
OVERVIEW OF EFFICIENCY AND RESOURCES SCRUTINY COMMITTEE

1. Since the last meeting of the Council, the following are the main areas of work the Efficiency and Resources Scrutiny Committee has undertaken.

Year-End Sickness Absence Figures 2016/17

2. We have received information on the outturn sickness absence figures for 2016/17. The outturn figure was 9.7 days per full-time equivalent (FTE), which is an increase of 0.90 days from the previous year and 2.2 days over the target of 7.5 days, with stress continuing to be the highest reason for absence and average total days lost and the highest absence levels being within Children's Services.
3. The overall attendance rate was 95.7 per cent, with 43 per cent of staff having no sickness absence during the period.
4. The Council is continuing with the health and well-being interventions which have been introduced to promote the health, safety and well-being of employees and we were advised of the further plans in place to aid the reduction of sickness absence and increase resilience of employees to enable them to face the challenges ahead.
5. We were reassured by the current position in relation to sickness absence as the quarter one performance information for 2017/18 does show an improved position from the same quarter last year and we were advised that the projected outturn should be within target. We noted that there was a significant improvement in absence levels within Children's services and the supporting interventions which had been taken in that area to improve this.

Corporate Health and Safety Report 2016/17

6. Information was also given on the Authority's performance in relation to health and safety for the financial year 2016/17. Health and safety continues to be a high priority for the Authority and the main focus for the year has been to continue to embed the health and safety management system and improve health and safety compliance. Overall, health and safety performance indicators show an improvement on last year.
7. We were advised of the work undertaken by the Team during 2016/17 and an area particularly highlighted was a recent Culture Survey of managers and staff within the organisation which had been undertaken based on questions using the HSE's climate survey tool. The survey was completed by 484 employees, 63 Managers and 21 Senior Managers.

8. The survey did confirm that significant progress has been made in the health and safety culture within the organisation over the last few years, however, to ensure continued improvements, there was still work to be done.
9. The planned areas of work for 2017/18 will ensure continual improvement and embed health and safety into all areas of the Council's activities.

Key Performance Indicators

10. We have received an update on performance against those key performance indicators under the remit of this Scrutiny Committee for the period April to June 2017.
11. We did discuss whether the ten key indicators which have been allocated to our Scrutiny Committee to monitor were adequate and we will be looking again at the basket of indicators to determine whether there are any additional ones it would be useful for us to monitor.

Work Programme

12. In looking at our work programme for the remainder of the Municipal Year 2017/18, we have given consideration to a request from a Member of our Scrutiny Committee to look at the effects following the reduction in the street scene services budget.
13. A number of members of the public did attend our meeting to address us on their views of the service and we have agreed to establish a Task and Finish Review Group with the Place Scrutiny Committee to look at whether the agreed service levels are correct and future funding as part of the MTFP discussions for 2018/19.
14. We will also be establishing a Task and Finish Review Group to look at the Political Management Arrangements within the Authority and the Senior Management structure.

Councillor Ian Haszeldine
Chair Efficiency and Resources Scrutiny Committee