



HILLINGDON
LONDON



Social Services, Housing and Public Health Policy Overview Committee

Date: THURSDAY, 23 MARCH
2017

Time: 7.00 PM

Venue: COMMITTEE ROOM 5 -
CIVIC CENTRE, HIGH
STREET, UXBRIDGE UB8
1UW

**Meeting
Details:** Members of the Public and
Press are welcome to attend
this meeting

Councillors on the Committee

Wayne Bridges, Chairman of the Social
Services, Housing & Public Health Policy
Overview Committee (Chairman)

Jane Palmer, Chairman of the Children's,
Young People and Learning Policy
Overview Committee (Vice-Chairman)

Teji Barnes

Peter Davis

Becky Haggart, Carers' Champion

Shehryar Ahmad-Wallana

Beulah East

Tony Eginton

Peter Money

Co-Opted Member

Mary O'Connor

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Putting our residents first

Lloyd White
Head of Democratic Services
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SOCIAL SERVICES, HOUSING & PUBLIC HEALTH

To perform the policy overview role outlined above in relation to the following matters:

1. Adult Social Care
2. Older People's Services
3. Care and support for people with physical disabilities, mental health problems and learning difficulties
4. Asylum Seekers
5. Local Authority Public Health services
6. Encouraging a fit and healthy lifestyle
7. Health Control Unit, Heathrow
8. Encouraging home ownership
9. Social and supported housing provision for local residents
10. Homelessness and housing needs
11. Home energy conservation
12. National Welfare and Benefits changes

Agenda

CHAIRMAN'S ANNOUNCEMENTS

- 1 Apologies for Absence and to report the presence of any substitute Members
- 2 Declarations of Interest in matters coming before this meeting
- 3 To receive the minutes of the meeting held on 23 February 2016 1 - 6
- 4 To confirm that the items of business marked in Part I will be considered in Public and that the items marked Part II will be considered in Private
- 5 Witness Session for Second Major Review - The Impact of Changes to Housing Benefits on Residents and the Council 7 - 12
- 6 Cabinet Forward Plan 13 - 16
- 7 Work Programme 17 - 20

Minutes

SOCIAL SERVICES, HOUSING AND PUBLIC HEALTH POLICY OVERVIEW COMMITTEE

21 February 2017



Meeting held at Committee Room 5 - Civic Centre,
High Street, Uxbridge UB8 1UW

	<p>MEMBERS PRESENT: Councillors: Wayne Bridges (Chairman) Teji Barnes Peter Davis Becky Haggar Shehryar Ahmad-Wallana Beulah East Tony Eginton Peter Money Mary O'Connor Judith Cooper</p>
	<p>OFFICERS PRESENT: Neil Fraser, Mike Talbot, Sunita Ghudial, Rod Smith and Andrea Nixon</p>
45.	<p>APOLOGIES FOR ABSENCE AND TO REPORT THE PRESENCE OF ANY SUBSTITUTE MEMBERS (<i>Agenda Item 1</i>)</p> <p>Apologies were received from Councillor Palmer, with Councillor Cooper in attendance as her substitute.</p> <p>Apologies were also received from Dr Hajioff.</p>
46.	<p>DECLARATIONS OF INTEREST IN MATTERS COMING BEFORE THIS MEETING (<i>Agenda Item 2</i>)</p> <p>Councillor Haggar declared a non pecuniary interest in respect of item 6, regarding CNWL.</p>
47.	<p>TO RECEIVE THE MINUTES OF THE MEETING HELD ON 18 JANUARY 2017 (<i>Agenda Item 3</i>)</p> <p>RESOLVED: That the minutes of the meeting held on 18 January 2017 be agreed as a correct record.</p>
48.	<p>TO CONFIRM THAT THE ITEMS OF BUSINESS MARKED IN PART I WILL BE CONSIDERED IN PUBLIC AND THAT THE ITEMS MARKED PART II WILL BE CONSIDERED IN PRIVATE (<i>Agenda Item 4</i>)</p> <p>It was confirmed that all items would be considered in public.</p>

49.

