



Finance & Resources Select Committee agenda

Date: Thursday 28 January 2021

Time: 2.00 pm

Venue: via video conference

Membership:

R Bagge (Chairman), J Jordan (Vice-Chairman), D Anthony, M Appleyard, M Bateman, T Butcher, S Chhokar, A Christensen, R Gaffney, G Harris, H Mordue, D Shakespeare OBE, M Smith, M Stannard and C Whitehead

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Agenda Item	Time	Page No
1 Apologies for absence / Changes in membership		
2 Declarations of Interest		
3 Minutes The minutes of the meeting held on 26 November 2020 to be confirmed as a correct record.		5 - 10

- 4 Public Questions**
No public questions have been received.
- 5 Chairman's update**
- 6 Staffing update** **14:10** **11 - 22**
The Committee will receive an overview of staffing 9 months on from the implementation of Buckinghamshire Council.
- Contributors:**
Katrina Wood, Deputy Leader and Cabinet Member for Resources
Sarah Murphy-Brookman, Corporate Director for Resources
John McMillan, Service Director for HR & OD
- Papers:**
Staffing update paper
- 7 Work Programme** **14:45** **23 - 24**
The Committee will discuss the work programme and agree the items for the next meeting.
- Contributors:**
All Committee Members
- Papers:**
Work Programme attached
- 8 Date and time of the next meeting**
The next meeting will take place on Thursday 25 March 2020 at 2 p.m.
- 9 Exclusion of the Public**
To resolve that under Section 100(A)(4) of the Local Government Act 1972 the public be excluded from the meeting on the grounds that discussion will involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Act.
- Paragraph 3 – information relating to the financial or business affairs of any particular person (including the authority that holds that information).*

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Agenda Item 3
Buckinghamshire Council
Finance & Resources Select
Committee

Minutes

MINUTES OF THE MEETING OF THE FINANCE & RESOURCES SELECT COMMITTEE HELD ON THURSDAY 26 NOVEMBER 2020 VIA VIDEO CONFERENCE, COMMENCING AT 2.00 PM AND CONCLUDING AT 3.41 PM

MEMBERS PRESENT

R Bagge (Chairman), J Jordan (Vice-Chairman), D Anthony, M Appleyard, M Bateman, T Butcher, S Chhokar, R Gaffney, G Harris, H Mordue, D Shakespeare OBE and M Stannard

Agenda Item

1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP

Apologies for absence had been received from Councillors M Smith and C Whitehead.

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 MINUTES

The minutes of the meeting held on 1 October 2020 were agreed as an accurate record.

4 PUBLIC QUESTIONS

No public questions had been received.

5 CHAIRMAN'S UPDATE

The Chairman reported that further discussions had taken place with officers in preparation for the Budget Scrutiny inquiry which would be taking place in January. The meetings with portfolio holders had been arranged to take place on 11, 12 and 14 January and a timetable had provisionally been prepared for each day and would be shared with members in due course. Members would receive a budget scrutiny briefing from the Service Director for Corporate Finance following this formal committee meeting and a scoping document was attached to the agenda pack at agenda item 9.

The Chairman, on behalf of the Committee also paid thanks to staff for their work and commitment, acknowledging that the announcement of the second lockdown had created additional pressures to meet alongside business as usual, including for the finance team, the processing of further grants for businesses in Bucks. The service staff continued to provide to residents remained of a high quality.

6 PROPERTY ASSETS UPDATE

John Chilver, Cabinet Member for Property and Assets and the Head of Property and Assets introduced an overview of the Council's property assets portfolio. In his introduction, Mr Chilver paid thanks to staff in property services who continued to deliver an excellent service in the current challenging situation.

John Reed, Service Director for Property and Assets attended to take members through the slides appended to the agenda pack and take questions.

During the presentation, Mr Reed advised the Committee of the current portfolio capital value (£.206 billion), the investment properties capital value (£361 million) and the income from the Council's commercial and investment properties in 2020/21 (£19.5 million). Members were updated on significant response of the property and assets team to covid-19 which included continued support to tenants, a balanced approach to rent collection, signposting to funding and directing tenants to business rates colleagues, support with providing external seating licenses up to March 2021 and supporting flexible payment plans. The Committee was advised that there was an active asset management plan in place which included an agricultural policy review, a number of significant landholdings and estates had been amalgamated, and a review of sites with potential for planning permission or other use was in progress. The active day to day management included dealing with new leases, lease reviews, rent reviews, property management, strategic consultancy advice and void management. The Council had an active capital disposals programme, a revenue income programme and provided support to a number of other council services including highways, adult social care, communities and leisure and economic growth and regeneration. The service was also actively considering how council buildings could be optimised through flexible working patterns, how the carbon footprint could be reduced and how savings could be delivered. Regeneration programmes were underway in Aylesbury (Station Quarter; The Exchange/Waterside North; Old Council offices; Old County Court), High Wycombe (Eastern Quarter; Brunel Shed; Future High Streets Fund) and Winslow (Winslow Regeneration Project).

