

STRATEGIC LEADERSHIP OVERVIEW AND SCRUTINY COMMITTEE

Tuesday, 9 October 2007

10.00 a.m. Council Chamber, Council Offices, Spennymoor

> AGENDA and REPORTS



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(Arabic) العربية

إذا أردت المعلومات بلغة أخرى أو بطريقة أخرى، نرجو أن تطلب ذلك منّا.

বাংলা (Bengali)

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

(中文(繁體字)) (Cantonese)

如欲索取以另一語文印製或另一格式製作的資料,請與我們聯絡。

हिन्दी (Hindi) यदि आपको सूचना किसी अन्य भाषा या अन्य रूप में चाहिये तो कृपया हमसे कहे

polski **(Polish)** Jeżeli chcieliby Państwo uzyskać informacje w innym języku lub w innym formacie, prosimy dać nam znać.

_{ਪੰਜਾਬੀ} **(Punjabi)** ਜੇ ਇਹ ਜਾਣਕਾਰੀ ਤੁਹਾਨੂੰ ਕਿਸੇ ਹੋਰ ਭਾਸ਼ਾ ਵਿਚ ਜਾਂ ਕਿਸੇ ਹੋਰ ਰੂਪ ਵਿਚ ਚਾਹੀਦੀ, ਤਾਂ ਇਹ ਸਾਥੋਂ ਮੰਗ ਲਓ।

Español **(Spanish)** Póngase en contacto con nosotros si desea recibir información en otro idioma o formato.

اردد (Urdu) اگرآ پ کومعلومات کسی دیگرزبان یا دیگر شکل میں درکار ہوں تو ہرائے مہر بانی ہم سے پو چھئے۔

AGENDA

1. APOLOGIES

2. DECLARATIONS OF INTEREST

To notify the Chairman of any items that appear later in the agenda in which you may have an interest.

3. MINUTES

To confirm as a correct record the Minutes of the meeting held on 28^{th} August 2007. (Pages 1 - 4)

4. CUSTOMER RELATIONSHIP MANAGEMENT SYSTEM (CRM) UPDATE

Report of Chief Executive. (Pages 5 - 26)

5. WORK PROGRAMME

Report of Chairman of the Committee. (Pages 27 - 28)

6. ANY OTHER ITEMS WHICH THE CHAIRMAN DECIDES ARE URGENT

Members are respectfully requested to give the Chief Executive notice of items they would wish to raise under the heading not later than 12 noon on the day preceding the meeting, in order that consultation may take place with the Chairman who will determine whether the item will be accepted.

B. Allen Chief Executive

Council Offices SPENNYMOOR 1st October 2007

Councillor A. Gray (Chairman) Councillor B.F. Avery J.P (Vice Chairman)

Councillors D.R. Brown, V. Chapman, D. Farry, T.F. Forrest, Mrs. J. Gray, B. Haigh, T. Hogan, Ms. I. Jackson and B.M. Ord.

ACCESS TO INFORMATION

Any person wishing to exercise the right of inspection etc. in relation to this agenda and associated papers should contact Mrs. G. Garrigan Tel 01388 816166 ext 4237 email lwalker@sedgefield.gov.uk

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Item 3

SEDGEFIELD BOROUGH COUNCIL STRATEGIC LEADERSHIP OVERVIEW AND SCRUTINY COMMITTEE

Council Chamber, Council Offices, Spennymoor

Tuesday, 28th August 2007 Time: 10.00 a.m.

Present: Councillor A. Gray (Chairman) and

Councillors B.F. Avery J.P, D.R. Brown, D. Farry, T.F. Forrest, B. Haigh, T. Hogan, Ms. I. Jackson and B.M. Ord

- Apologies: Councillors V. Chapman and Mrs. J. Gray
- SL.7/07 DECLARATIONS OF INTEREST

Members had no declarations of interest to submit.

SL.8/07 MINUTES

The Minutes of the meeting held on 12th June 2007 were confirmed as a correct record and signed by the Chairman. (For copy see file of Minutes).

SL.9/07 OVERVIEW AND SCRUTINY REVIEW GROUP REPORT: REVIEW OF THE COUNCILS COMMUNITY NEWSPAPER INFORM - ACTION PLAN UPDATE

Consideration was given to a report of the Chairman of the Committee detailing progress to date on Cabinet's response and Action Plan following its consideration of the recommendations arising from the work of the Overview and Scrutiny Review of the Councils Community Newspaper Inform. (For copy see file of Minutes).

