

## **Scrutiny Leadership Board, 19<sup>th</sup> November 2009**

### **Agenda item 7: Scrutiny Review of Employee Suggestion Schemes**

In 2005 Scrutiny undertook a review of Employee Suggestion Schemes which at that time was not accepted by Cabinet. In the light of the current economic climate, Councillors Derek White and Bob Groom as the scrutiny members for the review decided that now would be a good time to relook at Employee Suggestion Schemes as a potential money saving and service improvement initiative.

The old review was brought up to date by revisiting Ricoh, who were consulted as part of the original review and Members feel have an exemplary scheme, and by researching Employee Suggestion Schemes in operation in other local authorities. Concurrent with this, there was growing support for setting up such a scheme from both the Corporate Employee Focus Group and a range of members, including the Cabinet Member for Policy, Performance & Partnership and the Value for Money Scrutiny Group.

The Policy and Value for Money Manager therefore produced a report and proposal for a scheme in consultation with the various parties, which is attached. The scrutiny members were consulted as part of the development of the proposal and put forward a number of recommendations which they would like to see taken into account in the further development of the Scheme should it go ahead.

On 10<sup>th</sup> November, Cabinet approved the recommendations in the report:

- That members agree the key principles and outline process in Sections 4.1 and 4.2; and
- Agree the next steps in Section 5 and delegate authority to the Head of Policy, Performance & Partnership, following consultation with the Cabinet Member: Policy, Performance & Partnership, to finalise details.

The Scrutiny recommendations were noted and the Cabinet Member for Policy, Performance and Partnership expressed broad support for the recommendations with the exception of recommendation 2 which he felt may not be possible in the current economic climate. The Scrutiny recommendations will be taken into account in the further development of the Scheme.