Due to the commercially sensitive nature of members questions the Chairman resolved to exclude the public from the meeting by virtue of Section 100(A)(4) of the Local Government Act 1972 on the grounds that discussion will involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Act, namely paragraph 3 – information relating to financial or business affairs of any particular person (including the authority holding that information).

During the confidential session, the Committee held a detailed discussion on council assets and the plans for those assets and raised a number of questions which focused on the current covid situation in relation to the property market and the impact the pandemic had on the performance of the property portfolio; potential plans for various council owned sites; the current position of specific sites across Bucks; what the Council looked for when assessing sites with potential and; the frequency of portfolio valuations and value for money of these. During the discussion, Members also asked whether it would be possible to have a list of council owned assets by Community Board area. Members were invited to email Mr Reed where this information was required and it would be supplied.

7 SECTION 106 (S106) AND COMMUNITY INFRASTRUCTURE LEVY (CIL) UPDATE

Katrina Wood, Deputy Leader and Cabinet Member for Resources presented the S106 and CIL update report and invited comments from the Committee. The Head of Planning Policy and Compliance attended to take questions on the report. The report provided an overview on the Council's position in relation to financial contributions required by section 106 planning agreements and the Community Infrastructure Levy (CIL). The report contained the current financial status of developer contributions held and noted the systems in place to assure that risk of contributions being returned was minimal.

The Chairman summarised how developments warranted S106 contributions and CIL highlighting that where developments generated growth activity that caused harms to neighbours and the wider area, S106 and CIL contributions could be used to mitigate these harms which came directly from developments. The following key points were raised by Committee during discussion:

- The negotiation element of S106 contributions was dealt with in the development management process as part of the determination of planning applications. A Member expressed concern that infrastructure plans to enhance the county were not looked at prior to a planning application being approved.
- A member queried whether developers had exercised their clawback option and the Committee was advised that a supplementary report had been circulated which detailed S106 monies at risk of clawback within the next twelve months. It was understood that no clawback had been actioned by developers to date.
- Concern was raised that CIL received locally was not ring-fenced to the particular area where the qualifying development was situated and could be spent on infrastructure around the county. It was confirmed that town and parish councils received 15 or 25% of CIL contribution with the rest going in to a central pot to be spent on infrastructure developments within the whole council area. Officers agreed to assess what legal options there may be to restrict spend to the areas development took place.
- Members were also concerned that local people were not consulted on infrastructure needs and it would be beneficial for the Council to share the details of funds that were received and consult members. Members suggested that one way of engaging people would be through the newly established Community Boards and it was also recognised that members knew their local areas very well and held good relationships with key figures in the community and thus by consulting members there would be a better understanding of how harms from developments may be mitigated through use of infrastructure funds. Members felt that using Community Boards as a means to do this would benefit residents and the Council. The Committee also requested officers to look at whether it would be possible for the Council to list monies received by community board area and provide this to members.
- In relation to the S106 funds within a year of expiry a member queried what was covered through the year on year funding noted for Thames Valley policing in Buckingham. It was clarified that £60,000 was funded year on year for specific project expenditure on policing projects in the area.
- A Member suggested that the funds within a year of expiry should be RAG rated and include timelines to enhance transparency and allow members to monitor progress as future reports were presented. The Winslow Town Council amount was queried as no timeline was noted and members were informed that regular meetings were taking place and legal advice sought to allocate these funds to a particular project and safeguard the money from clawback. Officers would look to extend the 'at risk' list from within one year of expiry to within two and a half years of expiry.
- A Member asked whether local members were informed when town and parish councils

received CIL funds as it would only be at that point they could assist parishes with getting projects underway. It was explained that a CIL and S106 service review was underway as to how regularly monies received was reported and this point around local members being advised was noted and to be considered.

- In terms of how S106 contributions were integrated in to the Council's budget it was explained that when it was clear what a scheme would entail it would be costed and added in to the capital programme.

8 Q2 BUDGET MONITORING REPORT

Katrina Wood, Deputy Leader and Cabinet Member for Resources presented the Q2 Budget Monitoring Report which was presented to Cabinet at its meeting on 10 November 2020.

