

Recommendations tracker

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

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 be published on 17	On-going

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					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	On-going

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					delivered no later than 2023/24.	
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	Recognises the need to refresh the Pulse Survey	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and	Qtrly PRR	Initial meeting has now taken place to review Pulse Survey questions and frequency of undertaking it.	On-going

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			Economic Development			
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	To be monitored through the quarterly Performance and Resources Report and, if appropriate, more detailed reports to the committee. Report to be presented to January PFSC.	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 Services and Economic Development	Qtrly PRR	Equality & Diversity plan now developed and being presented to ELT on 17/11/22	On-going

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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
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	Director of Human Resources & Organisational Development/Cabinet Member for Support Services and	June 2023	Revised governance arrangements implemented with weekly "sponsors" meeting and monthly Smartcore Programme	On-going

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		with fast moving projects of this nature	Economic Development		Board. Regular updates also provided to the Lead Member	
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	January 2023	Ongoing
Responses to Recommendations	28 November 2022	The Committee asks the Cabinet Member for Support Services and Economic Development to consider and consult on the wider issues around large project governance arrangements	Cabinet Member for Support Services and Economic Development	June 2023	It would be most effective to consider any improvements to large project governance arrangements when we are aware of the lessons to be learnt from the Smartcore programme. It would therefore be timely for the review to commence later this year.	Completed for 25/1/23
End of September 2022 (Quarter 2) Quarterly Performance and Resources Report	28 November 2022	Requests that the Quarter 3 Performance & Resources Report includes an update in terms of the national context, particularly in relation to inflation and interest rate changes	Director of Finance and Support Services	March 2023	This recommendation has been noted and will be picked up at part of the Q3 PRR presented to Performance and Finance Scrutiny	Completed for 25/1/23

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					Committee in March 2023	
End of September 2022 (Quarter 2) Quarterly Performance and Resources Report	28 November 2022	The Committee will receive a report on recruitment and retention, related to Corporate Risk 11, at its January meeting. That report is requested to include information re the safeguarding issues raised when employing officers from other countries	Director of Human Resources & Organisational Development	PFSC January 2023	Report to PFSC January 2023	Completed for 25/1/23
End of September 2022 (Quarter 2) Quarterly Performance and Resources Report	28 November 2022	Request consideration be given to engaging with those people who are not in employment or claiming Job Seekers Allowance to ensure they have opportunities to reach their potential	Assistant Chief Executive	PFSC January as part of review of Council Plan	See Appendix 1	Completed for 25/1/23
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 Business Planning Group on 8 February 2023	Ongoing

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End of September 2022 (Quarter 2) Quarterly Performance and Resources Report	28 November 2022	Children & Young People's Services Scrutiny Committee to monitor the projected portfolio overspend, the mitigating actions required and budget considerations	CYPSSC	March 2023	This will be part of the focus for scrutiny when the Committee discusses the Performance & Resources Report in March 2023	Completed for 25/1/23
End of September 2022 (Quarter 2) Quarterly Performance and Resources Report	28 November 2022	Communities, Highways & Environment Scrutiny Committee to monitor provision of cycleways and how this does/doesn't influence residents to take up cycling	CHESC	June 2023	This will be done when the committee considers the Active Travel Strategy, in June 2023	Completed for 25/1/23
End of September 2022 (Quarter 2) Quarterly Performance and Resources Report	28 November 2022	Requests more detail in terms of the sickness absence rates by service and whether officers could give consideration to providing figures in relation to the cost of absences	Director of Human Resources & Organisational Development	Qtrly PRR March 2023	Further information around sickness rates by service will be developed for future PRR reports and consideration will be given to how cost of absence might be reported.	Completed for 25/1/23
Council Plan and Medium Term Financial Strategy	28 November 2022	Requests that the impact of a changing population on Council Tax revenue be	Director of Finance and Support Services	Report to be presented to PFSC January 2023	This will be included within the report on the draft budget to PFSC on 25 January 2023	Completed for 25/1/23

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		investigated and managed				
Council Plan and Medium Term Financial Strategy	28 November 2022	Requests more information, as part of the budget process, on the review of economy objectives, key performance indicators and targets and revising down pressures	Director of Finance and Support Services	Report to be presented to PFSC January 2023	This comment is noted and the details will all be included in the report to PFSC on 25 January setting out the draft budget for 2023/24. This report will set out the review of the Council Plan and KPIs and an update on the different elements (including pressures) that form the draft budget.	Completed for 25/1/23
Update after first year of Joint Venture (JV) in Property Development	28 November 2022	Seeks information in relation to the building of environmentally sustainable properties and commitment to consider climate change in future	Assistant Director Property and Assets	PFSC BPG Feb 2023	This is a matter for the JV in accordance with the partnership agreement within which the County Council's approach was framed and its approach to these matters set.	Completed for 25/1/23
Update after first year of Joint Venture in	28 November 2022	Requests a further update/progress report to the Committee to include a programme of	Assistant Director Property and Assets	PFSC BPG Feb 2023	The Cabinet Member, acting through the shareholder group will receive this	Completed for 25/1/23

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Property Development		site delivery, recognising that will need to be confidential, and the costs and benefits of the developments			information from the JV and the Council's arm's length company. Sites will move within the programme depending upon external factors such as planning consent, design progress and demand. Officers will discuss with the Cabinet Member the best arrangements for keeping members advised of progress against the aims of the JV partnership.	
Update after first year of Joint Venture in Property Development	28 November 2022	Seeks assurance that the local need in terms of commercially led housing requirements in accordance with planning policy is taken into account when developing sites	Assistant Director Property and Assets	None	This is a matter for the JV in accordance with the partnership agreement within which the County Council's approach was framed and its approach to these matters set. This will be led by the planning process in each case.	Completed for 25/1/23

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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	Noted	Ongoing

Appendix 1 – Response to ‘Request consideration be given to engaging with those people who are not in employment or claiming Job Seekers Allowance to ensure they have opportunities to reach their potential’