

Report for Resolution

Report to Executive
4 February 2009

Report of Chief Executive Officer

Subject Implementation of the Recommendations of the Monitoring Officer and Mr P Watson Following the Investigations Into the Greyhound Opening/ Goldsmith Street Sheltered Housing Scheme.

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Purpose

The Executive is being asked to consider an action plan to implement the recommendations of the Monitoring Officer and Mr P Watson following the investigations into Greyhound Opening/ Goldsmith Street Sheltered Housing Scheme.

Recommendations

That, subject to any comments of the Executive, the attached action plan is approved.

Financial Consequences

There are no direct financial consequences as a result of this report.

Risk Assessment

The risks associated with the contents of this report relate to reputation and governance.

Strategic Priority and Outcome/Service Priorities

To improve the quality of housing stock and increase the number of affordable housing units.

Executive Member: Councillor Morphew - Leader of the Council
Councillor Waters - Corporate Resources and Governance

Ward: N/A

Contact Officers

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Background Documents

None

Report

1. At its meeting on 21 January 2009 the Executive requested that an action plan be prepared on how the recommendations made by the Monitoring Officer and Mr P Watson, following the respective investigations, should be implemented.
2. Attached to this report is an action plan identifying how the abovementioned recommendations will be taken forward.
3. The Executive will be aware that the Audit Committee is also to consider a report of the Monitoring Officer at its meeting on 29 January 2009. Any matters raised at that meeting will be reported to this meeting.
4. Progress on the action plan will be reported through the Quarterly Performance Monitoring Report.
5. Once the views of the Audit Commission are known, report to Executive, and take all necessary actions to implement any recommendations that are made.

Action Plan

Recommendation	Actions	By When
That paragraph 10.1 of the Code of Conduct be amended to include the Chief Executive Officer and Directors.	A meeting of the Constitution Working Group is being arranged and will recommend these changes to the Employee Code of Conduct. Consultation will also take place with the Trade Unions.	As soon as can be arranged, but before end March 2009.
That the Code of Conduct for Local Government Employees be amended to include reference to the Chief Executive Officer, Directors and Head of Services' personal relationship with staff being recorded in the Register of Interests.	A meeting of the Constitution Working Group is being arranged and will recommend these changes to the Employee Code of Conduct. Consultation will also take place with the Trade Unions.	As soon as can be arranged, but before end March 2009.
Staff should sign to abide by the Code of Conduct when accepting a new position.	The Head of HR and Learning will implement this change with immediate effect.	With immediate effect.
The process of all staff acknowledging and confirming they have read key policies of the Council be reviewed.	Discussions are taking place with HR & Learning and Systems Support to review this process.	This review is already underway. It is anticipated that a new procedure will be implemented by April 2009.

Consideration to be given to formal probity training to all staff.	Discussions have taken place with HR and Learning to prepare a training package for all staff.	No later than April 2009.
The process of recording 1:1 supervision sessions be reviewed.	Discussions have taken place with HR and Learning with a view of introducing a formal method of recording 1:1 supervision sessions.	No later than April 2009.
Joint all party Member/officer discussions take place on the inter-relationship between portfolio responsibilities, the scheme of delegation and Scrutiny. Such discussions to be mindful of the overall capacity of the Council and a potential move to unitary status	It is suggested that this recommendation be firstly discussed with the Leaders of the Political Groups.	6 February 2009
Strengthening of officer training in political awareness, and joint Member/officer training.	Discussions have taken place with HR and Learning and Legal and Democratic Services to prepare a training package for both elected Members and staff. Awareness to be included in all induction sessions.	It is hoped to roll out training to all Councillors and staff early in the next financial year.
The Director of Regeneration and Development be instructed to produce a policy document on future de-commissioning of Council Housing stock	The Director of Regeneration and Development is already drafting a policy which will be submitted to a future meeting of the Executive.	4 March 2009.

for consideration by the Executive.		
Subject to the outstanding disciplinary appeals process, the Director of Regeneration and Development be authorised to fill key vacant posts in the housing section, preferably on a permanent basis, as a matter of urgency.	Action has already been taken to advertise the vacant post of Assistant Director of Neighbourhood Development and the possible vacancy of Head of Neighbourhood and Strategic Housing (subject to the outcome of the current disciplinary appeals process).	Already in hand.
Once the views of the Audit Commission become known take all necessary actions to fulfil any recommendations that are made.	Report to Executive on any recommendations made and actions requested arising from the Annual Governance report (due end March) and the housing inspection report (due end of April).	Once reports are received.