The report set out the Revenue and Capital outturn position for Buckinghamshire Council for the financial year 2020/21 and appended was a full analysis of the forecast outturn for each of the Council's six Directorates. The forecast revenue outturn was an overspend of £4.9m, which had reduced from the £6m reported for quarter 1 through additional funding and active management of overspends. The forecast Capital outturn was £174.7m, representing slippage of £15.7m. This was an increase of £10.5m from the £5.2m reported at Quarter 1. Mitigating actions to address the in-year forecast revenue overspend included continued lobbying of government for the full recovery of all additional expenditure and lost income in relation to Covid-19, action within Directorates to identify additional mitigations, as well as the review of commitments against earmarked reserves and corporate contingencies included within the budget.

Ms Wood advised that so far the Council had claimed £5.4 million for the first 4 months of the financial year (April to July). These figures did not take into account the recent government announcement of an additional £1 billion for local authorities, which allocated the Council a further estimated £3.5 million government grant relating to the impact of Covid. This has had a positive impact on this outturn position but would not show until the next quarter. Cllr Wood explained that whilst this funding was welcomed, it was less than the Council was expecting based on previous allocations and furthermore it did not take into account the implications of the current lockdown which was likely to have a significant impact on the Council's income levels like parking and would have a negative impact on the next outturn position.

In terms of the other revenue pressures in business as usual; the main pressures were within Children Services and related to home to school transport costs and reduced income of £3.9 million and also the looked after children placement costs of £1.2 million. These pressures were partly offset from within corporate contingencies where some budget was approved to cover the key financial risks facing the authority. All directorates were now looking at mitigating actions to bring their service areas back into balance and appendix 1 set out the details of the variances by each directorate. The Council was also reviewing the remaining corporate contingencies and ear marked reserves to ensure a break even position by the end of the financial year.

The following key points were raised by the Select Committee members during discussion:

- In relation to financial pressure on care homes, it was recognised that many were struggling financially due to current circumstances and the Council was working closely with the sector to understand the position and provide support as best it could. The Council recognised the importance of care homes in providing for care needs now and in the future. The issue was described as a national risk and the Council understood that if any were to go in to administration or face closure there would be significant costs

involved with the moving of vulnerable adults.

- The Committee was advised that at the point the budget was set the Government Dedicated Schools Grant was not known, however the grant was the reasoning behind the income listed at page 56 of the reports pack under education.
- It was noted that there were no covid costs reported under business management and the Committee was advised that many of these costs were dealt with as senior managers and their teams covered many areas of work within their roles.
- In response to a question on the amount received by the Council from Government in the last round of funding support, Ms Wood explained that the Government had re-worked its algorithms which had meant significantly less was received than what was expected. During the first tranche amounts had been heavily based around social care formulas, however on this occasion there was more weight placed on deprivation and areas with higher covid case numbers. The Council had been unaware of this change and lobbying was underway to have this addressed in future allocations. The Committee recognised this was a risk the Council would be exposed to as and when future funding was allocated.
- It was queried whether the capital budget was achievable as in predecessor Council's it had often appeared optimistic. The Committee was advised that with the five councils having been brought together each with their own respective capital programmes, work was underway to look at ensuring there was minimal slippage and the forecast outturn was realistic. It was further noted that the former County Council had already done work on looking at slippage which resulted in a low percentage for 2019/20, although this would be expected to increase this financial year due to the pandemic amongst other issues. This would be an area the budget scrutiny inquiry group would look at in more detail in its January meetings.

9 BUDGET SCRUTINY INQUIRY GROUP SCOPING PAPER

The Committee received a scoping paper and noted the proposed approach to the budget scrutiny inquiry taking place in January 2021.

10 WORK PROGRAMME

The Committee noted the work programme as appended to the agenda pack.

The Chairman advised the Committee that the Aylesbury Vale Estates and Consilio item previously scheduled for today's meeting would be presented to the committee's next meeting in January.

Members noted that the Q3 budget monitoring report would not be ready for the next meeting of the Committee in January. The calendar of meetings for 2021/22 was in the process of being drafted and dates would be set to align with the quarterly reports. The Committee also noted that with Members receiving regular briefings on the Covid-19 impact in Buckinghamshire a specific report to the Committee was not felt necessary at the present time.

11 DATE AND TIME OF THE NEXT MEETING

The next meeting would take place on Thursday 28th January 2021.

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Report to Finance and Resources Select Committee

- **Date:** Finance and Resource Select Committee 28 January 2021
- **Title:** Staffing and Engagement Update April – December 2020
- **Relevant councillor(s):** Ralph Bagge/Katrina Wood
- **Author and/or contact officer:** John McMillan
- **Ward(s) affected:** none specific
- **Recommendations:** That the Finance and Resources Select Committee note the contents of the report.

1. Executive summary

This report brings an update on Staffing and Engagement, 9 months into our unitary journey. It refers to our workforce profile; our Together Survey findings and employee communication, and health and wellbeing interventions that have been implemented to support our staff through vesting day and the unique set of circumstances in 2020.

