

SCRUTINY BOARD (STRATEGY AND RESOURCES)

MONDAY, 22ND FEBRUARY, 2016

PRESENT: Councillor K Groves in the Chair

Councillors B Anderson, D Cohen,
C Dobson, H Hayden, J Jarosz,
J McKenna, D Nagle, A Sobel and
T Wilford

59 Late Items

There were no late items.

60 Declaration of Disclosable Pecuniary Interests

There were no disclosable pecuniary interests.

61 Apologies for Absence and Notification of Substitutes

Apologies for absence were submitted by Councillors S Bentley and R Wood. Notification had been received that Councillor B Anderson was to substitute for Councillor R Wood.

62 Minutes - 25 January 2016

RESOLVED – That the minutes of the meeting held on 25 January 2016 be approved as a correct record.

63 Scrutiny Inquiry into ICT Capacity - Session 2

The Head of Service Delivery ICT submitted a report which addressed the areas of focus for the second session of the ICT Inquiry, namely;

- Review of current market salaries and pressures being faced in the IT sector in Leeds
- Review of the progress made on the ICT Workforce & Sourcing strategy
- Consider whether there is a case for IT recruitment/remuneration being excluded from some of the general processes/restrictions that the Council has had to put in place to address current financial situation and whether use of supplements, retention bonuses or other financial incentives would improve our recruitment and retention rates and better support the Council in transforming.
- Review of how some of the current blanket Council recruitment restrictions, timescales and processes affect ICT recruitment and the associated impact in being able to support services and deliver projects.

The following were in attendance:

- Dylan Roberts, Chief Digital Officer
- Bev Fisher, Head of Service Delivery
- Roger Green, Portfolio Manager

Opening the discussion, the Chair invited the Chief Digital Officer to make a presentation to the Board outlining the challenges and opportunities facing ICT services. The presentation focused on the role of ICT in the delivery of the Council's strategies and particularly focused on the Leeds based digital strategy. The presentation was followed by a question and answer session.

The Head of Service Delivery then introduced her report. This included a response to the Board's request that a review of the effectiveness of governance arrangements within Directorates for filtering project demand. It was noted that the Chair had already raised this issue on behalf of the Board with the Deputy Chief Executive.

A response was also received regarding options for a peer review of ICT services. It was noted that the Chief Digital Officer was discussing this with the LGA.

In summary the main areas of discussion were:

- The cost of ICT services – particularly in relation to budgets under the control of the Chief Digital Officer and those under the control of others. The Board asked for clarification on this matter.
- Timescales and budget provision to achieve the Place Based approach.
- The need to adhere to agreed city design principles.
- Whether the Member ICT steering group should be re-established to help the governance around project prioritisation.
- Recruitment and retention issues including pay scales and competing within the wider ICT labour market.
- Recruitment processes and whether they were a barrier to successful recruitment.
- The need for a strong graduate scheme.
- The need to promote the positive aspects of working for Leeds City Council.

Concluding the discussion the Board asked the Chair to raise those matters discussed today with the Deputy Chief Executive.

RESOLVED –

- (a) To receive and note the information provided to address session two of the Inquiry
- (b) That the Chair relay to the Deputy Chief Executive the discussions held by the Board

- (c) That the Chief Officer (Human Resources) be advised of the observations made by the Board in relation to recruitment and retention
- (d) That ICT undertake an exercise in relation to the cost benefits of introducing higher grades and the potential savings this might generate if this resulted in the use of fewer agency staff.

64 Work Schedule

The Head of Scrutiny and Member Development submitted a report which provided information regarding the Board's work schedule.

RESOLVED – That the Board's work schedule be noted.

65 Date and Time of Next Meeting

Monday 21 March 2016 at 10.00am (Pre-meeting for all Board Members at 9.30am)

The meeting concluded at 11.35am.