EMPLOYMENT OF PEOPLE WITH A DISABILITY IN THE LONDON BOROUGH OF HILLINGDON (*Agenda Item 6*)

The Chairman varied the order of business, so that item 6 was taken first.

Mike Talbot, HR & OD Service Manager, introduced a report highlighting how LB Hillingdon was employing people with disabilities. Key points of the report included:

The definition of disability relevant to employment legislation under the Equality Act 2010 was very broad, and applied to any mental or physical condition that was long term (likely to last over 12 months) and significantly impaired the individual to complete normal 'day-to-day' activities.

The London Borough of Hillingdon had been awarded Disability Confident Employer (level 2) status under the Government's Disability Confident scheme, which recently replaced the 'Two Ticks' Positive about Disabled People scheme. This award indicated that the Council had an inclusive and accessible recruitment process and was proactive in making reasonable workplace adjustments to support employees with a disability.

The Council operated a guaranteed interview scheme ensuring that anyone with a disability who met the minimum requirements of the role was automatically short-listed for interview. While the Council always looked to select on merit, the guaranteed interview scheme ensured that people with a disability are fairly represented within the selection process.

All managers were trained in disability awareness and the duty to make reasonable adjustments in the workplace for people with disabilities, using a dedicated e-learning module. Reasonable adjustments could be a reduction in work hours, or flexible working.

LB Hillingdon subscribed to an absence management service called FirstCare which monitored all absence and provided employees with point of contact medical advice from trained nurses. Managers have the support of an occupational health service and are able to refer employees with a disability or potential disability so specialist advice on managing the health condition in the workplace can be provided.

Two of the highest causes of absences were mental health conditions and musculoskeletal injuries, both of which can develop into disabilities if the condition is likely to persist for over a year. Hillingdon had introduced initiatives to support employees, including a regular physiotherapy clinic. As a preventative measure around mental health, a management course in workplace stress awareness and a course in building personal resilience for employees had been implemented. Staff had recently undertaken mental health first aid training.

Hillingdon partnered with Access to Work to provide assistance to disabled employees. For example, last year Hillingdon employed a blind social worker after securing funding to support a personal assistant who was able to support the employee when travelling on social work visits.

The Council had an Equality & Diversity policy as well as a specific

Equalities in Employment policy and annually published equalities data to the Council's website.

The most recent data indicated that 2.1% of the Council's employees had declared a disability. This was lower than the 2.7% declared disabilities reported in the previous year, and was also lower than the 14% of Borough residents who had declared a disability. However, it was recognised that employee data was often unreliable as some employees chose not to declare a disability.

Work had been undertaken to assess service areas that would be suited to employing people with disabilities. For example, Democratic Services and the Elections teams were seen as having higher suitability than other service areas, particularly in the employment of people with learning disabilities for civic functions.

The data indicated the positive impact of the guaranteed interview, with 5.1% of applicants declaring a disability in 2015/16 resulting in 5.2% of offers being made to people with a disability.

RESOLVED: That the report be noted.

50. **HILLINGDON ADULT SAFEGUARDING BOARD - CHAIRMAN Q&A SESSION** (*Agenda Item 5*)

Steve Ashley, Chairman of the Hillingdon Safeguarding Adults Partnership Board, addressed the Committee regarding the Board's 2015/16 Report. Mr Ashley was accompanied by Andrea Nixon, LSCB & SAB Business Manager.

Mr Ashley confirmed that the report had been brought to the Committee meeting held on 6 September 2016, though was unable to attend. At the Committee's request, Mr Ashley was in attendance to answer any follow up question. It was highlighted that the report in question was now significantly older, and that the new report for the period 2016/17 was currently being drafted for presentation to the Committee in the near future. The Board was aiming for report publication in June 2017.

Members asked a number of questions, and it was confirmed that:

The development and implementation of strategies to address the mental health and wellbeing of older, isolated, residents needed to be quicker. Detailed, thorough work had been undertaken to draft such strategies, which had included the formation of a performance matrix to specifically address these matters. The issue of self-neglect was still a concern, due to difficulties in obtaining relevant data, though this had improved in comparison to previous years.