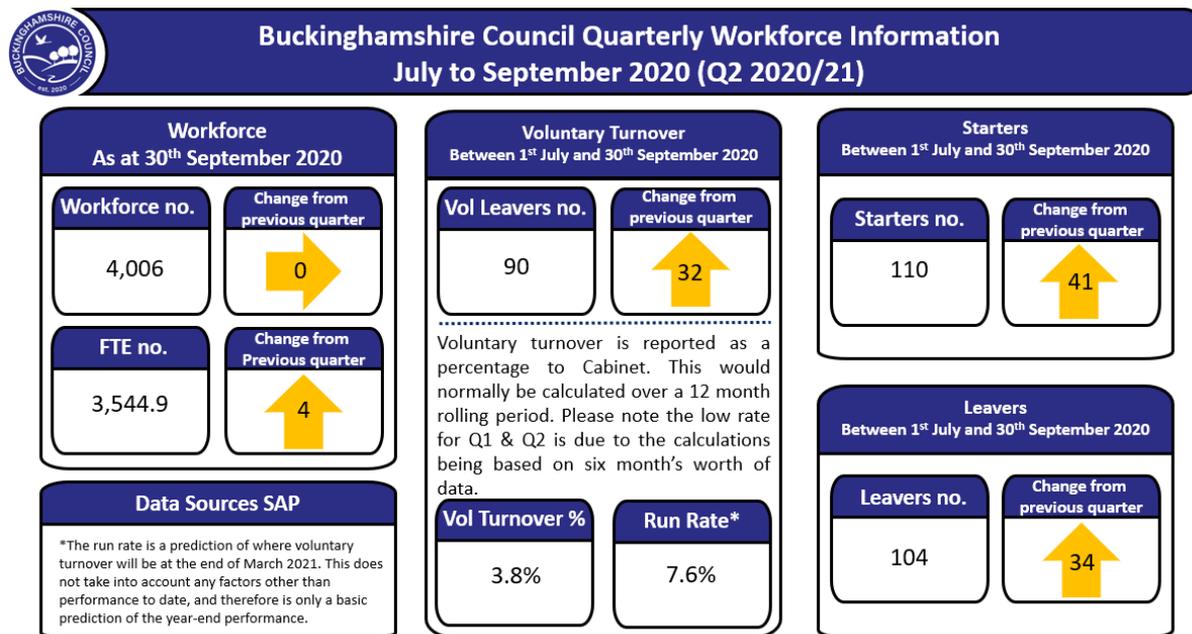
2. Introduction - People policies and processes

In preparation for Vesting Day people policies and processes were put into place to support the culture, values and behaviours for the new Council including

- Buckinghamshire Council Values and Behaviours – PACT
- Our LEADER behaviours and a framework for expectations of Buckinghamshire Managers
- A new and consistent performance appraisal process – Coaching for Performance
- Buckinghamshire Council's own Pay, and Terms and Conditions which apply to new starters and to those staff who move to a substantially changed role
- Consistent core HR policies – conduct, grievance and disciplinary processes

This framework has provided a firm foundation for our people plan and ensured a consistent understanding of our shared values and expected behaviours from the start of vesting day – allowing the Council to develop its own identity and a positive workplace Culture which has been reflected in the September staff survey where 80% of staff responded positively to the statement ‘Overall I am happy to be working for Buckinghamshire Council’

3. Workforce profile



3.1 Turnover

At the end of September, Buckinghamshire Council employed 4,006 people, a full-time equivalent of 3,544.9.

The voluntary turnover rate for July – September was 3.8% which is an increase of 2.3 percentage points since Q1 when the quarterly turnover rate was just 1.5%. The new Council does not have 12 month rolling average figures however the run rate provides an estimation of the likely outturn position once we have a full twelve months of data. Assuming the workforce number remains stable and leavers continue at the same rate, this would equate to a voluntary turnover run rate of 7.6% significantly down on the combined figures for the Unitary Council pre vesting day, when the figure was 13.25% at the same point last year.

