

Action and recommendations tracker

The recommendations tracker allows scrutiny committees to monitor responses, actions and outcomes against their recommendations or requests for further action. The tracker is updated following each meeting. Once an action has been completed, it will be removed from the tracker at the next meeting.

Recommendations

Topic	Meeting (date raised)	Recommendation	Responsible Officer/ Member	Follow up	Response/Progress/ Deadlines	Status
End of June 2022 (Quarter 1) Quarterly Performance and Resources Report	26 September 2022	Concerns raised over the continuing impact of increasing inflation on the Council's finances, both on revenue and capital	Director of Finance and Support Services /Cabinet Member for Finance & Property	Qtrly PRR	Within the 2023/24 budget there is just under £5m set aside for additional inflationary pressures but this remains a risk. Detailed monitoring of the impact in the current year is considered each month and reported through the quarterly PRR. In addition, detailed analysis of contracts has taken place and their inflation indices to estimate the impact for next year's budget and inflation allocation required. This will be considered against the latest OBR inflation forecasts expected to	On-going

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					be published on 17 November and then agreed as part of the 2023/24 budget agreed by Council in February.	
End of June 2022 (Quarter 1) Quarterly Performance and Resources Report	26 September 2022	Concerns over the level of the Dedicated Schools Grant and any on-going implications on the Council's finances	Director of Finance and Support Services /Cabinet Member for Finance & Property	Qtrly PRR	The pressures on the high needs block of the Dedicated Schools Grant is impacting many local authorities across the country. The County will continue to lobby Government for the right level of funding to establish a sustainable education sector but also the continuation of the statutory override which could be removed from April 2023. This removal would result in the deficit bring brought onto the County's balance sheet. This will continue to be monitored and	On-going

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					reported through the PRR.	
End of June 2022 (Quarter 1) Quarterly Performance and Resources Report	26 September 2022	Recognises the pressures in Adult Services to balance the budget and the reliance on meeting savings targets	Director of Finance and Support Services /Cabinet Member for Finance & Property	Qtrly PRR	Adult Services continues to be an area of financial pressure for the County – both in terms of current costs but also challenges to deliver previously approved savings. For savings not delivered in 2022/23, mitigations have been identified but further work is being undertaken for developing next year’s budget to determine scope to deliver in future years and any potential risks. These are monitored monthly and will be reported quarterly through the PRR. The planning for the 2023/24 budget currently assumes all savings will be delivered no later than 2023/24.	On-going

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End of June 2022 (Quarter 1) Quarterly Performance and Resources Report	26 September 2022	Recognises the continuing impact and relevance of the Covid-19 pandemic	Director of Finance and Support Services /Cabinet Member for Finance & Property	Qtrly PRR	Some services continue to face pressures from the pandemic and it is likely that some may be long term. Within the current year, these will be monitored through the PRR and are expected to be funded from the remaining Covid grant. No further Government funding is expected and therefore any longer-term pressures will need to be funded from County Council resources and will be addressed as part of future budget setting.	On-going
End of June 2022 (Quarter 1) Quarterly Performance and Resources Report	26 September 2022	Requests more information in the Quarter 2 Performance and Resources Report on Corporate Risk 11 (skills shortage) in terms of controls and actions	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	Nov 2022	Some additional information has been included in consultation with the Head of Risk.	Complete

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End of June 2022 (Quarter 1) Quarterly Performance and Resources Report	26 September 2022	Recognises the need to refresh the Pulse Survey	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	Qtrly PRR	Initial meeting has now taken place to review Pulse Survey questions and frequency of undertaking it.	On-going
End of June 2022 (Quarter 1) Quarterly Performance and Resources Report	26 September 2022	Concerns raised over the recruitment and retention situation reported through the risk register (Corporate Risk 11) and supported the need for the Committee to keep a watchful eye on this	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	Qtrly PRR	To be monitored through the quarterly Performance and Resources Report and, if appropriate, more detailed reports to the committee.	On-going
End of June 2022 (Quarter 1) Quarterly Performance and Resources Report	26 September 2022	Requests that consideration be given to inclusion of a Key Performance Indicator on vacancy rates	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	Council Plan and Budget scrutiny – January 2023	Currently considering this as part of the Council's KPI refresh	On-going
Workforce and organisational culture - update	26 September 2022	Recognises the need to understand the workforce with more clarity in terms of protected characteristics	Director of Human Resources & Organisational Development/Cabinet Member for Support	Qtrly PRR	Equality & Diversity plan now developed and being presented to ELT on 17/11/22	On-going

Topic	Meeting (date raised)	Recommendation	Responsible Officer/ Member	Follow up	Response/Progress/ Deadlines	Status
			Services and Economic Development			
Workforce and organisational culture - update	26 September 2022	Asks that consideration be given to developing the relationships with schools, and other groups, in terms of career fairs or other means to attract people into local government and public services	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	None	This is now taking place	Complete
Workforce and organisational culture - update	26 September 2022	Supports strengthening the process around exit interviews and further staff engagement to gather and understand better workforce issues and concerns	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	Qtrly PRR	Revised exit interview process drafted and also a mechanism for undertaking "Stay" conversations.	Complete
Workforce and organisational culture - update	26 September 2022	Asks that consideration be given to gaining an understanding of why people join the organisation	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	Qtrly PRR	Work in progress	On-going

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SMARTCORE programme completion and funding	26 September 2022	Supports training in-house staff to take forwards the system after implementation to reduce reliance on external experts	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	June 2023	This is now being considered as part of the overall implementation plan	On-going
SMARTCORE programme completion and funding	26 September 2022	Sought assurance that lessons have been learnt for future projects in terms of the programme delay and change to project scope	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	June 2023	Lessons learned have been reviewed and included as part of change of governance approach. On going lessons will be regularly monitored.	On-going
SMARTCORE programme completion and funding	26 September 2022	Asks that consideration be given to whether the internal governance process should be reviewed to be more timely and pro-active with fast moving projects of this nature	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and Economic Development	June 2023	Revised governance arrangements implemented with weekly "sponsors" meeting and monthly Smartcore Programme Board. Regular updates also provided to the Lead Member	Complete