

HERTFORDSHIRE COUNTY COUNCIL

**CABINET
MONDAY, 19 FEBRUARY 2018 AT 2:00PM**

**COUNTY COUNCIL
TUESDAY, 20 FEBRUARY 2018 AT 10.00AM**

Cabinet
Agenda Item

No

4(ii)

County Council
Agenda Item

No

5A(ii)

**SCRUTINY OF THE INTEGRATED PLAN 2018/19 – 2021/22: REPORT OF THE
OVERVIEW & SCRUTINY COMMITTEE**

Report of the Director of Resources

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1. Purpose of report

- 1.1 To inform Cabinet and County Council of the recommendations made by the Overview and Scrutiny Committee as a result of the Integrated Plan 2018/19 – 2021/22 scrutiny held 24 January and 1 February 2018.

2. Summary and Background

- 2.1 The Committee's scrutiny of the Integrated Plan 2018/19 – 2021/22 was conducted over two days. On 24 January 2018 members of the Committee, and other participating County Councillors, gathered evidence on the Authority's Integrated Plan proposals. It concluded on 1 February 2018, when it agreed its recommendations to Cabinet. These are set out in section 3 of the report below.

3. Recommendations

That Cabinet gives consideration to the IP recommendations to ensure a balanced budget is achieved for 2018/19 and beyond.

That the Council agrees:-

1. That the Council proactively engages with contractors to monitor contracts and contractor resilience; further, that risks that impact on the Authority, including staff shortages are identified; and contingency planning is sufficient to achieve IP proposals;
2. To prioritise working with district/borough councils to develop a more collaborative, co-ordinated and mutually beneficial approach to infrastructure planning for the medium and long term (e.g. waste disposal, a highways structure capable of accommodating driverless cars);

3. To work with the district/boroughs to develop more holistic services, in reference to the remodelling of YC Herts;
4. To revisit and further develop the workforce strategy for both specialist job roles (e.g. planners, educational psychologists, mental health nurses and CAMHS support) and hard to recruit/retain posts (e.g. paid carers) via in-house training and apprenticeship programmes;
5. To progress and resolve the issues relating to capability, capacity and skills that impact on delivering quality and appropriate solutions related to the digital strategy;
6. That the Highways savings identified will be realised; and that Highways will work with contractors to identify any additional savings during 2018/19.

4. Financial Implications

- 4.1 The financial implications are as set out in the IP papers and as per the recommendations detailed at section 3 of this report.

5. Equalities Impact Assessment (EqIA)

- 5.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the equalities implications of the decision that they are taking.
- 5.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council's statutory obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EqIA) produced by officers.
- 5.3 The Equality Act 2010 requires the Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 5.4 An Equality Impact Assessment (EqIA) has been undertaken on the draft Integrated Plan proposals 2018/19 – 2021/22 and this is included within the Integrated Plan proposals also being considered at this meeting.

Background Information

Reports & Minutes of the Overview & Scrutiny Committee meetings held in [November 2017ⁱ](#) and [December 2017ⁱⁱ](#)

Integrated Plan Document Pack

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<https://cmis.hertfordshire.gov.uk/hertfordshire/Calendarofcouncilmeetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/692/Committee/6/Default.aspx>

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