For benchmarking purposes, the table on the next page shows annual turnover figures compared to other authorities in the South of England. The shift in Q1 2020/21 is most dramatic for Buckinghamshire Council because as a new council we are not reporting a

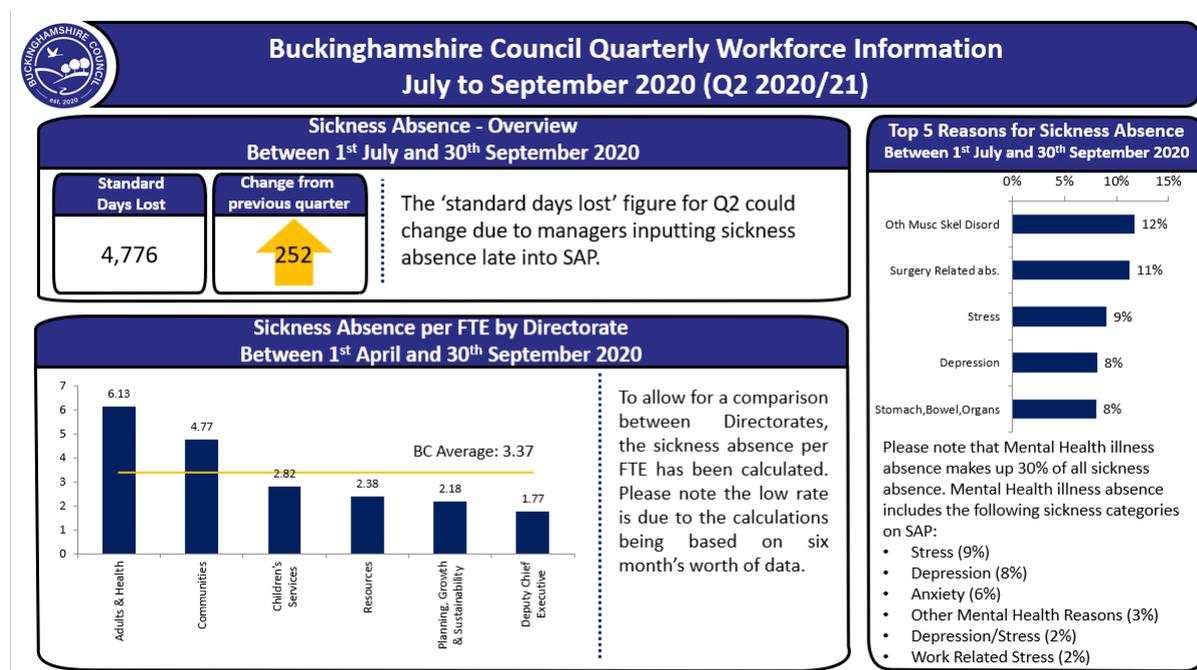
rolling figure for the last 12 months like the others. Our voluntary turnover run rate (referred to in paragraph above) is currently estimated to be 7.6% which compares well to the benchmark group.

Turnover data from Local Authority benchmarking group 2019-2020 and 2020-2021

Date Period	Turnover Type	Local Authority Name					
		Buckinghamshire CC	Buckinghamshire Council*	East Sussex CC	Essex CC	Hertfordshire CC	Kent CC
Q4 19/20 (01.04.2019 - 31.03.2020)	All Turnover %	17.9%	15.9%	14.1%	19.7%	13.9%	12.6%
	Voluntary Turnover %	15.5%	13.8%	9.6%	8.7%	8.7%	9.0%
	Less than 1 yr service Turnover %	2.6%	-	2.9%	5.0%	3.5%	3.0%
Q1 20/21 (01.07.2019 - 30.06.2020)		Buckinghamshire Council*		East Sussex CC	Essex CC	Hertfordshire CC	Kent CC
		Q1 Result	Run Rate				
	All Turnover %	1.8%	7.2%	13.1%	10.7%	13.2%	9.3%
	Voluntary Turnover %	1.5%	6.0%	8.5%	6.8%	8.0%	6.8%
	Less than 1 yr service Turnover %	0.3%	1.2%	2.7%	5.0%	3.7%	2.2%

*Note - BC estimated turnover based on legacy authority information.
 ** Turnover is calculated over a 12 month period. For BC turnover figures are projected based on rate at Q1

3.2 Sickness Absence



A total of 4,776 standard days were lost due to sickness absence during Q2. The current average across Buckinghamshire Council from April to September is 3.37 standard days per FTE, based on 6 months-worth of data or 6.74 days per employee if we project forward on current data for a 12-month period. This compares with a public sector average of 8 days per employee in March 2020, a UK average of 5.8 days, and a private sector average of 4.3 days per employee (CIPD Public Sector Health and Wellbeing at Work Report 2020).

Although muscular skeletal is the highest reason for absence, with the significant reduction in cough, colds and other typical illnesses mental health illness has now become a significant contributor to our overall absence reasons and makes up 30% of all our sickness absence.

Mental Health illness absence includes the following sickness categories:

- Stress (9%)
- Depression (8%)
- Anxiety (6%)
- Other Mental Health Reasons (3%)
- Depression/Stress (2%)
- Work Related Stress (2%)

The challenges around managing mental health is well documented and is a societal as well as an organisational issue which has undoubtedly been made worse by the pandemic.

