

## cfps associate programme

# Paul Dean – CV

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### *Key information*

#### Key skills and areas of expertise

I am Head of Scrutiny at East Sussex County Council having previously been in at the very beginning of scrutiny in two London boroughs.

Over the last three years I have concentrated on developing innovative solutions, of widespread applicability, to a range of scrutiny problems.

In managing the scrutiny function, I promote a *minimal bureaucracy* approach designed to achieve effective Member leadership with highly productive and cost effective officer support. The benefits are that scrutiny influences and makes recommendations that make a real impact on local people.

To do successful scrutiny, an authority's executive and senior officers have to genuinely *want* scrutiny to work and even be prepared to face some consequential discomfort from time to time – that's a minimum requirement for me to be of any value to you as a CfPS Associate.

Issues I have worked on include:

- Developing and reviewing scrutiny structures
- Effective topic selection in Member-led scrutiny which resolves the tension between scrutinising things that are deemed *important* and those where scrutiny can make the biggest *impact*
- Enhancing scrutiny Member team working to get more out of scrutiny witness sessions
- Scrutiny of the LAA in two-tier areas through *complementary scrutiny* rather than joint committees

- How to avoid *lies and damned lies* when scrutinising performance management statistics!
- Effective stakeholder and public engagement in scrutiny
- Effective budget scrutiny through effective reconciling policy with available resources
- Enabling scrutiny to support external inspections or peer reviews
- Improving the meaningful impact of scrutiny on the local community.

## *Experience and background*

### Professional / academic qualifications

As well as having a science based degree, which still comes in handy for some of the increasingly technical scrutiny topics and critical data analysis, I am an ICSA Associate and hold a DMS qualification.

### Employment / professional history

I am the Head of Overview and Scrutiny at East Sussex County Council where scrutiny now has a very high profile and is well respected by Members and senior officers.

I have worked in the democratic services field of local government for 22 years and in overview and scrutiny since its inception in the London Boroughs of Haringey and Camden.

Before life in local government, I was General Secretary of an international voluntary sector agency.

Recent work undertaken

**Kent and Medway Scrutiny Conference:**

Facilitated a Member and officer workshop on performance management and LAA scrutiny.

**University of Birmingham Institute of Local Government Studies (INLOGOV)**

Presentation/workshop facilitation for scrutiny Members and officers as part of a one-day *scrutinising the LAA* seminar held by Birmingham University.

**Local Government Information Unit (LGIU):**

Hosted a workshop for members and officers within a *Good Practice Event* seminar on alternative approaches to scrutiny of performance management and the LAA.

**County Council and Unitaries Scrutiny Network:**

Hosted workshops on a complementary scrutiny approach to performance management scrutiny, in preference to joint committees.

**East Sussex County Council:**

Hosted workshops for council officers as part of a *Working in a political environment* and staff induction courses.

Hosted Member training and induction events on various aspects of scrutiny.

**Publications:**

Articles on good practice approaches to scrutiny in the CfPS newsletter (March 2008) and County Beacon (January 2010).