

Responses to 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	26/9/22	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	26/9/22	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	26/9/22	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
SMARTCORE programme completion and funding	26/9/22	Supports training in-house staff to take forwards the system after implementation to	Director of Human Resources & Organisational Development/Cabinet	June 2023	This is now being considered as part of the overall implementation plan	On-going

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		reduce reliance on external experts	Member for Support Services and Economic Development			
Responses to Recommendations	28/11/22	The Committee would like the Equality & Diversity Plan to be discussed at a future meeting	Director of Human Resources & Organisational Development	Feb BPG	January 2023	Ongoing
Update after first year of Joint Venture in Property Development	28/11/22	Requests scrutiny of the social value charter when developed	Director of Finance and Support Services and Head of Procurement	PFSC BPG Feb 2023	Noted	Ongoing
Recruitment and Retention	25/1/23	Requests an update report in a year with information broken down by service area and key risks. Also requested that more information is included in the quarterly Performance and Resources Report to provide an on-going summary of the situation	Director of Human Resources and Organisational Development		Quarterly updates will begin from the June 2023 meeting onwards Up-date report to be scheduled for the January 2024 meeting of the committee	Ongoing
End of December 2022 (Quarter 3) Quarterly	10/3/23	Recognises issues around the deteriorating condition of the county's	Chairman of the Community, Highways and			Ongoing

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Performance and Resources Report		roads (these concerns would be passed to the Chairman of the Community, Highways and Environment Committee) and questioned how the extra budget provision would be spent	Environment Committee			
End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Recognises that both officers and Cabinet Members are lobbying Government at every opportunity to increase funding for the Council	N/A			N/A
End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Recognises that inflation continues to be a pressure for the County Council and there is a need to ensure future budget reflects this adequately	Director of Finance & Support Services			N/A
End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Requests further information in Quarter 1 PRR on staff costs in relation to underspends	Director of Finance & Support Services and Director of HR and Organisational Development		No further action - this is captured within the finance monitoring section of the quarter 1 PRR and progress against the saving for the year related to the 6% vacancy factor.	Completed for 7/9/23

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End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Recognises the longer-term implications of the Covid pandemic and welcomes further information on how this impacts the budget in future reports and the budget process for 2024-25.	Director of Finance & Support Services		No further action at this stage and will be considered as part of the budget setting process over the next few months.	Completed for 7/9/23
End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Raises concern around national concessionary fares that will be fed into the Communities, Highways and Environment scrutiny Committee meetings in future	Chairman of the Communities, Highways and Environment Scrutiny Committee			N/A
End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Raises concern around the level of Doubtful Debt Provision and welcomes the additional information provided so that the Committee can monitor going forwards	Director of Finance & Support Services			N/A
End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Looks forward to receiving the outcomes of the Careers and Skills Task and Finish Group in September.	Director of HR and Organisational Development		An update report is on the agenda for September PFSC	Completed for 7/9/23

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End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Welcomes the additional information to be provided on sickness costs in future reports.	Director of HR and Organisational Development		This continues to prove challenging and a verbal update will be provided at the September meeting	Completed for 7/9/23
End of March 2023 (Quarter 4) Quarterly Performance and Resources Report	16/6/23	Recognises the trend and links between stress/anxiety levels and vacancy rates and welcomes further information on this in future	Director of HR and Organisational Development		Further work will be undertaken in this area and reported on in due course.	Completed for 7/9/23
Scrutiny Annual Report	16/06/23	Recognises the importance of informal briefings to support the work of scrutiny	Committee BPG		The BPG will consider the need for informal briefings when developing the committee's work programme and planning individual meetings.	Completed for 7/9/23
Scrutiny Annual Report	16/06/23	Considers the links between Performance and Finance Scrutiny Committee and Regulation, Audit and Accounts Committee should be explored	Committee Chairmen		Members and officers to consider the links and crossovers when carrying out work programme planning to ensure work is co-ordinated with no duplication.	Completed for 7/9/23

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Scrutiny Annual Report	16/06/23	Welcomes and supports the Executive Scrutiny Protocol.	Head of Democratic Services		Feedback will be included in the report to be presented to September Governance Committee	Completed Sept 2023
Scrutiny Annual Report	16/06/23	Supports the report being presented to County Council in July 2023	Head of Democratic Services	None	Report presented	Completed for 7/9/23
Scrutiny Annual Report	16/06/23	Welcomes the visits to Surrey County Council and looks forward to the return visits and reflections on lessons learnt	Head of Democratic Services		Return visits to be planned and then feedback will be shared with the committee	Completed for 7/9/23