

**APPENDIX C**

**CORPORATE OVERVIEW AND SCRUTINY COMMITTEE - RECOMMENDATIONS MONITORING ACTION SHEET 2023-24**

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
3 July 2023	Revenue Budget Outturn 2022-23	<u>Council Wide</u> The Committee recommended that all national legislative commitments and statutory services need to be fully funded by central Government and that the Committee fully support Cabinet in lobbying Westminster and Welsh Government to provide adequate funding to ensure a sustainable funding model in the future.	Scrutiny / Cabinet	
3 July 2023	Revenue Budget Outturn 2022-23	<u>Council Wide</u> The Committee recommended that in order to manage the expectations of the public regarding future service provision, that there be a proactive corporate communications strategy setting out clearly the pressures within services, what can and cannot be achieved/maintained and what is funded by Council tax and what is funded by central UK funds through the Revenue Support Grant.	Scrutiny / Chief Officer – Finance, Performance and Change	

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3 July 2023	Revenue Budget Outturn 2022-23	<u>Council Wide</u> The Committee recommended that consideration be given to how the information in Recommendation 2, above, be effectively communicated to the public, including consideration of putting the information on the Council website and in a newsletter accompanying Council Tax Demand letters.	Scrutiny / Chief Officer – Finance, Performance and Change	
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee expressed concern regarding the Council-wide issue of recruitment and retention and acknowledged that whilst Directorates were working on this in isolation, felt that it required a corporate approach focussing on the 7 Principles contained in the Corporate Plan.  The Committee therefore recommended that an overarching workforce plan is needed to address the reasons for the Council not being commercially competitive and its inability to successfully recruit and retain staff.	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	

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3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee recommended that consideration be given to more integrated working between Human Resources and Directorates to avoid Directorates trying to address the issue of recruitment in isolation/in silos and to holistically strengthen the HR functions and achieve the objectives of the overarching Corporate Plan.	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee recommended that the Council work with schools to inform students, before they choose their GCSE and A Level options, regarding the career prospects of working for the Local Authority, across a wide range of professions and specialisms and likewise work with Welsh-medium schools, given the shortage of Welsh speaking staff in the Authority. It was also recommended that the Council establish links with universities in order to secure graduate employees and to drive	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy / Corporate Director – Education and Family Support	

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		forward recruitment for the Authority.		
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee recommended that there should be an agreed National level of salaries and terms and conditions for all positions in local government in order to ensure that the Council has an equal footing in terms of competitiveness with other local authorities and the private sector.	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy / Cabinet	
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee recommended that a review be undertaken regarding the need to advertise in national newspapers for jobs over a certain grade and whether these roles would attract more applicants if alternative and, possibly more local, advertising was pursued.	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	
3 July 2023	Revenue Budget Outturn 2022-23	<u>Recruitment</u> The Committee expressed concern regarding the loss of successful candidates due to the delay in obtaining a Disclosure and Barring Service check and queried the reason for the delay and whether there was anything	Scrutiny / Chief Officer – Legal & Regulatory Services, HR & Corporate Policy	

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		that could be done to reduce the waiting time to stop candidates finding work elsewhere.		
3 July 2023	Revenue Budget Outturn 2022-23	<u>EFS</u> That the Committee recommended that they write to the Welsh Government expressing their concerns that any further cuts to the education budget would be unacceptable, given the 2% efficiency saving in 2023-24 and further annual 1% reductions predicted for forthcoming years.	Scrutiny / Chair of COSC	
3 July 2023	Revenue Budget Outturn 2022-23	<u>EFS</u> The Committee acknowledged the difficulties of recruitment within catering services and the impact on the provision of breakfast clubs and requested an update on what was being done to ensure that vulnerable children were receiving breakfast before school.	Scrutiny / Corporate Director – Education and Family Support	
3 July 2023	Revenue Budget Outturn 2022-23	<u>EFS</u> The Committee requested an update on when the Welsh Government review regarding home to school transport would realistically be published, given	Scrutiny / Corporate Director – Education and Family Support	

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		that no changes would be considered until the conclusion of the review		
3 July 2023	Revenue Budget Outturn 2022-23	<u>Communities</u> The Committee recommended that consideration be given to there being a dedicated resource to support the Communities Directorate in processing and responding to Member Referrals and that consideration be given to ways in which to make the Member's Portal more effective and efficient in keeping Members updated with the status of referrals.	Scrutiny / Chief Officer – Finance, Performance and Change / Head of Partnership Services	
3 July 2023	Corporate Plan Delivery Plan 2023-24 and Draft Performance Framework	The Committee recommended that consideration be given to how the roles as set out in the 'I am a ...' section of the draft Performance Framework may be effectively cascaded and communicated to all staff and the public.	Scrutiny / Chief Executive	
3 July 2023	Corporate Plan Delivery Plan 2023-24 and Draft Performance Framework	The Committee recommended that future reports regarding performance be developed to include a holistic overview in the form of an executive summary to succinctly summarise	Scrutiny / Chief Executive	

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		performance as measured against the Corporate Plan. The Committee expressed concern regarding Officer time and effort required to present complex data and welcomed concise and proportionate information which could be more sustainable and influential.		