Our occupational health providers have also advised of the need to keep an eye on muscular skeletal problems as people are now anecdotally less mobile. There is a trend that working from home has led to people being inclined to move less. The Council has also focussed on this with a series of reminders to take breaks, to go for a walk and take exercise - further details below.

4. Health and Wellbeing

We have been acutely aware of the need to support our employees during the pandemic and have had a continuous roll out of varied health and wellbeing interventions throughout the year. Our Employee Assistance provider, PAM Assist offers 24/7 on-line support and one to one counselling sessions for staff, but have also run specialist webinars on:

- resilience in isolation
- working well remotely
- working from home and being active
- maintaining a positive mind-set during difficult times

These have been actively taken up by staff and feedback has been very positive.

In addition, PAM have arranged specialist team reflective sessions and anxiety workshops for front line teams and Mental Health and Bereavement counselling has been rolled out with the support of Oxfordshire & Buckinghamshire Mental Health Trust and the specialist bereavement charity Cruse.

Weekly employee communications have referred to health and wellbeing resources, hints and tips – including dealing with financial worries, healthy eating and making time to get out for a walk or exercise each day as part of physical wellbeing. We have arranged on-line mindfulness, yoga and exercise classes and promoted the role of our employee mental health first aiders and wellbeing champions. Full details have been made available on The Source. A ‘Health and Wellbeing Special’ communications has gone out in January 2021.

Staff have found the regular vlogs and all staff communications from the chief executive enormously supportive and have really valued her efforts to maintain a personal connection with them throughout the year.

During the Tier 4 lockdown before Christmas and the full lockdown in January 2021 ‘All Staff Live’ events have been held with the Chief Executive with 1793 employees dialling into the 6th January 2021 session.

5. Together Survey

The Together Survey is a quarterly light touch pulse check which tracks engagement, change management, wellbeing and resilience trends. It is designed to maintain regular conversations about engagement rather than longer less frequent surveys that can swamp with information and lose momentum. We have been running these surveys for our unitary workforce since December 2019.

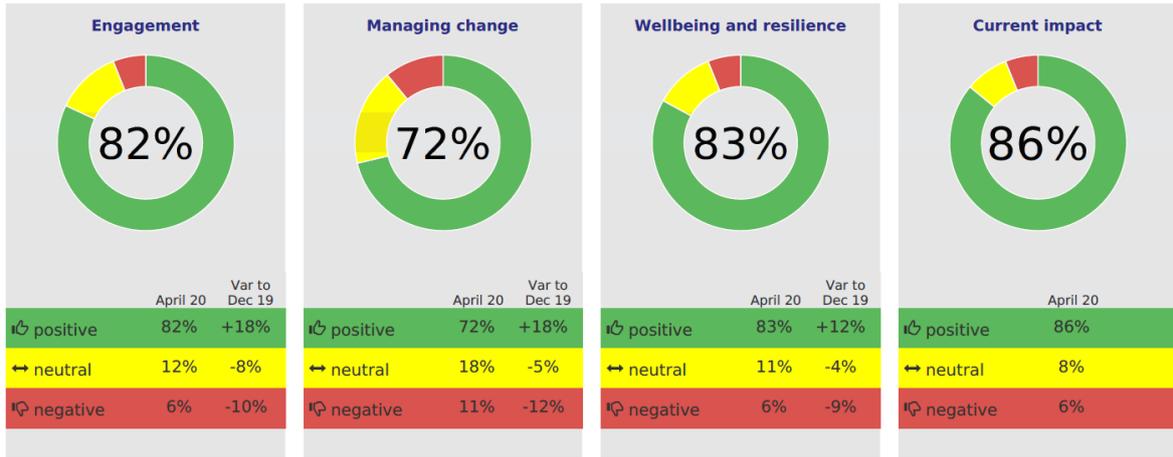
Engagement, Change Management; Wellbeing and Resilience are the main indices; but because of the pandemic we introduced a ‘Covid-19 and its impact’ set of questions in April, and a fifth index to measure how people were feeling about ‘our new council,’ in September, in response to employee experience issues that had been raised by employee reps in relation to unitary integration.

Overall results throughout the year have been hugely positive and demonstrate very high levels of engagement against the external backdrop of unitary change, our response to Covid and our plans for service improvement. These are all significant and will present pressures in terms of resilience and wellbeing. Our ability to regularly listen to and engage with staff and understand how our own workforce responses compare to others in similar circumstances, is important.

