

**RESOURCES & PERFORMANCE SELECT COMMITTEE  
ACTIONS AND RECOMMENDATIONS TRACKER  
December 2022**

The actions and recommendations tracker allows Committee Members to monitor responses, actions and outcomes against their recommendations or requests for further actions. The tracker is updated following each meeting. Once an action has been completed, it will be shaded green to indicate that it will be removed from the tracker at the next meeting.

<b>KEY</b>			
	No Progress Reported	Action In Progress	Action Completed

Date	Item	Recommendation	Responsible Member/ Officer	Deadline	Progress check	Recommendation response accepted/ implemented
7 Oct 2022	<b>People and Change Workforce Update</b>	<p>The Select Committee:</p> <p><b>RPSC17/22:</b> Requests that efforts gather pace to deliver positive aspirations listed in the report, particularly in areas such as staff turnover, why stay/in job interviews; internal career progression opportunities for staff, consistent organisation-wide data about exit interviews.</p> <p><b>RPSC18/22:</b> Suggests that any internal progression/ job opportunities be publicised more widely to staff throughout the organisation.</p>	<p>Tim Oliver, Leader of the Council</p> <p>Karen Grave, Director for People &amp; Change</p>	October 2023	November 2022	An update report will be presented at the October 2023 meeting of the Resources and Performance Select Committee.

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<p><b>Procurement Service Briefing on Responsible Tax Conduct Motion</b></p>	<p><b>CEHSC21/22:</b> The Resources and Performance Select Committee:</p> <p>Recommends that Surrey County Council signs up to the Fair Tax Declaration with the following exceptions:</p> <ol style="list-style-type: none"> <li>1. Agree to alternative wording with the Fair Tax Foundation regarding the following items:             <ol style="list-style-type: none"> <li>a) Undertake due diligence to ensure that not-for-profit structures are not being used inappropriately by suppliers to reduce the payment of tax and business rates.</li> <li>b) Demand clarity on the ultimate beneficial ownership of suppliers and their consolidated profit &amp; loss position.</li> </ol> </li> <li>2. Remove the following item:             <ol style="list-style-type: none"> <li>a) Include tax conduct in social value scoring for assessing contracts.</li> </ol> </li> </ol>	<p>Tim Oliver, Leader of the Council</p> <p>David Lewis, Cabinet Member for Finance and Resources</p> <p>Leigh Whitehouse, Deputy Chief Executive and Executive Director for Resources</p>	<p>November 2022</p>	<p>The Resources and Performance Select Committee report was drafted by its Scrutiny Officer and submitted to the full council, December 2022.</p>
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Annex B

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**ACTIONS**

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14 April 2022	<b>People &amp; Change Development Update [Item 10]</b>	The Select Committee requests:  <b>RPSC15/22:</b> Officers to provide information relating to the effect of the £2.7 million Social Care Workforce Retention Fund on employee data.	David Lewis, Cabinet Member for Finance & Resources  Karen Grave Director for People & Change		November 2022	The Resources and Performance Select Committee received a response from the Head of Insights, Programmes and Governance on 4 November 2022.
13 July 2022	<b>Update on the roll out of digital infrastructure in Surrey [Item 6]</b>	The Select Committee:  <b>RPSC16/22:</b> Requests that the Cabinet Member for Transport and Infrastructure together with Executive Director Partnerships, Prosperity and Growth raises with district and borough councils the potential merits of lobbying the Government/relevant authorities via appropriate available forums (Local Government Association LGA, County Councils Network CCN etc.) for more	David Lewis, Cabinet Member for Finance and Resources  Michael Coughlin, Executive Director, Partnerships, Prosperity and Growth	October 2022	Sept 2022	<b>RPSC16/22:</b> The Local Government Association (LGA) lead officer has been contacted with regard to lobbying the government and has responded as follows: At the time we gave a detailed response to the consultation and members shared concerns with Department for Digital, Culture, Media and Sport (DCMS) at a People and Places board meeting.

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Page 156		effective powers and guidance to be provided to local authorities to better respond to any reasonable concerns raised by residents.	Rhiannon Mort, Head of Economic Infrastructure  Katie Brennan, Digital Infrastructure, Senior Project Manager			We are continuing to lobby for fully funded local authority digital champions to help coordinate delivery locally and manage the relationship between all parties involved. We were making progress with these calls prior to the change in ministers and in September will look to engage with the new minister around this ask and also raise any concerns. Any evidence of issues raised within Surrey would be really useful to strengthen our asks.
	7 Oct 2022	<b>People and Change Workforce Update</b>	The Select Committee:  RPSC19/22: Asks for an update report no later than December 2023 covering the following areas:  a. Recruitment time to hire b. Collaboration with schools and colleges c. Data on exit interviews/ surveys and in job interviews with a view	Tim Oliver, Leader of the Council  Karen Grave, Director for People & Change	October 2023	November 2022

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Page 157		to retain staff/ gauge job satisfaction d. Career development offer and internal job promotion opportunities for staff e. Management and leadership prospects for those who are underrepresented f. Hybrid working (including more annual leave, flexible approach to working and sabbatical opportunities) g. Summary of key performance indicators				
	6 Oct 2022	<b>Agile Office Estate Strategy Update</b>	The Select Committee:  <b>RPSC20/22:</b> Requests that the Committee continue to be kept updated on the progress of Agile Office Strategy decision making and delivery before any future decision is taken by Cabinet.	Natalie Bramhall, Cabinet Member for Property and Waste  Leigh Whitehouse, Deputy Chief Executive and Executive Director for Resources		November 2022

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		<p><b>RPSC21/22:</b> Asks the Deputy Chief Executive and Executive Director of Resources to ensure:</p> <ul style="list-style-type: none"> <li>a. Robust financial regulations (contracting arrangements) are in place.</li> <li>b. Proper due diligence regime for contractors is followed.</li> <li>c. That the occupancy ratio figures across the Council's office estate; and a briefing on the Energy Management Task Force be provided to the select Committee before the end of December 2022.</li> </ul>	Simon Crowther, Director for Land and Property			<p>December 2022. Comments were captured and considered thereafter. Further updates are not anticipated to the Committee until 2023 and would be subject to Cabinet approval to the recommendations shared with the Select Committee in September 2022.</p> <p><b>RPSC21/22:</b></p> <p>a and b: The Internal Audit team has been asked to undertake a short review of these questions. Terms of Reference have been shared and it is anticipated that this review will commence imminently.</p> <p>c. This is in hand with no further updates at this stage.</p>