

Report to: **Scrutiny Committee**



Date of Meeting 07/10/21

Document classification: Part A Public Document

Exemption applied: None

Review date for release N/A

Further Report on Proposed Actions to Improve Staff Morale

Report summary:

To report back to Scrutiny following the Committees consideration at its meeting on the Cabinet on the 29th July 2021

Is the proposed decision in accordance with:

Budget Yes No

Policy Framework Yes No

Recommendation:

That the Committee consider this report and recommend that the proposed action plan set out in Appendix 1 is accepted and that the CEO take forward the actions identified

Reason for recommendation:

To ensure the Committee is content that appropriate steps are being taken to address the concerns raised in the HSE survey and report

Officer: Mark Williams CEO

Portfolio(s) (check which apply):

- Climate Action and Emergency Response
- Coast, Country and Environment
- Council and Corporate Co-ordination
- Democracy, Transparency and Communications
- Economy and Assets
- Finance
- Strategic Planning
- Sustainable Homes and Communities
- Tourism, Sports, Leisure and Culture

Equalities impact Low Impact

Climate change Low Impact

Risk: Low Risk

Links to background information See previous reports to Scrutiny

Link to [Statement of Intent](#)

Priorities (check which apply)

- Better Homes and Communities for all
 - Greener East Devon
 - A resilient Economy
 - Services that matter
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Report in full

Committee will recall that there have been 2 previous reports regarding the matter of staff morale and the issues raised and identified by staff in the HSE survey.

At its July meeting the Committee considered a report from me and it was recommended as follows:

1. That the Cabinet (through the Portfolio Holders for Democracy & Transparency and Strategic Planning) assess whether Member Champion roles should be reintroduced, particularly in respect of the Council as Local Planning Authority.
2. That Cabinet considers asking the Member Development Working Group to meet as soon as possible to review and revise the member training programme with a view to providing training designed to mitigate concerns raised in the staff survey.
3. That the Chief Executive brings a report back to the Scrutiny Committee meeting of 7 October 2021 to provide reassurance as to when and how the actions in the report would be addressed. The Chief Executive confirmed that the report would be provided

Items 1 & 2 were reported to Cabinet at its meeting on the 6th October and an update will be provided.

Appendix 1 to this report sets out a proposed action/project plan for Committee to consider in respect of item 3.

In addition, at Appendix 2 I have included for Committee the annual HR summary report for 2020/21 that highlights a number of relevant considerations which are normally reported to Committee. It is intended that future reports will be presented to the Personnel Committee, albeit this would not prevent the Scrutiny Committee from seeking further information and reports on matters that may be of concern to members.

Financial implications:

There are no direct financial implications from the recommendation in the report but the report includes key measures for members to consider; the cost of employees represents nearly 50% of the Council's costs of running/delivering services.

Legal implications:

The report does not raise any specific legal implications requiring comment.