Results for the 3 surveys carried out in April, July and September are summarised on the next page:

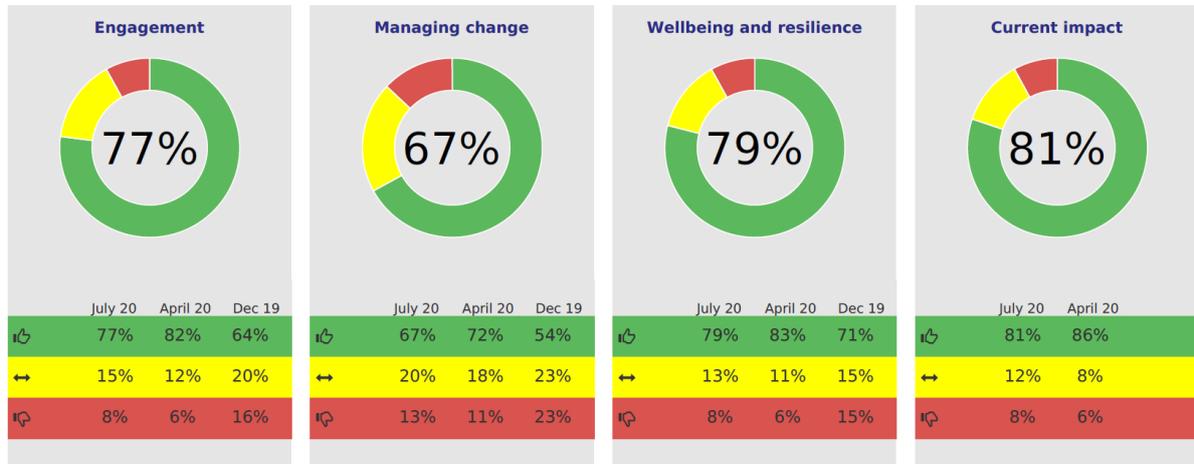
5.1 April 2020

Index results:



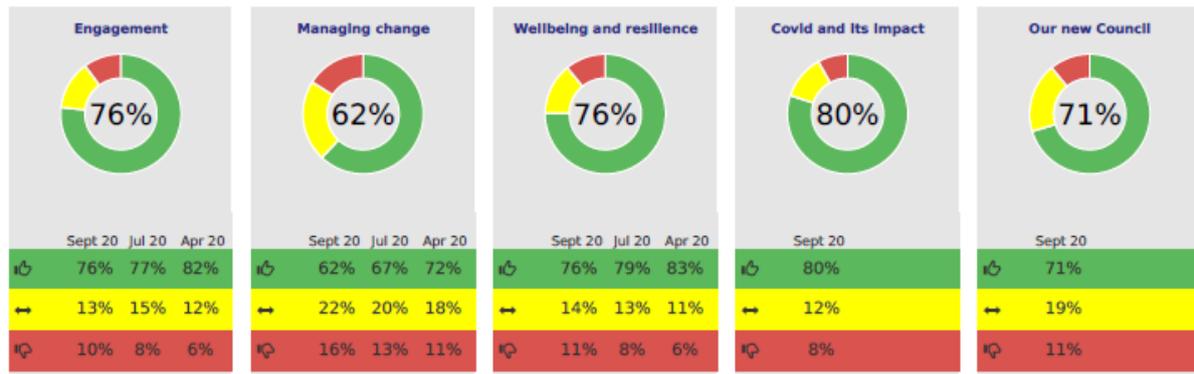
5.2 July 2020

Index results:



5.3 September 2020

Index results:



5.4 External benchmark scores show that we are continually performing very positively against the external norms below. The benchmark figures set out below are averages generated from a broad range of UK public and private sector organisations, which include a number of councils (please note there are no external benchmarks for covid impact or new council)

- Engagement 64%
- Managing Change 57%
- Wellbeing & Resilience 76%

5.5 Trends

April and July results showed a 54% response rate, and September was up to 60%, (with 2399 employees taking part). This was up from a 22% response rate in December 2019 and shows a very positive story about employees wanting to engage with the new organisation.

Our highest index scores tend to relate to the statements around

- How people feel the organisation had handled the covid-19 response
- Levels of motivation
- Feeling happy to be working for Buckinghamshire Council
- Having a positive working relationship with their line manager
- Feeling trusted and enabled to get on with their job
- Feeling as connected and as in touch with their team as they would like to be
- Feeling their manager is supportive

Relatively speaking, our lower scores relate to the questions around

- managing change
- pressures in role
- feeling valued
- feeling listened if voicing concerns
- feeling that BC cares about employee wellbeing
- finding it easy to build connections across BC

The relative highs and lows need to be considered in the context of our significant change journey from unitary and into Better Buckinghamshire. The programme of change is a reality and will impact on staff as they are more directly affected, and we need to be mindful about how we manage this. A highlight is for the question *'Overall I am happy to be working for Buckinghamshire Council'* to which 80% of staff responded positively. Taken together these are strong results and something which the Council can be proud of.

