

Proposal form for items for consideration by Scrutiny Committee



Submitted by: Cllr Helen Parr

Date submitted: 18 Jan 2021

Item for Consideration: Staff Morale, Mental Health, Wellbeing`

Expected outcome (i.e. new policy, new action, new partnership, review and/or scrutinise the performance of other public bodies or of the Council in relation to its policy objectives, performance targets and/or particular service areas):

Scrutinise the performance of the Council in relation to its policy objectives, performance targets eg.

Priority for matter to be considered (please tick):

High (up to 3 months)	X
Medium (3 to 6 months)	
Low (over 9 months)	

Basis on which priority has been set:

This matter has been raised by members at several meetings recently eg. O & S Budget meeting, and in view of the Covid pandemic and other pressures on officers there is clearly concern. Cllrs should be kept informed and the CE has offered to come to a meeting and talk to cllrs.

The suggested item should be included in future programme(s) because: (please tick as appropriate)

a) It is a district level function over which the district has some control	X
b) It is a recently introduced policy, service area of activity which would be timely to review	
c) It is a policy which has been running for some time and is due for review	X
d) It is a major proposal for change	
e) It is an issue raised via complaints received- cllrs have raised this matter	X
f) It is an area of public concern	X
g) It is an area of poor performance	
h) It would be of benefit to residents of the district	X

Which of the Council's objectives does the issue address?:

Council Priority Four- Outstanding Council and Council Services
Investors in People High Performing (Platinum) award; Mindful Employer

Is there a deadline for the Council to make a decision? (If so, when and why?):
Urgent, the wellbeing of staff is involved

Members are requested to provide information on the following:-

What do you wish to achieve from the review?: Cllrs be advised by the Chief Executives on the current position re Staff Morale/ Wellbeing and to agree actions to address the situation.

Are the desired outcomes likely to be achievable?:Yes

Will it change/increase efficiency and cost effectiveness?:Yes

Additional information – an explanatory sentence or paragraph to be provided below to support each box which has been ticked:

The council is a very well run organisation, and has an excellent record as an Employer [Platinum Level Investor in People Award 2020]. However, there is currently concern re staff morale during these unprecedented times of Pandemic, and change. Cllrs have raised this issue and should be advised by the CE of his views on the matter, kept informed of actions he has taken, and actions he considers the council could take to improve the position.

The public expect the council to deliver good services and be a good employer in order to do this. Officer wellbeing and morale is vital to being a well run organisation.

Please can you return the completed form to Democratic Services via email to democraticservices@eastdevon.gov.uk.

MONITORING OFFICER COMMENTS

It is within the remit of the Scrutiny to review this matter if so minded. Consideration needs to be given to the nature and scope of any report that is requested from the Chief Executive given that the committee receives details around staffing as part of the SPAR reporting system.

Date: 19.1.2021