Domestic abuse towards males was a topic that was being considered by a number of partnership boards, and it was recognised that this was an issue that was underreported and therefore difficult to address. It was highlighted that there were no refuges for male victims anywhere in London, with the nearest refuge being within Slough. Further detail would be provided within the new annual report.

A lack of feedback when highlighting safeguarding concerns had been raised by the London Fire Brigade, though this had changed dramatically since the publication of the report. A new triage system incorporating four social workers who would provide immediate feedback had been implemented to address this issue.

The CQC inspection of Hillingdon services provided by the CNWL had showed that Mental Health services were inadequate. Systems were now in place to address these concerns, though these required testing to assess their effectiveness. Further information would be provided at a future date.

Financial information had not been included in the report, as the vast majority of the financial contributions to Hillingdon Safeguarding were being made by Hillingdon Council. Other partners were not under any obligation to contribute. Financial information would be included in future reports. Finances were now in place to recruit Best Interest Assessors, though such recruitment was difficult due to a national shortage of qualified assessors.

Performance data was difficult to include in the report, as it could not be included until ratified, which took place circa October each year. Similarly, data could often be unreliable due to underreporting, particularly with regarding to domestic violence within certain communities.

Members provided the Chairman with feedback, highlighting their difficulty in finding the Board's website via internet searching. In addition, it was requested that future reports include the six safeguarding principles as set out by Government, ratified performance data, as well as confirmation of the organisations that made up the Board's membership. Members also highlighted the importance of seeing the strategic plans in place for the year ahead, and suggested that particular focus be given to potential preventative measures at schools, to avoid escalation into adulthood. The Chairman agreed to look into these issues, and suggested that if Members had further feedback for the Board that they provide forward this to the Chairman via the clerk.

Members thanked the Chairman and Ms Nixon for their attendance, and confirmed that they looked forward to seeing the 2016/17 report, once available.

51.

SCOPING REPORT AND WITNESS SESSION FOR SECOND MAJOR REVIEW - THE IMPACT OF CHANGES TO HOUSING BENEFITS ON RESIDENTS AND THE COUNCIL (*Agenda Item 7*)

Sunita Ghudial, Benefit and Governance Manager, introduce the scoping report for the Committee's review into the impact of changes to housing benefits on residents and the Council. Mrs Ghudial was in attendance alongside Zulfiqar Mulak - Interim Housing Specialist Manager, and Rod Smith - Service Manager, Tenancy Services.

Following the information presented at the previous meeting, the officer briefly summarised the welfare reforms set out in the report, which included Universal Credit, Benefit Caps, Under-Occupation, Local Housing Allowance Restrictions, Discretionary Housing Payments Funding, and Social Rent

	<p>Restrictions. It was highlighted that a summary had been provided as Appendix A to the report, which confirmed each welfare reform, who it affected, its impact, what measures had been taken by the Council, and who was responsible for those measures.</p> <p>Members asked a number of questions, with the officer confirming:</p> <p>Residents affected by the welfare reforms are contacted in advance of any implementation. If a claimant moves address, benefits are frozen until details of the new address are submitted. An appointment system allows for meetings with officers, and benefits can be reinstated on the same day as the address details are received.</p> <p>The average uplift in rent arrears for Hillingdon Council tenants who are in receipt of Universal Credit is 4 weeks rent, which compares favourably to neighbouring authorities, where arrears average 6/7 weeks. Alternative payment arrangements can be made by the DWP where arrears reach 8 weeks rent.</p> <p>There are currently not enough homes to enable all under-occupancies to be resolved. However, the Council helps people move to alternative accommodation where available, such as sheltered accommodation or bungalows. Central Government provides additional funding to support families and prevent evictions, and the Council incentivises downsizing, with incentives such as payments against outstanding Council tax linked to the number of bedrooms released. Some under-occupancies will be penalised, though each case is reviewed individually.</p> <p>Members thanked the officers for a concise and clear report, and agreed the recommendations as set out in the report.</p> <p>RESOLVED: That the scoping report be approved</p>
52.	<p>CABINET FORWARD PLAN (<i>Agenda Item 8</i>)</p> <p>Noted.</p>
53.	<p>WORK PROGRAMME (<i>Agenda Item 9</i>)</p> <p>Noted.</p>
	<p>The meeting, which commenced at 7.00 pm, closed at 8.18 pm.</p>

These are the minutes of the above meeting. For more information on any of the resolutions please contact Neil Fraser - Democratic Services Officer on 01895 250692. Circulation of these minutes is to Councillors, Officers, the Press and Members of the Public.

