

Transition from election and Member/Officer relationships

Member Briefing
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Presented by
Sylvia Reynolds
Head of Democratic Services

Purpose

To:

- Provide an overview to Members of the strategic risk in relation to political uncertainty and Member/Officer relations.
- Highlight to the Committee the work being undertaken by the Council to manage this risk.

What is the risk?

This relates to a number of risk as follows:-

- Changes in the national or local political situation result in unexpected changes to the strategy or policy of the Council.
- If Members/Officers don't work together to achieve a common goal then the Council may not be able to deliver its business in an effective / timely manner.
- Breakdown in Senior Members and Senior Officers relationships
- Loss of knowledge and experience

Scale of the Risk

- Wide ranging e.g.
 - small delay,
 - Failure to reach legislative/application deadlines
 - Mayors budget not agreed by Council requiring S151 Intervention

Impact of risk on Council Services

- Disrupts the Council's capacity to deliver.
- Council may not be able to deliver effective decision making.
- Council unable to deliver on its priorities resulting in saving targets not being achieved.
- Impact on staff morale
- Reputational damage

How the risk is being managed

- Informal Executive meetings in place.
- Individual meetings with Executive Members and Officers.
- Director's liaison meetings with Members.
- Political awareness provided to all new starters as part of the Corporate Induction.
- E-learning training in place/Member Development Programme.
- Training provided to Members as part of the Member Development Framework.
- Codes of conduct , declaration of interests, gifts and hospitality procedures in place.
- Middlesbrough Manager Framework sets out required standards of Managers.
- Robust mechanisms in place to amend priorities.
- Joint horizon scanning in place for risk management and performance management.
- Change Programme 3 in place.

Future Mitigation Measures

- Explanatory session for political candidates to provide early understanding of Council functions and introduction to Senior Management.
- Comprehensive training for new senior members to ensure smooth transition.
- Review role descriptors for Members and Officers.
- Add decision making to the Member Induction Programme.
- Raise awareness for Members and Managers on the Member protocol.
- Political skills training for officers.
- Review Member/Officer codes of conduct to ensure clarity
- Wider member engagement and consultation.

Thank you

Any Questions