

CHANGE BOARD

MINUTES of a meeting held on 12th March, 2002.

Present: Councillors H.J.W. James (Chairman); G.J.M. Fletcher, C.P. Franks, G.C. Kemp, N. Moore and A.J. Williams.

Also present: Councillor Mrs. C.V.L. Clay.

Representatives of I&DeA: Messrs. E. Cante, M. Frater, P. Hampton and V. Sandel.

(a) Minutes of the meeting held on 26th February, 2002 -

RECOMMENDED - T H A T the minutes of the meeting of the Board held on 26th February, 2002 be noted.

(b) I&DeA -

The Chairman welcomed the representatives of I&DeA, who had been invited to the Board to discuss the way forward following the performance review which they had undertaken. Mr. Cante had written to the Chief Executive enclosing a draft Action Plan proposed by I&DeA, and during a discussion the representatives of I&DeA invited the Board to consider the following points:

- I&DeA were reassured that the Council had the will and capacity to improve, and that the members of the Council had taken responsibility;
- I&DeA aimed to build the Council's own capacity to deliver change;
- I&DeA worked with Syniad and other local authorities across Wales;
- I&DeA were not a consultancy required to recover all their costs from their clients;
- I&DeA's role was to concentrate on key corporate issues, and they acknowledged that the Council would need to engage other agencies to assist with the implementation of the Action Plan;
- The "Improvement Board" proposed by I&DeA would be an internal officer project management group, reporting to the Change Board, to co-ordinate, to monitor progress and to liaise with external agencies e.g. Estyn, SSIW.
- Notwithstanding the proposal to appoint a "Change Manager", which I&DeA recommended should be at Director level, change would not be the sole responsibility of one person.

During a discussion the following points emerged:

- The chronic underfunding suffered by the Authority since reorganisation;

- The recent loss of Objective 2 and Assisted Area status;
- The need for member development, including the community leadership role. The Council had recognised the importance of member development and had set aside a budget for these purposes;
- The need for members to visit other authorities as an important element in member development;
- The need to clarify members' roles as a result of the modernisation agenda.
- The need to clarify the role of the Scrutiny Committee (Corporate Resources) in the process;
- The need for staff development.
- The need to involve staff and trade unions in the change process;

Following a discussion it was

AGREED -

- (1) T H A T the I&DeA document be used as the basis for the Council's Action Plan.
- (2) T H A T it be noted that I&DeA will prepare a further paper on the key priority areas for action.
- (3) T H A T the Chief Executive refine the detail of the Action Plan in liaison with I&DeA.