

**Central Dudley Area Committee – 12<sup>th</sup> June 2012**

**Report of the Area Liaison Officer**

**Matters raised at the meeting of the Committee held on 31<sup>st</sup> January, 2012 other than those relating to the Directorate of the Urban Environment**

**Purpose of Report**

1. To note progress on issues raised at the meeting of the Committee held on 31<sup>st</sup> January, 2012, other than those relating to the Directorate of the Urban Environment.

**Background**

2. The issues set out in paragraphs 3 to 5 (inclusive) below were raised at the meeting of the Committee held on 31<sup>st</sup> January, 2012, progress on which is as follows:
3. **Dudley Council's recruitment and retention policies**

A member of the public submitted a question in relation to the Council's recruitment and retention policies and procedures, in the light of its recent endeavours to reduce staffing costs.

In clarifying the issue, the Assistant Director of Human Resources and Organisational Development responded as follows:-

"Regular supervision and performance reviews with staff, managers identify any performance issues and identify relevant training or development needs. These are identified by looking at both past performance and requirements of the service.

The Council has well developed procedures for managing the performance of employees including the performance reviews and a fair procedure that supports managers in tackling underperformance. The procedure details a structured process of target setting and review. Inevitably in an organisation of this size and despite support, training and robust management, there are employees who are unable to meet all of the requirements of their job. In circumstances where satisfactory improvement is not achieved employees can be and are dismissed from their substantive post. The Council considers effective performance as priority and this will not be changing with the budget cuts.

No detail of specific concerns about performance has been made. We do take complaints seriously because our aim is to provide a quality service, therefore if

information is provided about specific concerns or areas where further action is required and/or closer monitoring should be in place, it will be considered.

Gary Streeter MP for South West Devon made his comments without ever having been to the Borough. I believe Dudley has a lot to offer as a borough to residents, businesses and visitors, much of which is evidenced in our bid for City Status and would encourage anyone to look at the information about this bid on our website at [www.dudley.gov.uk](http://www.dudley.gov.uk)".

4. **Anti-social behaviour on the Russells Hall Estate**

A Member of the Committee referred to the anti-social behaviour on the Russells Hall Road. In responding, it was reported that this issue had also been raised at PACT meetings.

The Police have reported that, in relation to reports of youths allegedly drinking alcohol around Russells Hall Road and Langstone Road, patrols are being conducted so as to identify youths and deal positively with anti-social behaviour, alcohol and any other issues. It was also reported that other agencies are to be informed and used to help stop the sale of alcohol to under age youths.

In recent feedback, the Police have recently approached several youths, all of which have been young people from other areas of Dudley.

5. **Netherton Library and Art Centre**

A Member of the Committee raised concerns in relation to the Council's plans for the Library and Art Centre at Netherton and requested an update.

The Director of Adult, Community and Housing Services responded in writing to the Member of the Committee and a copy of the response has been sent to Ward Members.

**Finance**

6. This report has no direct financial implications.

**Law**

7. Under Section 111 of the Local Government Act 1972, the Council is empowered to do anything which is calculated to facilitate, or conducive to, or incidental to the discharge of its functions.

**Equality Impact**

8. This report complies with the policies of the Council on Equality and Diversity.
9. Children and young people have not been consulted on the preparation of this report, as report seeks only to note progress on issues raised at its previous meetings.

## **Recommendation**

10. That the report be noted.



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**ANDREA POPE-SMITH**  
**AREA LIAISON OFFICER**

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**List of Background Papers** Minutes of the meeting of the Central Dudley Area  
Committee held on 31<sup>st</sup> January, 2012