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Social Services, Housing, and Public Health Overview & Scrutiny Committee Review - Witness Session 2

The impact of changes to Housing Benefits on residents and the Council

1. REVIEW OBJECTIVES

The initial scoping report set out the following review objectives and terms of reference:

To look at the recent and forthcoming changes to Housing benefits on Hillingdon residents and the Council, and at how the Council has continued to inform and support residents through these changes.

Terms of Reference

1. To understand what changes have been made, and why;
2. To examine the impact of these changes on Hillingdon residents and the work of the Council;
3. To look at options available, and the development of a strategy for Cabinet review, if appropriate;

2. INFORMATION AND ANALYSIS

The last report presented a table detailing the following welfare reforms:

- Universal Credit (UC)
- Benefit Caps
- Under-occupation

- Local Housing Allowance (LHA) Restrictions
- Discretionary Housing Payments (DHP) funding
- Social Rent Restriction to LHA levels

Witnesses attending the first session provided evidence from a front line service perspective. The second witness session considers how reforms to Housing Benefits fit within a wider policy framework for housing.

3. HOUSING POLICY FRAMEWORK

Homelessness Reduction Bill

The Government is supporting Bob Blackman's Private Members Bill. Under the Bill, councils in England will be required to help all eligible people, whether they are single or a family, for 56 days before they are threatened with homelessness. Those who are already homeless will get support for a further 56 days to help them secure accommodation. Information and advice will be required to be tailored to specific groups and other public services will be required to refer homeless people or those at risk of homelessness to local authority housing teams.

£61m of new burdens funding is being made available for local government. A Steering Group will oversee work strands to be completed ahead of the Bill going live, including refreshing the Code of Guidance.

The Homelessness Reduction Bill shifts the focus to prevention giving local councils a duty to take steps to prevent anyone eligible threatened with homelessness from actually becoming homeless. This will be difficult to achieve in areas with high housing demand. The main reason for homelessness is private sector eviction.

There is an increasing disparity between Local Housing Allowance (LHA) in the private rented sector and the actual rents charged by landlords and there is an increased risk of homelessness due to evictions of households unable to meet rental costs following the application of the lowered Household Benefit Cap. This has implications for the supply of housing and the steps that can be taken to assist potentially homeless households.

Changes to Funding of Supported Housing

Changes to the funding for supported housing, including hostels and refuges, will reduce funding via the benefits system and include a 'top up funding pot' for local authorities.

The Government recently closed a consultation looking at the design of the new housing costs funding for supported housing, as well as how funding for emergency and short term placements should work.

Supported housing is targeted to groups who are considered to be particularly vulnerable including disabled people, people with learning difficulties, people with a history of drug or alcohol dependency problems, or young people more generally.

From 2019-2020 onwards, core rent and service charges will only be paid up to the LHA rate (through Housing Benefit or Universal Credit), with the difference to be made up by Local Authorities through a discretionary fund. A Green Paper is expected this Spring on the detailed arrangements. Supported housing providers are keen to see uncertainty in the funding of Supported Housing resolved.

Removal of automatic entitlement to benefit for 18-21 year olds

On 3rd March 2017 the Government published regulations to remove the automatic entitlement to housing costs in Universal Credit Full Service for some 18 to 21 year olds. There are a number of exemptions to protect vulnerable claimants. It is intended to encourage young people who can stay at home to do so, as they will not be able to move out by simply passing the cost on to the taxpayer.

The policy will not apply where the claimant is an orphan or their parents live abroad, or where it would be inappropriate for the claimant to live in the parental home including where there would be a serious risk to the claimant's physical or mental health, or the claimant would suffer significant harm. To protect those who are vulnerable, the policy will not apply where the claimant:

- Is responsible for a child or a qualifying young person;
- Was a care leaver before reaching the age of 18;
- Receives the care component of disability living allowance at the middle or highest rate or the daily living component of personal independence payment;
- Is subject to active multi-agency management (arrangements for managing risks posed by certain offenders)
- Is in temporary accommodation provided by a local authority pursuant to their homelessness duties
- Has been subject to, or threatened with, domestic violence by their partner, former partner, or a family member.

