Date of Meeti Item	Members wished to make the following comments and conclusions:	Response/Comments
Date of Meeti Item 31-Jul-2017 Council's Performan against its Commitments and a Summary of its Financial position at Year End for 2016-13	e Sickness Absence The Committee expressed concern regarding the sickness absence figures across the Authority. Members commented that the figures relating to stress/Anxiety/Depression/Mental Health provide a worrying figure and questioned	Response/Comments a) The all Wales data for sickness absence is published annually and this year will occur on 14th September 2017. Data is not collected on a Directorate basis b) as we do not have a "costed payroll" we cannot give figures indicating the cost of sickness absence to the Council c) the management information we receive from Ranstad [our agency worker provider] do not provide details of how many agency requests were made specifically to cover sickness, we could explore whether this is possible in the future. The robustness of this data will always be questionable in the sense that: we will be relying on line managers to declare the reason at the time of the request; this will not be the only mechanism for covering sickness [eg, long term cases may be filled by moving resources and back-filling at a lower level, recruiting on a short term temporary contract, etc d) HR would be unable to easily extract this information. This would require large resource to check individual staff records and collate the information e)We will investigate what APSE are able to offer and report back to the Committee but the work would have to be commissioned.
	 considering comparisons with other LAs as the Authority are a member of APSE and its involves public sector benchmarking data for over 200 LAs. In response to the issue of staff remaining off on sick due to waiting for scans and tests on the NHS, the Committee recommended that some form of FastTrack system to provide financial assistance for tests be explored as the cost of this could be far less than the cost of the sickness and therefore would benefit both the individual involved and the Authority. 	The Authority has a responsibility to treat all staff equally, whether they are ill or not. Therefore funding for a private healthcare scheme would need to be offered to all staff in the Authority, a decision of which Cabinet would need to make.

The Committee reterated the views of the previous CRI Overview and Scrutiny The Council does have a strategic approach to the management of absence in the sense that: The Council does have a strategic approach to the management of absence in the sense that: The views of concerns to that focus and be provided specifically in these areas. There is a corporate policy which is supported by a "Management of Absence" toolkit - readly available on the intrate. Commutites of the WLGA has carried out with staff and the Trade Unions to determine if there were and contrate and the works and some ends in ecommended that the Chief Executive and committee commuted that times also once again recommended that the Chief Executive as that there is a strategic focus from the top. A new Occupational Health provider has been appointed with whom we are working closely are consultation was carried out with staff and the trade Unions to determine if there were so that there is a strategic focus from the top. A new Occupational Health provider has been appointed with whom we are working closely are line management information required actions and "chased" in cereasary An "escalation process" has been put in place should line management of absence policy is being taken, egu, if is knotes are not takening to the management of absence policy is being taken, egu, if is knotes are not takening to the paid Via Care First we provide a wide range of no line and face to face support strates, including Counseling which is available to all enployees are tool their sick pay will not be paid Via Care First we provide a wide range of no line affect to face support strates, including Counseling which is available to all enployees and their families. The Chief Executive's appraisal requires as at the end of July 2017. Communities The Committee expressed concern over the policy and whether to introduce definitive timelines as to when the Council will no longer support to introduce definitive timelines as to when the Councern the policy and whether to i		
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urgency for organisations.		
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Members expressed concern over the delays with the Extra Care Scheme in relation to the Authority signing off on the project with Linc and also slippage mentioned in terms of the selling of a school. Members queried whether there was a common theme or issue	
causing such delays.	Extra care - info provided in separate document also.
	Extra care : the delays in relation to the granting of the long leases were due to Linc contending that the sites had nil or nominal value due to the level of site development abnormalities. We did not agree and the District Valuer was appointed to provide an independent valuation and confirmed our stance. As a result we safe guarded and generated a capital receipt of £1,105,000. A number of complex legal agreements were required to protect the long term position of both parties and these were time consuming to draft and agree.
	Sale of school : delays - not sure which property is being referred to
	The sale of properties do not generally impact on projects – for example the School Modernisation programme - the sale of land occurs once the school has been vacated and i used as match funding. Sites with potential residential development and high land values, require complex legal agreements to protect the Council's position and the sales will be reliant on planning consent which can be time consuming. Since 2014, £15million has been generated from the sale of surplus assets which is a real success story.
	Acquisition of property can delay projects particularly if compulsory purchase powers are used. However, in relation to the new Pencoed Primary School a very swift acquisition of ar adjoining house was delivered by Property Services, which required sensitive handling due to the personal circumstances of the householder and overcame the need to use a CPO.
	Property transactions can be complicated, particularly in circumstances where the Council wishes to retain control / influence in the long term, for example where long leases are granted. This can sometimes result in delays, particularly if not adequately built in to the timeline of the project plan.
	However, there is currently a significant capacity issue to deliver these projects. Property Services have struggled to recruit and retain over the last few years due to more competitive salaries being offered elsewhere, including in the public sector, compared to the salaries we can offer. There is currently a dearth of Chartered Surveyors employed by the Authority and unless this can be resolved this will undoubtedly result in delays going forward which involve property transaction.

	Electronic ordering will commence in Q3 with full implementation (including e-invoicing) or
Finance	initial supplier/s in Q4. Priority has been given to replace goods previously fulfilled by
Members requested that they receive information on when the Authority expects to go	County Borough Supplies in order to benefit the widest group of internal customers
live with Baseware Solutions.	including schools
The Committee requested that clarification be provided in future reports in relation to	
paragraph 3.2 of the cover report and the Capital programme figure.	Noted
General Comments	
The Committee agreed that work needed to be done on a different way to report	
Performance information to the Committee as it was currently too much information	
with not enough time to consider it. Members agreed that a small workshop be	
undertaken to consider the best method for reporting the Authority's performance and	
budget position to the Scrutiny Committee.	Workshop has been organised