

<b>Subject:</b>	<b>Organisational Learning Review Update</b>		
<b>Date of Meeting:</b>	<b>21 June 2016</b>		
<b>Report of:</b>	<b>Monitoring Officer</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>Abraham Ghebre-Ghiorghis</b>	<b>Tel: 29-1500</b>
	<b>Email:</b>	<b>Abraham.ghebreghiorghis@brighton-hove.gov.uk</b>	
<b>Ward(s) affected:</b>	<b>All</b>		

**FOR GENERAL RELEASE**

Note: The special circumstances for non-compliance with Council Procedure Rule 3, Access to Information Procedure Rule 5 and Section 100B(4) of the Local Government Act 1972 (as amended), (items not considered unless the agenda is open to inspection at least five days in advance of the meeting) were that there was additional information awaited for inclusion before the report could be finalised.

**1. PURPOSE OF REPORT AND POLICY CONTEXT**

1.1 The purpose of the report is to update Members on progress on implementing the recommendations of the Organisational Learning Review which was reported to the committee in November last year

**2. RECOMMENDATIONS:**

2.1 That Members note the progress on the action points arising from the Organisational Learning Review as set out in the Appendix to this report.

**3. CONTEXT/ BACKGROUND INFORMATION**

3.1 Following a disciplinary hearing resulting in the dismissal of a senior council officer in connection with the awarding of a contract for temporary accommodation, the Council commissioned an Organisational Learning Review. The scope for the review was:

- to carry out an independent review of the organisational governance and culture at Brighton & Hove City Council during the relevant period
- to identify the lessons for the organisation, how they can be acted upon and what can be expected to change as a result;
- to ensure that there are systems in place which support and enable all staff to report issues when an individual is not working within the values of the organisation.

3.2 The person commissioned to undertake was Caroline Tapster, a retired Chief

Executive who had the range of experience and practice to provide a robust and objective assessment for the organisation. The outcome of the review was reported to the Audit & Standards Committee on 17 November 2015. The report had 10 recommendations, which are set out in the Appendix.

3.1 Officers have been progressing the implementation of the recommendations and the updated position is set out in the Appendix to this report. Since the report, there have been significant improvements in many areas. Members' attention is also brought to the fact that:

- The whistleblowing arrangements are working better. In the last financial year, there have been some 22 whistleblowing allegations received and actioned. A quarterly meeting between the Monitoring Officer, Head of HR and the Head of Office reviews and Monitors progress on whistleblowing allegations.
- The arrangements for declaration on interests have been automated with regular reports generated for Executive Directors and with compulsory returns for senior officers
- There has been an audit of ethical governance which concluded with substantial assurance and a separate draft one on declaration of interests by officers which expected to provide reasonable assurance.
- The new competency framework being developed will result in more effective management and a corporate culture that challenges under performance and inappropriate behaviour whether it involves non-compliance with Council procedures or general bad behaviour.

3.2 The task of improving the Council's corporate governance and tackling fraud and corruption in an ongoing one. Officer will continue to look for ways of improving the arrangements further and report to the committee as appropriate.

#### **4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS**

4.1 The task of reviewing the councils policies, procedures, culture and practices with a view to continuous improvement contributes to the assurance framework and assists the Council is complying with its legal obligations as well as providing value for money. It is therefore not an optional extra but an essential activity vital to protecting council's interests and reputation.

#### **5. COMMUNITY ENGAGEMENT & CONSULTATION**

5.1 Relevant Officers within the Council were consulted in compiling this report

#### **6. CONCLUSION**

6.1 It is clear from the actions listed in the appendix that progress has been made on the recommendations of the original report, but this needs to continue with further monitoring and reporting at appropriate junctures.

#### **7. FINANCIAL & OTHER IMPLICATIONS:**

Financial Implications:

- 7.1 There are no direct financial implications arising from this report. The progress on the action points support improved organisational governance and financial management.

*Finance Officer Consulted: James Hengeveld*

*Date: 16/06/2016*

Legal Implications:

- 7.2 The implementation of the recommendations in the report will assist the Council in complying with its fiduciary duty to taxpayers, achieve best value as well as complying with its code of corporate governance

*Lawyer Consulted:*

*Abraham Ghebre-Ghiorghis*

*Date: 16/06/2016*

Equalities Implications:

- 7.3 There are no equalities implications arising directly from this report

Sustainability Implications:

- 7.4 There are no sustainability implications arising from this report.

Any Other Significant Implications:

- 7.5 None

## **SUPPORTING DOCUMENTATION**

### **Appendices:**

1. Organisational Learning Review Progress Update

### **Documents in Members' Rooms**

1. None

### **Background Documents**

1. Report to 17 November Audit & Standards Committee on Organisational Learning Review

