



Report of: **Monitoring Officer and Acting Director Law and Governance**

Meeting of:	Date:	Ward(s):
Policy and Performance Scrutiny Committee	17 September 2020	N/A
Delete as appropriate	Exempt	Non-exempt

REASON FOR URGENCY: To ensure that the Council's Constitution is appropriately updated at the Annual Meeting on 24 September and that the published version is accurate.

SUBJECT: Disbanding the Policy and Performance Scrutiny Committee Sub-Committees

1. Synopsis

- 1.1 At its meeting on 9 September, the Policy and Performance (review of oversight and scrutiny of Human Resources functions) Sub-Committee resolved that it would be more appropriate for the work the committee proposed to undertake to be taken forward informally and to make a recommendation to the Policy and Performance Scrutiny Committee that the sub-committee is disbanded. The working group will report back to Policy and Performance Scrutiny Committee.
- 1.2 The Policy and Performance (Transformation Projects) Sub-Committee was established by the Policy and Performance Scrutiny Committee at its meeting on 14 November 2019. The sub-committee's purpose was to 'monitor, examine and challenge transformation projects', specifically transformation projects led by the Council's Digital Services team, including improving network capacity and the roll-out of Windows 10 complaint laptops. The sub-committee met twice, on 17 December 2019 and 5 March 2020 and received updates from the Interim Director of Digital Services on both occasions.
- 1.3 The impact of the Covid 19 pandemic, has overtaken the work of the sub-committee; to allow the vast majority of the council's staff to work from home, the transformation programmes to improve network capacity and roll-out Windows 10 compliant laptops immediately became corporate priorities. The projects were scaled up and escalated far beyond the scope and pace envisaged in the original project plans. As a result, it is proposed that Policy and Performance Scrutiny Committee considers disbanding the Policy and Performance (Transformation Projects) Sub-Committee. There is nothing to prevent the Policy and Performance Scrutiny Committee itself from requesting further updates on these programmes or other transformation projects, as required.

2. Recommendations

- 2.1 To agree that the Policy and Performance (review of oversight and scrutiny of Human Resources functions) Sub-Committee is to be disbanded with immediate effect.
- 2.2 To note that the Policy and Performance Scrutiny Committee will receive a formal update on the work of the informal working group at a future committee meeting.
- 2.3 To agree that the Policy and Performance (Transformation Projects) Sub-Committee is to be disbanded with immediate effect.
- 2.4 To note that the Policy and Performance Scrutiny Committee may request further updates on the Digital Services transformation projects or other transformation projects as required.

3. Background

- 3.1 The Policy and Performance Scrutiny Committee has two main roles:
 - It is the council's statutory scrutiny committee and is therefore responsible considering matters relating to the financial position and performance of the council, holding the Executive to account, consideration of any called-in decisions and considering members call for action.
 - It is also the council's scrutiny review committee in relation to the Resources Dept and therefore may review and make recommendations in relation to the services within Resources.

The Policy and Performance Scrutiny Committee therefore receives a number of reports which relate to HR functions.

- 3.2 In relation to HR functions, Audit Committee (the parent committee of Personnel Sub-Committee), has an overview of senior officer recruitment and the Terms of Reference of Personnel Sub-Committee include a number of HR related responsibilities, including health and safety of staff, termination payments and responsibility for the appointment of Service Directors, Corporate Directors and making recommendations to Council on the appointment of the Chief Executive.
- 3.3 Although there is separation in these areas of responsibility, in practice a number of reports are submitted to more than one committee and reports covering some of the responsibilities within the Personnel Sub Committee Terms of Reference have in the past been reviewed at both the Policy and Performance Scrutiny Committee and Audit Committee.
- 3.4 It is proposed that the informal working group consider these areas of overlap and report back to the Policy and Performance Scrutiny Committee. A smaller informal working group will be able to meet for frequently and will not have to follow the extended process of a formal scrutiny. If the recommendations include alterations to the committee Terms of Reference, these will be submitted to a future meeting of the Council for agreement.

4. Implications

4.1 Financial Implications:

It is not anticipated there will be any financial implications arising from the outcomes of the review.

4.2 **Legal Implications:**

If any recommendations arising from the informal working group require amendment to the Constitution, they will not be implemented until the Constitution has been updated at a meeting of the Council.

4.3 **Environmental Implications and contribution to achieving a net zero carbon Islington by 2030:**

There are no environmental implications arising from the proposed review.

4.4 **Resident Impact Assessment:**

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

Following an initial review, it was concluded that the proposed review will not have any direct impacts on residents.

5. **Conclusion**

- 5.1 It is recommended that the work to consider overlap in the oversight and scrutiny of Human Resources functions is taken forward informally, with a formal report back to Policy and Performance Scrutiny Committee and that the two sub-committees detailed in the recommendations be disbanded.

Appendices: None.

Signed by:

16 September 2020



Monitoring Officer

Date

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