Members were informed of the progress made on each of the recommendations, pointing out that a number of them were ongoing.

With regard to the distribution of Inform it was pointed out that there were still rural areas where it was not distributed. It was explained that the Northern Echo was responsible for distributing Inform along with the other free papers, however if there were any known addresses to inform the Press and Public Relations Officer who would look into the matter.

Discussion was held regarding Informs target audience and the need to further involve the community, specifically the young and the elderly. To inform them of local activities and issues that effect them, such as publishing what would be considered by the Development Control Committee the following month. It was pointed out that it had been suggested at a previous Development Control Committee. The matter would be looked into. It was also pointed out that leisure activities and a 'what's on' column was published. A meeting between the Press and Public Relations Officer and A. Coulthatrd, Regeneration Officer (Community Participation) was scheduled to discuss the matter.

Comments were also received regarding the need to include comments from the Opposition Members, were the Leader of the Council had published a statement. The importance of publishing comments from the Leader of the Council was pointed out.

The importance of officers submitting articles or informing the Press and Public Relations Officer of areas of interest was reiterated. It was explained that the information needed to be submitted the month before to ensure publication for the following month.

RECOMMENDED:	That progress on the Action Plan for the
	Overview and Scrutiny Review of the Council's
	Community Newspaper Inform be noted.

SL.10/07 OVERVIEW AND SCRUTINY REVIEW GROUP REPORT: REVIEW OF SICKNESS MANAGEMENT - ACTION PLAN UPDATE

Consideration was given to report of the Chairman of the Committee detailing progress to date on Cabinet's Response and Action Plan following its consideration of the recommendations arising from the work of the Overview and Scrutiny Review of Sickness Management. (For copy see file of Minutes).

Members of the Committee were reminded of the reason for beginning the review, to monitor the performance of sickness management as it had been identified as under achieving in its Performance Indicator.

Reference was made to the first recommendation, where it was explained that the procedures had been implemented in July 2007, with all employees receiving the new Code of Conduct, highlighting their new obligations. As it was a recent introduction there had been no improvement identified to the levels of sickness, however it was anticipated that the procedures would improve sickness levels.

Copies of the Code of Conduct were also available for Members.

It was suggested that a further report be submitted to the Committee in 6 months time.

Comments were received regarding the success York City Council had identified after implementing its changes. It was explained to the Committee that York City Council had employed a private company to be responsible for sickness. A Call Centre was introduced as the first point of contact for employees reporting sickness. It was pointed out that Durham City Council were now using the same system and a meeting was scheduled to view it. Questions were raised regarding levels of stress related sickness, whether it was acknowledged and what systems were in place to support an employee. The Committee was informed that stress was acknowledged as a sickness and was one of the highest reasons. With regard to support mechanisms it was pointed out that there was an early referral procedure to Occupational Health, who would monitor the employee and refer to a stress counsellor, external to the organisation for a ten-week programme. If after the programme the employee had not returned to work they would be eased back into work over a two-month period while monitored by Occupational Health.

Questions were raised regarding figures and trends within sickness. It was pointed out that the average number of days an employee was absent through sickness was 11.2 days per year, with a total average of 954 days per year throughout the Council. Figures regarding employees who were never sick and those who were often sick were requested. It was explained that the information was not available immediately and would have to be prepared.

Trends regarding sickness absence between manual and administration staff were also requested and patterns between sickness taken on Friday and Monday. It was explained that there were higher levels of sickness within the manual workforce, however figures could be provided by department together with days taken.

RECOMMENDED: 1. That progress on the Action Plan for the Overview and Scrutiny Review of Sickness Management be noted.

2. That progress on the Action Plan be reviewed in 6 months.

SL.11/07 WORK PROGRAMME

Consideration was given to the Chairman of the Committee setting out the Committee's current Work Programme for consideration and review. (For copy see file of Minutes).

Members of the Committee suggested that consideration be given to reviewing the effects becoming a unitary authority would have on Sedgefield Borough Council. It was agreed to look into the matter and discuss with the relevant officer.

RECOMMENDED:

That the Committee's Work Programme as outlined in the report be agreed.

