

WDC Annual Governance Statement 2021/22: Action Plan for Governance Issues

Review of Progress

AGS Ref.	Governance Issue	Responsibility	Progress to Date:	
			Last-reported Position	Position as at end-October 2022
7.1	Performance management continues to be an issue, in particular the range and content of performance data that councillors receive. When resolved, Councillors will need to be trained to enable them to access the information and scrutinise it effectively.	Senior Leadership Team	<p>End-July 2022: Cabinet has agreed the Council's Service Area Plans including the suite of measures for each Service Area. Officers are now working on making the measures accessible to Councillors so the measures can be interrogated on a rolling basis. Target for completion of this work is 1 September 2022.</p>	<p>These are now available via <i>Sharepoint</i> for all Councillors who have been briefed on how to access them. There is also a training session for Councillors on these which they have been invited to on 7 November 2022.</p> <p>In addition to this, the Performance Management Officer is now liaising with Heads of Services on migrating Service Area Risk Registers into the same documents to enable Members to have easier access to these as well.</p>

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7.2	The new Overview & Scrutiny and Audit & Standards Committees will present challenges in terms of clarity of role. Councillors will need to be trained on the operation of the new Overview & Scrutiny and Audit & Standards Committees to enable them to participate more confidently.	Senior Leadership Team	<p>End-July 2022:</p> <p>Training has been arranged for 3 August 2022 for the Audit & Standards Committee on the role of the Audit Committee. The Overview & Scrutiny Committee have also been invited to attend.</p> <p>Civic & Committee Services are in the process of organising training for the Members of Overview & Scrutiny Committee on financial/budget and performance training which once agreed Audit & Standards members will also be invited to attend.</p> <p>In respect of remit it is early days for the new Committees and this will be discussed with the relevant Chairs before each meeting.</p>	<p>Training has taken place for Councillors of both these Committees in relevant areas and positive feedback has been received.</p> <p>There will need to be a continue theme of briefing Audit & Standards Members in respect of new aspects along with detailed Treasury Management training. However, the focus on this aspect will be very much after elections in May 2023.</p>

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7.3	Staff morale has been impacted adversely as a result of the merger process. A strategy to improve staff morale is required.	Senior Leadership Team	<p>End-July 2022: Cabinet has approved "Applause" which seeks to help address staff morale through several personal, professional and health initiatives. More broadly, the Senior Leadership Team is working on policies in respect of recruitment, retention, and reward. This is an ongoing piece of work.</p>	<ul style="list-style-type: none"> ➤ The positive feedback from the 'Applause' scheme launched August 2022 has considerably impacted on staff morale by including the range of support and recognition including monetary, health, team 'get-togethers', 'refer a friend' for recruitment and voluntary days off. It is important to recognise that this was not planned as a 'one-off' initiative and the benefits are being realised on an ongoing basis with regular updates through engagement and communication. ➤ An externally assessed 'staff survey' and facilitated face to face sessions linked to the 'Thrive award' was launched the beginning of October in conjunction with Unison. Further analysis is expected in December to inform further actions to support the health and well-being of staff. ➤ Targeted 'awareness' campaigns continue to inform and engage managers and staff. October links to the education and support linking with Unison on the 'Menopause', from all aspects and different perspectives. ➤ A report for Employment Committee 29.11.22 will include positive updates on the WDC Apprenticeship scheme and further plans to 'grow our own'.