5.6 Actions from together surveys

The design of this pulse survey is to provide real time information about sentiment so that local, targeted and specific actions can be taken to address highlighted issues. Each Directorate will respond uniquely to its own results however there are some common themes for action including:

- Ensuring that regular Coaching for Performance one-to-ones and check-ins are taking place and being prioritised
- Re-emphasising how important staff wellbeing is and promote ways in which people can look after themselves and each other whilst working remotely during the winter months.
- Encouraging staff to seek support from Employee reps, Mental Health First Aiders and from PAM Assist (employee assistance programme).
- Encouraging teams to plan in some team social time which people are missing from not being in the office; and encourage teams whose work crosses paths to join up for 'getting to know you' meetings
- Ensuring directorate and service priorities are articulated regularly and clearly, and people's goals are clearly and explicitly aligned to them

6. Feedback from Employee Reps

Qualitative feedback from employee reps about how they feel about Buckinghamshire Council is summarised below.

Positive highlights include:

- Excellent communications and all staff briefings from leadership and Chief Executive in particular
- Continued focus on health and wellbeing has been well received
- Collaborative values in pulling together for the new council and dealing with the Covid pandemic
- Pride associated with the work of the council
- Diversity seen in the workforce and positive about the focus on the Equality and Diversity groups
- Flexible working arrangements and plans for continued flexible working in future seen positively
- Roll out of new technology, windows 10 and support around technology has been good

Areas that still present concern:

- Clarity around organisational structure and awareness - management roles, who does what, where people are etc
- SAP – further confidence in using and understanding and the need for more training & support
- Further improvements to ICT document sharing
- Issues around pace, urgency, workloads, and shifting priorities between Covid and BAU as the external environment changes
- Remote working and impact it has on ability to bond and socialise with colleagues
- Impact of restructuring which is causing some anxiety.

Quarterly meetings between Chief Executive, CMT and employee representatives allow these issues to be regularly discussed and addressed.

7. Conclusions

The journey for our new workforce is exciting but 2020 was a challenging year and 2021 looks set to follow in a similar way. The Council has however established a clear vision of what is wanted for our new workforce in terms of culture, leadership behaviours and programmes of employee support; and HR and OD have processes in place to actively drive these strategic aims as well as respond with agility to shifts in the demand relating to the pandemic. Monitoring engagement and wellbeing through regular pulse surveys and workforce metrics helps to understand staff issues and concerns. Regular communication channels and programmes to support health and wellbeing ensures that we address and manage concerns as they arise.

Legal and financial implications

None

Corporate implications

Better Buckinghamshire Programme and HR process to support organisational change

Consultation and communication

NA

Next steps and review

Continue with existing arrangements as part of HR&OD strategy and People Plan

Background papers

Links to formal Shadow Executive papers on PayScale, Rewards, Terms and Conditions and Values PACT and People Framework (second item in report pack).

[Main Payscale, Rewards and Terms and Conditions PDF 160 KB \(modern.gov.co.uk\)](#) SE 12th Nov 2019



Supplement Main
Payscale Rewards and

[To Follow reports PDF 1 MB \(modern.gov.co.uk\)](#) SE 3rd Dec 2019



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Your questions and views (for key decisions)

If you have any questions about the matters contained in this report please get in touch with the author of this report. If you have any views that you would like the cabinet member to consider please inform the democratic services team. This can be done by

01895 837236 (Democratic & Electoral Services)

leslie.ashton@buckinghamshire.gov.uk

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Finance and Resources Select Committee

Date	Topic	Description & Purpose	Lead Officer	Contributors
28 th January 2021	Staffing Update	To receive an overview of staffing 9 months on from the unitary transition.	Sarah Murphy-Brookman	Katrina Wood, Sarah Murphy-Brookman, John McMillan
	Aylesbury Vale Estates (AVE) / Consilio Update	To receive an update on the work and performance of AVE and Consilio (<i>confidential</i>)	Ian Thompson	John Chilver, John Reed
25 th March 2021	Unitary Transition Review	Review of unitary implementation 1 year on - what key areas of work have been carried out and are planned, review of savings and impact of the Covid pandemic within the Resources and Property and Assets portfolio areas.	<i>TBC</i>	
	AVE / Consilio Business Plans update	To receive an update on the business plans of AVE and Consilio. (<i>confidential</i>)	Ian Thompson	John Chilver, John Reed
	12 month progress report on 2020 budget scrutiny recommendations	To review the status of the recommendations made by the Shadow O&S members during 2020 budget scrutiny.	Richard Ambrose	Martin Tett, Katrina Wood, John Chilver, Richard Ambrose and others as appropriate.
	Budget Performance Monitoring Q3	For members to receive an update on Q3 performance.	Richard Ambrose	Katrina Wood, Richard Ambrose

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