ACCESS TO INFORMATION

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Item 4

REPORT TO STRATEGIC LEADERSHIP OVERVIEW AND SCRUTINY COMMITTEE

9TH OCTOBER 2007

REPORT OF CHIEF EXECUTIVE

CUSTOMER RELATIONSHIP MANAGEMENT SYSTEM (CRM) UPDATE

1. Summary

1.1 This report follows the report to the Overview and Scrutiny Committee 1 on the 29th August 2006 and updates the progress of the roll out of the CRM system across the Authority.

2. Recommendation

2.1 That Overview and Scrutiny Committee notes the progress on the roll out of the CRM system and continues to monitor the progress in meeting the Council's Customer Service Modernisation Programme.

3. Approach

- 3.1 In the report of the 29th August 2006 Members will be aware that the CRM system was still in the testing phase and was not as yet being used in a live environment.
- 3.2 The system went live on 5th October 2006 with 3 service requests namely white goods, TV/monitors and special collections.
- 3.3 As was mentioned in the previous report one of the main challenges was staff availability to take the project forward both locally and at the CDEGP programme office.
- 3.4 With the restructure of the Human Resources Section it was agreed that the lead for the CRM should be transferred to Customer Services along with the funding for a post of CRM administrator. The thinking behind this decision was that the system would be driven by the users and would speed up the rollout programme across the Council.

- 3.5 The CRM administrator was appointed with effect from 16/04/07 and is continuing the work programme set out in the report of the 29th August 2006. This being:
 - o Street Scene
 - o Anti Social Behaviour
 - o Licensing
 - o Democratic Services

A large proportion of the workload involves working closely with the back offices and the Partnership Office to ensure that the system improves service delivery both for the customer and staff.

4. Current rollout position

- 4.1. As at 21st September 2007 the Council has had 3 major rollouts of service requests and there are now 66 service requests on the system which has concluded the Street Scene service rollout along with Freedom of Information.
- 4.2 Work is on-going with the Council's anti-social behaviour team and the partnership office looking at a rollout of the CRM system across their service by the end of January 2008.
- 4.3 Once this area of work is concluded a review will be carried out as to which services to pick up next to create the most benefit for the customer and the Council. There will also be implications to the workload from Local Government reorganisation but as yet it is too early to identify how this may impact.
- 4.4The number of service requests being processed through the CRM has increased steadily since going live in October 2006.

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5. Efficiency savings

5.1 By utilising the facilities within the CRM system it has helped the Council achieve cashable efficiency savings and it would not be unrealistic to expect more as the system is rolled out further.

5.2 The use of the CRM for the special collections service has led to the identification of £8,000 efficiency savings within the Customer Service team. This has been possible by using the National land and property gazetteer (NLPG) to link the CRM with back office information management tools.

6 Improvements in the Service to the Customer

- 6.1The other major area of improvement is that it has streamlined the process for informing customers of collection dates and therefore reduced the possibility of giving wrong information.
- 6.2 The development of a capacity schedule has also meant that bin deliveries are more structured and staff are able to inform customers more accurately as to when a replacement or new bin will be delivered.
- 6.3The development of the Sedgefield Information Service (SIS) alongside the CRM has improved the information available to the customer and staff about where someone lives.

7 Future Enhancements

- 7.1The Council is currently piloting the issuing of Waste permits through the CRM for the County Council which greatly improves the service too our customers.
- 7.2 As all 8 Authorities in the partnership are now using the system various enhancements are being developed across the County. This is allowing Sedgefield Council to review these and where appropriate utilise these for the benefit of our customer and staff.

8 Financial Considerations

8.1 None associated with this report

9 Consultation

9.1This report has been developed through consultation with the CDEGP programme office

10 Other material considerations

10.1 Links to corporate Objectives

10.1.1 The CRM is about improving the service to the customer through electronic means and as such it is key to the Council's stated ambition to make it's services accessible.

10.2 Risk management

10.2.1 The CRM is now a business critical system for the Authority and has a fully developed disaster recovery system in place to address any system failures.

10.3 Health and Safety

10.3.1 There are no additional health and Safety implications.

10.4 Legal and Constitutional

10.4.1 No additional Legal and Constitutional issues have been identified

10.5 Equality and Diversity

10.5.1 Equality and Diversity considerations are an inherent part of the CRM. Electronic delivery of services is a key contributing factor to the Council's corporate priority to ensure fair access to services regardless of religion, sex, race, gender etc as set out in the Corporate Plan and Corporate Equality Plan.

