC</p> <p>Follow up 16th August: That the Cabinet Member requests details of the Capita Partnership's Senior Managers pay bands and the number of managers in each band and circulates to OSMC</p>	<p>This has not been requested at the current time. The Council is working positively with Capita to deliver savings, and this would only serve as a distraction.</p> <p>Officers have requested the information from Capita.</p>	
13:09:12	Resources	STEP	That the Cabinet Member provides information to the Committee on the IT system, including costings, that is to be developed to support the policy	<p>The use of 2 potential IT systems is being explored:</p> <ul style="list-style-type: none"> • A new intranet site which will be the main information site signposting employees to the various policies, training and support available • A simple database to manage the redeployment process. This will record details and skills of employees on the redeployment register and enable offers of redeployment and matching to be recorded <p>Further details of these systems will be made available when the work is further developed.</p>	
08:11:12	Children's Services	Ofsted Inspection Acton Plan	That, at the annual OSMC Safeguarding meeting in March, the Cabinet Member reports the level of agency staff and cases per social worker compared to October 2012 levels	As at the 24 th October 2012 there were 32.1 full time equivalent agency social workers and 6.5 agency senior practitioners across the Safeguarding Division. Of this total 20 full time agency social workers were in the Integrated Assessment Team or the Protection and Court Team and 4 full time equivalent senior practitioners. Caseloads in March 2012 were at an average of 22.8 in October 12 these have	

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				reduced to 17.9. This is mainly due to the appointment of newly qualified social workers who have been allocated children in need cases. Caseloads for experienced social workers remain higher than the average.	
			That the Cabinet Member requests officers to review the suitability of existing IT systems and consider how system changes can support social workers by enabling effective mobile working.	Senior managers are reviewing the existing client information system used by both Children and Adults Social Care. Councillor Stevens is leading this work. Adult Services have piloted mobile working and this has been successful. This will be implemented across children's services.	
			That the Cabinet Member works with other Cabinet Members to ensure that the HR function effectively supports the swift recruitment of social workers	Cabinet members are working with the Management Board of Directors to ensure that resources and priority is given to the timely recruitment of social workers.	
			That the Cabinet Member looks at removing bureaucracy and paying the appropriate levels of remuneration in order to recruit senior social workers	A retention policy has been developed and the delegated powers report has been signed off by all key members and senior managers. This is now ready for a recruitment campaign to be implemented before Christmas and after Christmas.	
			That the Cabinet Member and senior officers should convey the Committees thanks and support to the City's social workers in appreciation for their efforts in the light of a challenging workload	A note of thanks has been sent out to all staff.	
19:11:12	Resources	Budget	That the Executive clarify how their strategy and priorities align to their budget proposals	<p>These are the deepest cuts ever faced by this council due in part to sustained and ill thought out cuts in government grant and poor financial decisions made by the previous administration.</p> <p>Because of this unprecedented pressure on our revenue resources at this stage we are consulting on a budget which contains no new initiatives. We note that unless the national government change policy the cuts in our core funding will mean further reductions in our funding in future years. Should they see sense</p>	

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				<p>and halt the year on year cuts to our budget our first priority will be to spend additional sums on developing the cities economy.</p> <p>In broad terms this budget aims to do what it is possible to do to keep our citizens safe and to protect the poorest in our city. We are required to carry out in excess of 1300 statutory functions which we will continue to do. We will continue to maximise the funding Southampton receives by making our case to government for financial investment into the city region. We will negotiate with partners to the financial benefit of the city.</p> <p>Lastly we intend to restore Southampton City Councils reputation as having 'the worst industrial relations of any council in the country' to one which works with and not against our staff.</p>	
			<p>That the Group Leaders use their next meeting to explore how they can provide a united front to Central Government in order to get the best possible deal for the City.</p>	<p>Provisionally on the agenda for the Group Leaders meeting in January 2013.</p>	