

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 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	2023/24 end of year deficit forecast at £74m, rising to £269m when the statutory override is due to end April 2026. The County will continue to lobby Government for the right level of funding to establish a sustainable education sector. This will continue to be monitored and reported through the PRR.	Completed for 8/3/24
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 in terms of numbers supported, complexity of care and cost of care provision secured through the market, including the impact of NLW. The 2024/25 budget	Completed for 8/3/24

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					includes £18.3m to fund such pressures. This is expected to be a prudent level as to which to set the budget but a social care contingency of £13.4m for adults and children's is being held, given the volatility and uncertainty. All previous year's savings are assumed to be delivered in full in 2024/25 and assumptions have been made of realistic profiling of new savings across 2024/25 and 2025/26	
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, particularly in terms of increased mental health support. There is no further Government funding and these are now	Completed for 8/3/24

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					managed through the Council's existing budgets and reported through the PRR.	
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	A new pulse survey is being drafted with a proposed implementation of September 2024 and will run on an annual cycle.	Completed for 8/3/24
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	January 2023	No further action required given that regular updates are now being provided as part of the PRR.	Completed for 8/3/24
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

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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 Services and Economic Development	Qtrly PRR	Equality & Diversity plan now developed and presented to ELT on 17/11/22	Completed for 8/3/24
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	This is now being picked up as part of the recruitment process and the knowledge gained is used to inform recruitment campaigns	Completed for 8/3/24
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 has been included in the revised implementation plan and will be taken forward accordingly	Completed for 8/3/24
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	June 2023	This will be picked up as part of the presentation of the revised business case at the relevant time	Completed for 8/3/24

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			Economic Development			
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	This will be picked up as part of the presentation of the revised business case at the relevant time	Completed for 8/3/24
Responses to Recommendations	28 November 2022	The Committee would like the Equality & Diversity Plan to be discussed at a future meeting	Director of Human Resources & Organisational Development	Feb BPG	Equality and Diversity is now sufficiently covered in the Performance & Resources Report	Completed for 8/3/24
End of September 2022 (Quarter 2) Quarterly Performance and Resources Report	28 November 2022	Health & Adult Social Care Scrutiny Committee to monitor specific issues in relation to the recruitment and retention of Social Workers especially those from overseas	HASC	March 2023	To be discussed at HASC Business Planning Group on 8 February 2023	Ongoing
Update after first year of Joint Venture in Property Development	28 November 2022	Requests scrutiny of the social value charter when developed	Director of Finance and Support Services and Head of Procurement	PFSC BPG Feb 2023	The updated Procurement Strategy, including the Social Value Framework will be presented to P&F in September 2024 to account for changes	Completed for 8/3/24

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					resulting from the new Procurement Act.	
Council Plan & Draft Budget 2024/25	24/01/24	Seeks clarity on whether a distinction was made between statutory and discretionary services in the public consultation document and whether this could be made clearer in future consultations so respondents have a fuller understanding of the services provided	Director of Finance and Support Services and Head of Policy		The wording of next year's consultation will be reviewed to improve understanding and clarity on the services provided by the County Council	Completed for 8/3/24
Council Plan & Draft Budget 2024/25	24/01/24	Notes the importance of any change to Gatwick airport on the economy and whether greater emphasis was needed on this in the Council Plan	Head of Policy for review of future Council Plan		Noted	Completed for 8/3/24
Council Plan & Draft Budget 2024/25	24/01/24	Recognises the need for Council Tax growth rate assumptions to be re-visited and reviewed at the appropriate time when further information is received from the district and borough councils	Director of Finance and Support Services		Regular review as part of discussions with district and boroughs through the year. Any information to update assumptions will be included in the Medium Term Financial Strategy in July 2024	Completed for 8/3/24

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					and the 2025/26 budget reports.	
Council Plan & Draft Budget 2024/25	24/01/24	Recognises the risks to the budget assumptions included in the report if any Adult Social Care reforms are announced	Director of Finance and Support Services		This remains a risk as set out in the 2024/25 budget report. Any impact of the reforms are assumed to be fully funded by Government and lobbying will continue for them to recognise this.	Completed for 8/3/24
Council Plan & Draft Budget 2024/25	24/01/24	Welcomes the update in relation to the Local Enterprise Partnership funding and requested more information on this in due course	Director of Finance and Support Service and Executive Director Place Services		Report on Economy including implications of LEP changes expected to be presented to committee in September 2024.	Completed for 8/3/24
Council Plan & Draft Budget 2024/25	24/01/24	Expresses great concern over the level of the Dedicated School Grant deficit and the impact this has on the investment income for the Council	Director of Finance and Support Services		Noted. Lobbying of Government to identify a sustainable solution in April 2026 when the current statutory override continues. Updates to be reported through the PRR.	Completed for 8/3/24

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Council Plan & Draft Budget 2024/25	24/01/24	Recognises the Dedicated School Grant deficit as a big risk for the Council and awaits Government guidance on how this will be dealt with	Linked to above recommendation – Director of Finance and Support Services		Noted	Completed for 8/3/24
Council Plan & Draft Budget 2024/25	24/01/24	Recognises that the Capital Programme figures are a “snapshot” in time and would be reviewed each year with the expenditure figures for schemes included for future years being strengthened and clarified as certainty over scheme requirements are developed	Executive Director of Place Services		Noted. Spend and delivery progress against the capital programme reported each quarter through the PRR and budgets revisited. Full review of all schemes across the five years is undertaken in summer to feed into the draft capital programme agreed by Council in February.	Completed for 8/3/24
Council Plan & Draft Budget 2024/25	24/01/24	Seeks clarity on how the Equality Impact Assessments will be completed as part of the budget process and the commitment agreed by the Council to consider care leavers when completing these whilst	Director of Law and Assurance / Cabinet Member for Economic Development and Support Services		Care experience was agreed to be recognised as a protected characteristic by the County Council in October 2023 so is now considered as part of all equality impact	Completed for 8/3/24

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		recognising that work is still to be undertaken in completing these assessments			assessments, including any related to the budget. Report writing guidance on Equality Impact Assessments has been up-dated accordingly.	