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**REPORT TO:** CORPORATE SCRUTINY COMMITTEE

**DATE OF MEETING** 31 MARCH 2003

**REPORT FROM:** PERSONNEL & DEVELOPMENT MANAGER

**MEMBERS'**  
**CONTACT POINT:** J WILLOUGHBY EXT. 5729

**SUBJECT:** HUMAN RESOURCE MANAGEMENT –  
BEST VALUE REVIEW

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### **1.0 Purpose of Report**

- 1.1 The purpose of the report is to outline to members progress made to-date in undertaking the Human Resource Management Best Value Review.

### **2.0 Executive Summary**

- 2.1 The improvement plan and final report were provided to the Corporate Best Value Working Group on 17 January 2003, and discussed by them on 28 January 2003.
- 2.2 The corporate group has issues that they require resolving before a final report and plan can be reported to this committee.

### **3.0 Detail**

- 3.1 At the last meeting it was reported that the Review Team Leader (Personnel & Development Manager), had provided the Corporate Best Value Working Group a final improvement plan and report to their meeting on 28 January 2003.
- 3.2 The BVWG had confirmed at that meeting that they had a number of issues with the final report and improvement plan, but would not clarify the detail, or allow the Review Team Leader to respond on any of the issues, until the Deputy Chief Executive was available, which would not be that day. They also confirmed that they would set up another meeting as soon as possible.
- 3.3 A further meeting was held on 20 February 2003, when the Deputy Chief Executive reconfirmed the issues the corporate group had with the review, but confirmed that he did not wish to address the detail of them until S Knight was available.

- 3.4 It was agreed that he would arrange a further meeting for the HRM Review Team Leader plus 2 review team members to meet with S Knight and her nominated members of the BVWG, to clarify further the issues outlined, and try and rationalise the list.
- 3.5 It was also agreed he would then arrange a follow up meeting, at which the Chief Executive would also attend to find resolutions to the rationalised list of outstanding issues.
- 3.6 No meetings have been held to date. It is therefore difficult to predict when the review will be finalised, until the Review Team Leader fully understands the extent of work involved to satisfy the requirements of the Corporate Best Value Working Group.
- 3.7 Therefore a further progress report will be provided to the next available Corporate Scrutiny Committee.

#### **4.0 Conclusions**

- 4.1 Limited progress has been made since the last meeting on concluding the review.