11 OVERVIEW AND SCRUTINY IMPLICATIONS

11.1 A further progress report for the period September 2007- March 2008 will be submitted to Strategic Leadership Overview And Scrutiny Committee in March 2008

Contact officers:	Jeremy Miller/Joanne Keller
Telephone No:	(01388) 816166 ext 7709/7795
Email Address:	jmiller@sedgefield.gov.uk
	jkeller@sedgefield.gov.uk

Background Papers:

Customer Services Modernisation Programme (2005) Report to Overview and Scrutiny Committee 1 29th August 2006



Update of progress on rollout of CRM

Jerry Miller October 2007





- That all contact with the customer is logged in the **CRM**
- That the Council has a single view of the customer
- That regardless of where you live or work you can transact with your Council at the nearest Council offices



- System has now been live since October 2006
- Now have 66 service requests on the system
- Services and Freedom of Information Fully rolled out across Street Scene



- Different Councils moving at different speeds
- We are ahead of the partners
- Are using it to transform the business

Are realising more benefits





- Roll out plan is on target
- Next service is Anti-Social behaviour
- Will then review future services

LGR will have an impact on the direction



- Cashable efficiency savings have been identified by using the system
- Streamlined service to the public
- Development of SIS





- Joint working through waste permits
- Able to use best practice across the partnership
- Can enhance service delivery and customer experience





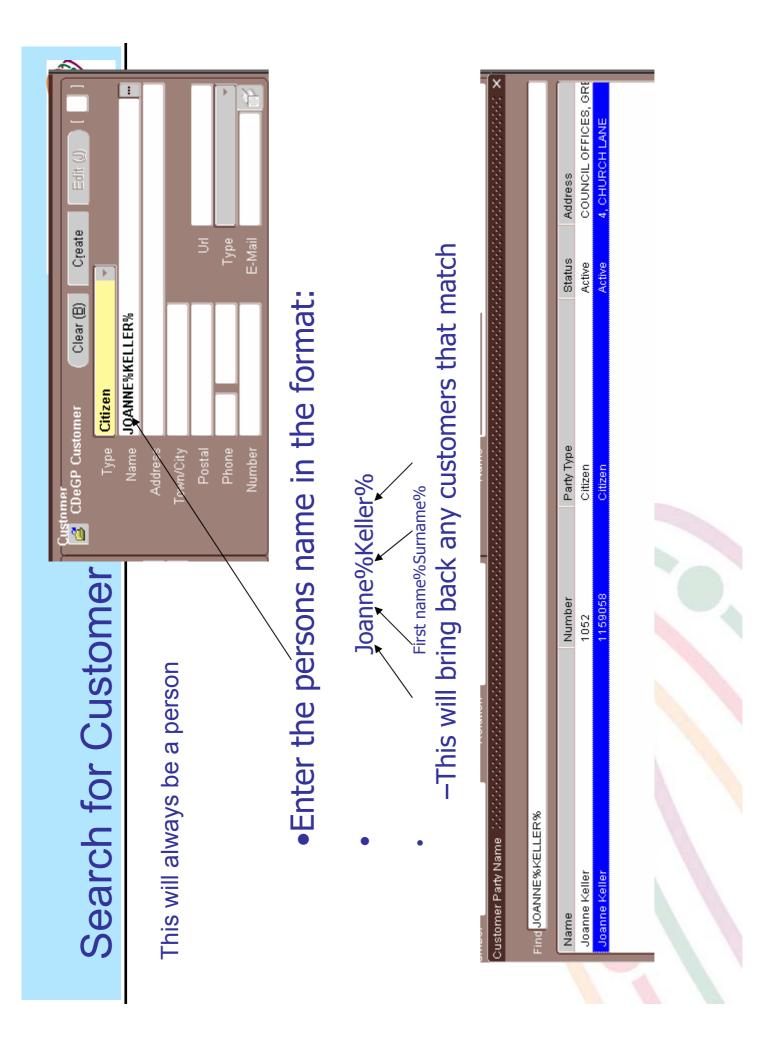
- In the future will be able to give ward information on requests for service
- Better info as to types of customer contact
- A better service to the public