Exemptions also apply in a variety of circumstances where the claimant is not expected to work full time, or to those in full time work earning above (£89.60 from April 2017 or £56.00 for apprentices).

These regulations only apply in Universal Credit Full Service areas, which are being gradually rolled out across the country. Roll out in Hillingdon is scheduled to begin in July 2018.

Temporary Accommodation Management Fee

A new funding model for management of temporary accommodation will replace the existing system with upfront funding for local authorities to respond to homelessness pressures.

From April 2017 the Temporary Accommodation Management Fee paid by DWP to local authorities for each placement in some types of Temporary Accommodation will be replaced by a new DCLG grant - with increase overall funding - which will give local authorities greater flexibility in managing homelessness pressures

The housing cost element will continue to be paid by DWP. This will move to standard Local Housing Allowance rates as Universal Credit rolls out. Allocations are expected to be announced very shortly.

The new grant is an upfront flexible payment which can be used by local authorities for the full range of homelessness measures. Allocation will be according to a formula which reflects relative homeless pressures, while at the same time ensuring that high pressure local authorities are protected.

Housing White Paper - Fixing our broken housing market

The overall emphasis of the Housing White Paper is on increasing the supply of housing over the longer term, primarily through changes to the planning system. The planning changes will take time to deliver and the housing elements set out how the Government will help people now including confirming support for the Homelessness Reduction Bill. The White Paper makes it clear that Starter Homes are but one form of affordable homeownership and like shared ownership, they will only be available to households with an annual income below £90,000 in London. Cash buyers will be excluded. The proportion of Starter Homes on developments will be decided locally.

There is a move in the White Papers towards tenure diversification rather than home ownership at all costs. A multi-tenure approach is seen as being able to deliver development faster. The Government aims to attract major institutional investment in new large-scale housing which is purpose-built for market rent.

A combination of welfare and affordability issues, along with a buoyant housing market means that accessing an adequate supply of suitable housing is increasingly problematic. The focus of the white paper is on increasing and speeding up delivery.

Homes for Londoners - Affordable Homes Programme 2016-21

The majority of homes under this programme will be:

- London Affordable Rent
- London Living Rent
- London Shared Ownership

Most London Affordable Rent homes are expected to be let at substantially below 80% of market value.

London Living Rent is a Rent to Buy product with sub-market rents on time-limited tenancies. Rents are based on one third of the borough median income with limited variations. Eligibility for this produce is limited to social or private tenants with a maximum income of £60,000. Affordability of housing interacts with welfare benefit changes, particularly in relation to the freezing of LHA rates.

Debby Weller - Policy & Strategy Manager, Housing (Ext 6281)

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Agenda Item 6

CABINET FORWARD PLAN

Contact Officer: Neil Fraser
Telephone: 01895 250692

REASON FOR ITEM

The Committee is required to consider the Forward Plan and provide Cabinet with any comments it wishes to make before the decision is taken.

OPTIONS OPEN TO THE COMMITTEE

1. Decide to comment on any items coming before Cabinet
2. Decide not to comment on any items coming before Cabinet

INFORMATION

1. The Forward Plan is updated on the 15th of each month. An edited version to include only items relevant to the Committee's remit is attached below. The full version can be found on the front page of the 'Members' Desk' under 'Useful Links'.

