

Date	Item	Members wished to make the following comments and conclusions:	Response/Comments	RAG Status
17/07/2019	Financial Performance 2018-19	<p>The Committee raised concerns with the lack of commitment for Welsh Government funding to cover the increase in employer's contribution to teachers' pensions. Therefore, Members recommend that the Corporate Overview and Scrutiny Committee draft a letter to the Welsh Government Minister with a copy sent to the Secretary of State for Wales outlining the devastating effects the lack of funding would endure on the Council.</p>	<p>Letter drafted.</p>	
		<p>During discussions regarding the Home to School Transport overspend, Members noted that Porthcawl has no Learning Resource Centre and highlighted the probable cost implications of transporting children from Porthcawl to the nearest unit. With that in mind, the Committee recommends that future thought is given to adding the provision to the Porthcawl area, which would also ensure children are close to family and other siblings.</p>	<p>Establishing a learning resource centre (LRC) for autistic spectrum disorder (ASD) in the Porthcawl area has been explored previously. The need was greater in the East of Bridgend at that time. As a result a LRC has been opened in Pencoed Primary School. This will be reviewed during 2019-2020 academic school year to ascertain which are of Bridgend has the greatest need.</p>	
		<p>Additional information With reference to the data provided from the Staff Wellbeing Survey: '72% of respondents said they were comfortable with the demands placed on them all or most of the time as well as 71% being able to meet the demands of their job either all or most of the time', Members questioned the response rate for the survey to determine a more accurate representation of the whole Council.</p>	<p>The survey was made available to 3109 staff (non-schools). Paper copies were made available for staff who were unable to access the survey online. In total, 1365 paper copies were delivered to managers of staff in remote sites and to main reception areas.</p> <p>The survey was conducted over a six week period in which a range of methods were used to raise awareness and encourage staff to complete the survey.</p> <p>In total 1291 members of staff completed the survey; 492 paper copies were completed and 799 surveys were completed online.</p> <p>The survey was made available to 3109 staff (non-schools). Paper copies were made available for staff who were unable to access the survey online. In total, 1365 paper copies were delivered to managers of staff in remote sites and to main reception areas.</p> <p>The survey was conducted over a six week period in which a range of methods were used to raise awareness and encourage staff to complete the survey.</p> <p>In total 1291 members of staff completed the survey; 492 paper copies were completed and 799 surveys were completed online.</p>	
	<p>Council's Performance against its Well-being objectives for 2018-19</p>	<p>With reference to the Corporate Performance Indicators, Members were concerned by the increase in percentage of indicators 'Worse than last year' and similarly with the percentage of 'Better than last year' Performance Indicators decreasing year on year.</p>	<p>Directors provide an overall comment on the dashboard to set out performance and the challenges faced. It is recognised that this is challenging in an environment where further MTFS savings are required which can sometimes impact on the ability to maintain or improve on performance. Where indicators are shown as off target or are worse than last year, there is a commentary box alongside which provides detailed explanations as to why this is the case and what actions are being taken to mitigate against this going forward, where required. There can be a number of reasons for worse performance, including staffing vacancies, external providers influencing performance, the inability to influence an indicator. For example, there were 14 residential units approved in Bridgend Town Centre in 17-18. In 2018-19, there were 0, but that is because there were no applications received. Equally some indicators have reached a peak, for example less managers undertook absence management training in 2018-19 than they did in 2017-18, but that is because as most managers had already undertaken training in 2017-18, there was less that needed to do the training the following year.</p>	

<p>17/07/2019</p>	<p>Council's Performance against its Well-being objectives for 2018-19</p>	<p>Additional information</p> <p>The Committee note that long-term sickness remains high and has increased in the last year, therefore, Members requested to receive detail of what options are available for people who are off work to aid an earlier return. For example:</p> <ul style="list-style-type: none"> • Working from home; • Reduced working hours. 	<p>Managers able to consider a range of options to assist employees to remain in work and to facilitate an early return to work. The options available will depend upon the nature of the role and other service related matters as well as the nature of the absence.</p> <p>In cases of long term absence:</p> <ul style="list-style-type: none"> • Regular welfare meetings are arranged which will include discussions about plans and options for the employee to return to work. • A phased return to work may assist an early return and this is planned on an individual basis to meet individual circumstances. • Reasonable adjustments in the workplace are considered, whilst this can include a temporary variation to the working hours/pattern or in the nature of duties • For employees who have a disability the government's Access to Work employment support programme could also help employees return to work through practical and financial help • Employees are entitled to accrue their annual leave, so this can also be used to support a phased return. • Employees who have been approved for homeworking could work at home, depending on individual circumstances, providing this does not have an adverse impact on the service and they are fit to do so. • Advice is also sought from Occupational Health including supportive action to return to work and any adjustments needed • Employees can access the council's Employee Assistance programme for a range of counselling and information support 	
		<p>With reference to the Local Authority losing experienced people, the Committee request to receive details of Exit Interviews to ascertain why staff are choosing to end employment with the Council.</p>	<p>The council does not have a policy for routinely undertaking exit interviews for all leavers. Exit interviews are only held in some areas where there are recruitment and retention challenges.</p>	