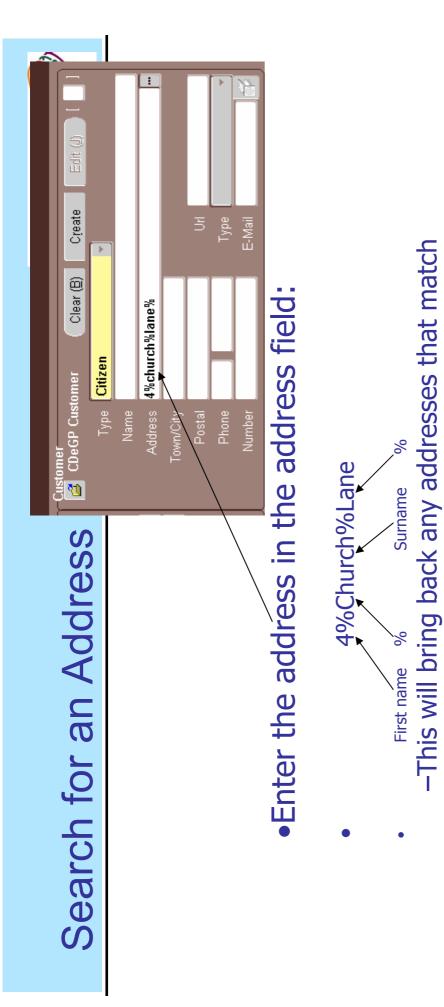




- A quick demonstration of the system.
- Scenario:
- Telephone call regarding a special collection







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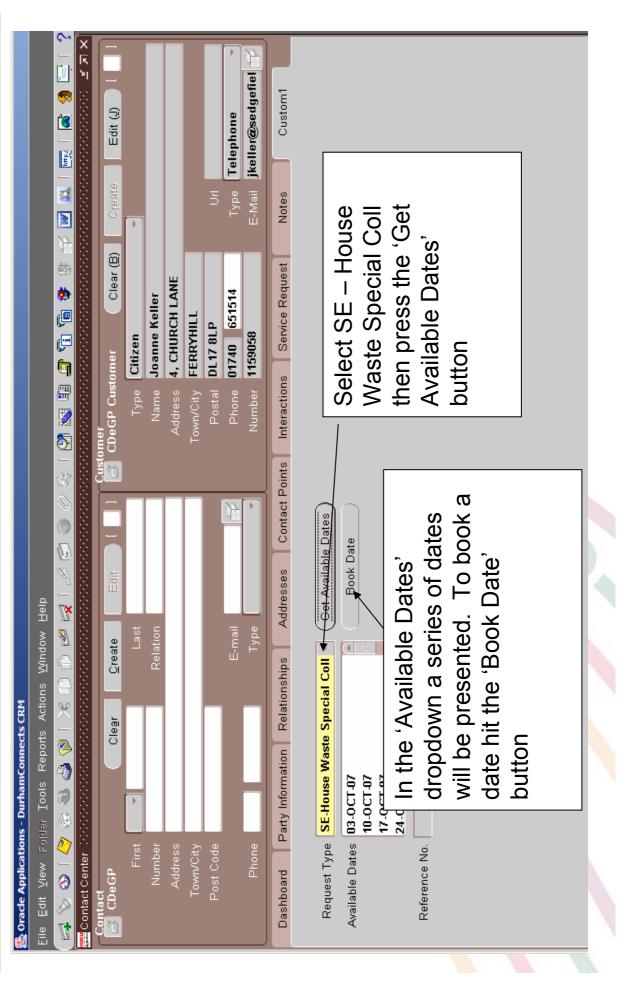
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•A * indicates that an answer is mandatory.

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Any Questions?



STRATEGIC LEADERSHIP OVERVIEW & SCRUTINY COMMITTEE

WORK PROGRAMME

Ongoing Reviews

• No reviews currently ongoing

Future Reviews

The following review topics have been identified by the Committee for future review. As one review is completed Members will decide which review should be undertaken next.

• No reviews identified

ANTICIPATED ITEMS

20th November 2007

• Performance Indicators

8th January 2008

- Review of Customer Complaints
- Equality and Diversity Corporate Equality Plan Progress Update

22nd January 2008

• Budgets

12th February 2008

• No items currently identified

25th March 2008

• Update on BVPI 11a

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