

Scrutiny Review of Licensing Cabinet Response

Scrutiny Committee Recommendation	Cabinet Response	
	Recommendation Accepted? Yes / No	If yes, how and when is the recommendation going to be implemented? If no, why is the recommendation not going to be implemented?
1. The political group leaders work together to stabilise and strengthen the Council's political leadership.	Yes	This will be achieved through the Employment Panel set up to appoint and monitor the performance of the Interim Chief Executive
2. Following concerns expressed in the Wilkin Chapman report, the Council develops a new, robust and SMART corporate plan that sets our priorities, objectives and actions that will achieve our vision and unifies the whole council team in working together to improve the quality of life of our residents.	Yes	<p>This will be discussed at Scrutiny Committee on 13th December and Cabinet on 11th January. The risk register will also be developed further within this context as part of the process moving forward.</p> <p>Given the extremely tight timescales, the late start and the potential for an imminent residents' survey, it is proposed that a more a fundamental review should be planned for next year. This will enable more effective engagement with members, staff, partners and residents.</p>
3. Member and officer training and development be re-prioritised and extended to include training on roles and responsibilities, council structure, governance arrangements and constitution. The clear distinction between the Cabinet, quasi-judicial and other committees such as licensing is to be emphasised.	Yes	Training and development will be delivered as part of a programme commissioned from the Centre for Public Scrutiny and funded by the LGA (see attached for comment).
4. The Standards Committee be strengthened and role be enhanced to improve the ethical governance of the authority and set the standard for Members and Officers to follow.	Yes	To be addressed as part of the proposed programme to be provided by the Centre for Public Scrutiny.

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5. Greater priority, liaison and support be provided to the Scrutiny, Governance and Standards committees in promoting high ethical, performance and governance standards.	Yes	To be addressed in the interim by additional senior governance support part funded by the LGA and by additional capacity to address backlogs created by increased demand. This will be reviewed once the current position with the Monitoring Officer is resolved and also via the proposed review of the senior management structure.
6. That the conduct of the five Members of Cabinet involved in taking unconstitutional decisions be referred to the Monitoring Officer for formal consideration as to whether any breach of the members Code of Conduct has taken place.		The proposed action does not require Cabinet approval.
7. The conduct, behaviour and competency of the Monitoring Officer be considered further.		This is not a matter for Cabinet and is already being progressed as a matter of urgency by a Member Panel with independent support
8. A Member/Officer relations protocol is developed and political awareness training is provided to Members and Officers.	Yes	To be addressed as part of the proposed programme provided by the Centre for Public Scrutiny.

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<p>9. The senior management structure is reviewed as a matter of urgency to ensure it is fit for purpose and that senior managers have the necessary skills, qualifications and experience to undertake those roles.</p>	<p>Yes</p>	<p>Interim arrangements for statutory officer posts are now in place until such time as permanent arrangements are agreed.</p> <p>The new Corporate Plan will provide the context for the senior management structure. This action will be progressed with support from the North West Employers Organisation once the Plan is agreed. Interim arrangements will also be put in place to increase capacity until a more sustainable structure can be implemented.</p>
<p>10. The role, capability and capacity of the in-house legal and democratic services team and that of Shared Financial Services be reviewed to ensure they provide proactive advice to Members and Officers to ensure compliance with the constitution and governance frameworks.</p>	<p>Yes</p>	<p>The additional senior governance support, part-funded by the LGA, will be tasked with reviewing legal and democratic services.</p> <p>A review of current Shared Assurance and Financial Services arrangements has been instigated.</p>

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11. A review of the way in which the Council has dealt with the disciplinary arrangements be carried out once they are completed.	Yes	To be undertaken by a Head of HR from a neighbouring authority once disciplinary issues have been resolved.
12. Scrutiny Committee receives an annual report on safeguarding to ensure the Council is taking it seriously.	Yes	This has already been actioned and an annual report will be presented both to Scrutiny Committee on the 14 th March and Cabinet on the 15 th March.
13. The way in which the Council communicates with Members, employees, residents and partners is overhauled to improve our reputation and the trust they have with the Council.	Yes.	The current comms team is significantly stretched by recent events. Additional interim resource will be provided by the LGA to work with the team to develop a more strategic approach and an action plan to be considered and approved by Scrutiny and Cabinet.
14. The Council's Our People Plan be completely refreshed to support our employees and improve employee morale.	Yes	An employee survey is currently taking place in order to establish a benchmark so that progress can be measured. The results will be used, together with the new Corporate Plan and extensive staff engagement, to produce a new People Plan for consideration by Scrutiny Committee on 14 th March and Cabinet on 15 th March.

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15. An internal audit of the management of the legal instructions and associated costs be carried out.	Yes	<p>The Internal Audit will:</p> <ol style="list-style-type: none"> 1 ascertain whether the Council's Contract Procedures and Procurement Rules were followed in the appointment of Wilkin Chapman & Weightmans to carry out their external investigations. 2 ascertain what formal/legal instructions were issued to Wilkin Chapman & Weightmans, when and by whom (both in terms of the main service review and disciplinary investigation). 3 ascertain what arrangements were put in place to manage the contracts with Wilkin Chapman & Weightmans, including budgetary provision, authorisation of expenditure and financial reporting. 4 review all transactions made through the entire procure to pay process to ascertain whether there has been full compliance with Financial Regulations.

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16. The Local Governance Association be asked to carry out an ethical governance peer review in six months' time.	Yes	The LGA no longer conducts ethical governance peer reviews. They have therefore been approached to schedule a corporate peer review with an ethical focus. The proposed employee and residents' surveys will provide a benchmark against which progress can be measured.