SUGGESTED COMMITTEE ACTIVITY

1. Members decide whether to examine any of the reports listed on the Forward Plan at a future meeting.

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Ref	Upcoming Decisions	Further details	Ward(s)	Final decision by Full Council	Cabinet Member(s) Responsible	Officer Contact for further information	Consultation on the decision	NEW ITEM	Public / Private Decision & reasons
SI = Standard Item each month									
Council Departments: RS = Residents Services SC = Social Care AD = Administration FD= Finance									
Cabinet - 16 March 2017									
177	Award of Contract: Community Equipment Service	Cabinet will consider a provider to deliver a community equipment service to disabled residents in order to enable them to remain independent in their own homes for as long as possible.	All		Cllr Philip Corthorne	SC - Gary Collier		NEW	Private (3)
Cabinet - 18 May 2017 * provisional date									
174	Older People's Plan update	Cabinet will receive it's twice yearly update on progress on the Older People's Plan (May and November annually).	All		Cllr Ray Puddifoot MBE / Cllr Philip Corthorne	AD - Kevin Byrne / Vicky Trott	Older People, Leader's Initiative	NEW	Public
175	Carers Strategy - progress update	Cabinet will receive an annual update on progress implementing the Carers' Strategy and Delivery Plan.	All		Cllr Philip Corthorne	AD - Kevin Byrne / Vicky Trott	Carers, Carers Champion	NEW	Public

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Agenda Item 7

WORK PROGRAMME 2016/17

Contact Officer: Neil Fraser
Telephone: 01895 250692

REASON FOR ITEM

This report is to enable the Committee to review meeting dates and forward plans. This is a standard item at the end of the agenda.

OPTIONS AVAILABLE TO THE COMMITTEE

1. To confirm dates for meetings
2. To make suggestions for future working practices and/or reviews.

INFORMATION

All meetings to start at 7.00pm

Meetings	Room
21 June 2016	CR 4
28 July 2016 (CANCELLED)	CR 6
6 September 2016	CR 5
4 October 2016	CR 6
2 November 2016	CR 4
14 December 2016	CR 6
18 January 2017	CR 6
21 February 2017	CR 6
23 March 2017	CR 5
19 April 2017	CR 5

Social Services, Housing and Public Health Policy Overview Committee
23 March 2017

PART I – Members, Public and Press

Social Services, Housing and Public Health Policy Overview Committee

2016/17 - DRAFT Work Programme

Meeting Date	Item
21 June 2016	Major Reviews Topics 2016/17
	Work programme for 2016/17
	Cabinet Forward Plan

28 July 2016 (CANCELLED)	Budget Planning Report for SS,Hsg&PH
	Scoping Report for Major Review
	Work Programme
	Cabinet Forward Plan

6 September 2016	Major Review - Hospital Discharges - background information
	Cabinet Forward Plan
	Annual Report: Adult Safeguarding Board
	Annual Complaints Report
	Work Programme

4 October 2016	Presentation and Scoping Report for Major Review - Hospital Discharges
	Update on Stroke Prevention review
	Annual Report: Adult Safeguarding Board - Officer responses to questions from Members
	Cabinet Forward Plan
	Work Programme

Social Services, Housing and Public Health Policy Overview Committee
23 March 2017

PART I – Members, Public and Press

2 November 2016	Major Review - Hospital Discharges - Witness Session
	Update on previous review recommendations (Shared Lives Review)
	Cabinet Forward Plan
	Work Programme

14 December 2016	Major Review - Hospital Discharges - Witness Session
	Stroke Prevention Review - Update
	Consideration of Second Major Review
	Cabinet Forward Plan
	Work Programme

18 January 2017	Budget Proposals Report for 2016/17
	Major Review - Hospital Discharges - Consideration of evidence and discussion on suggested recommendations
	Major Review - Stroke Prevention - Draft Final Report
	Cabinet Forward Plan
	Second Major Review - Implementation of Benefit Changes
	Work Programme

21 February 2017	Cabinet Forward Plan
	Scoping report and Witness Session for Second Major Review - Implementation of Benefit Changes
	Minor Review - Employment of People with Disabilities
	Annual Report: Adult Safeguarding Board - Chairman invited to attend
	Work Programme

Social Services, Housing and Public Health Policy Overview Committee
23 March 2017

PART I – Members, Public and Press

23 March 2017	Cabinet Forward Plan
	Work Programme
	Witness Session for Second Major Review - Implementation of Benefit Changes

19 April 2017	Cabinet Forward Plan
	Integrated Sexual Reproductive Health Services - Information Item
	Major Review Second Final report

Social Services, Housing and Public Health Policy Overview Committee
23 March 2017

PART I – Members, Public and Press