

HERTFORDSHIRE COUNTY COUNCIL**RESOURCES AND PERFORMANCE CABINET PANEL
FRIDAY, 15 FEBRUARY 2019 AT 10:00AM****SCRUTINY OF THE INTEGRATED PLAN 2019/20-2022/23: REPORT OF THE
OVERVIEW & SCRUTINY COMMITTEE***Report of the Interim 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 2019/20-2022/23 scrutiny held 23 and 31 January 2019.

2. Summary and Background

- 2.1 The Committee's scrutiny of the Integrated Plan 2019/20-2022/23 was conducted over two days. On 23 January 2019 members of the Committee, and other participating County Councillors, gathered evidence on the Authority's the Integrated Plan proposals. It concluded on 31 January 2019, when the Committee agreed its recommendations to Cabinet. These are set out in section 3 of the report below.
- 2.2 During the evidence gathering Members also noted observations relating to respective departments and proposed scrutiny activity. These are included within this report (appendix A).

3. Recommendations

That the Resources and Performance Cabinet Panel recommend that Cabinet gives consideration to the IP recommendations to ensure a balanced budget is achieved for 2019/20 and beyond

That the Council agrees:-

ADULT CARE & HEALTH

- 3.1 To avoid a negative impact on vulnerable adults and the Adult Care Services (ACS) budget it is ensured that the workforce strategy relating to care is sustainable through the appropriate pay and conditions of service to recruit and retain care staff
- 3.2 To achieve the savings anticipated through the ACS Invest to Transform (ITT) it is imperative that there is closer involvement with the district and borough councils so that the appropriate Extra Care Housing provision and number of care and nursing homes needed are included within local plan and achieved within the ITT timeframe.

COMMUNITY SAFETY & WASTE MANAGEMENT

- 3.3 That the function of the Alternative Financial Model is kept under review to ensure that it incentivises the district and borough councils to invest in waste management services that support the government's environmental aspirations and that is used for that purpose.
- 3.4 Issues relating to the recruitment and retention of on-call staff, and the IT system used to monitor numbers of on-call staff, need to be addressed as a priority for Hertfordshire Fire & Rescue Service in order to more efficiently manage resources. Members perceived plans to target stay-at-home parents for recruitment of on-call staff as 'optimistic', but recognised that the work to ensure sufficient staffing for on-call appliances takes a much broader approach than simply that.

CHILDREN, YOUNG PEOPLE & FAMILIES

- 3.5 Insufficient information was provided to understand whether the ambitious efficiency savings of £450,000 could be achieved against an uncertain number of Unaccompanied Asylum Seeking Children; particularly as this figure is predicated on a historic underspend which may not be realised 2019/20
- 3.6 That the recruitment strategy for in-house foster carers is reviewed to improve and widen the pool. If the numbers of foster carers are not raised this could impact the budget 2019/20 and beyond

EDUCATION, LIBRARIES & LOCALISM

- 3.7 While the authority is not responsible for school funding it is ultimately accountable for school provision therefore appropriate mitigations should be put in place to address the risk to schools of the average real terms 1% reduction per pupil funding against a background of increasing school budget pressures.

GROWTH, INFRASTRUCTURE, PLANNING & THE ECONOMY

- 3.8 Members would like a Memorandum of Understanding between Herts Living Ltd and County Council departments (e.g. Education) to provide public confidence that any potential conflict of interest is being appropriately managed.

HIGHWAYS & ENVIRONMENT

- 3.9 To review existing policies to ensure additional consequential costs are not incurred. For instance revision of the drop kerb policy could increase the number agreed and lessen the costs arising from damage caused to roads, verges and footpaths when residents mount kerbs to park. IP members believe such a review could generate significant savings.
- 3.10 The potential for increased use of data to better target inspections, both of contractors work and of the state of unclassified roads, should be investigated.

PUBLIC HEALTH & PREVENTION

- 3.11 Members felt there was a lack of information regarding prioritisation regarding identification of the key savings for Public Health & Prevention (PHP). This should be clarified at Cabinet to enable informed decisions to be made about the savings proposed.

RESOURCES & PERFORMANCE

- 3.12 Portfolios need to invest in workforce skills and expertise to ensure
1. That the future savings required can be achieved through the necessary transformational work and
 2. Strong governance of all the trading companies is in place

4. Financial Implications

- 4.1 The financial implications of the Integrated Plan 2019/20-2022/23 are as set out in the Integrated Plan and were also considered at the Committee's meeting Thursday 31 January 2019.

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 2019/20-2022/23 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 2018](#), [December 2018](#), and the Integrated Plan pack.