

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

Annex B

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

**RECOMMENDATIONS**

Date	Item	Recommendation	Responsible Member/ Officer	Deadline	Progress check	Recommendation response accepted/ implemented
18 Oct 2019	Quarterly Performance Report (Q1 2019/20)	<b>RPSC1/19:</b> The Select Committee is to receive on an annual basis information on how Surrey County Council's performance compares with other councils.	Rachel Wigley, Director – Finance, Insights & Performance		June 2022	As of September 2021, a benchmarking report is being prepared and will be shared with the Select Committee once it has been signed off.
14 April 2022	People & Change Development Update [Item 10]	<p><b>RPSC13/22:</b> The Interim Strategic Director for People and Change to consider as part of their update to the Committee in six months' time:</p> <ul style="list-style-type: none"> <li>• Appropriate opportunities to use Members as advocates for the Council as a prospective employer.</li> <li>• As part of succession planning, explore the possibility of setting up a networked approach within the organisation and with partners to allow officers to gain experience in other industries and authorities (and vice-versa) to help develop skills</li> </ul>	<p>Becky Rush, Cabinet Member for Finance &amp; Resources</p> <p>Sarah Kershaw, Strategic Director for People &amp; Change</p>	October 2022	June 2022	Recommendations have been sent to the Strategic Director for People & Change for information and response. A further report will be provided to the Select Committee

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		<p>and experience in younger employees.</p> <ul style="list-style-type: none"> <li>• <b>RPSC14/22:</b> Provide an explanation of how the Council currently collects leavers' data across Directorates and explore how this could be improved.</li> <li>• Explore how we can develop a systematic approach to answering the questions of 'why come to the organisation?', 'why stay?' and 'why leave?' building on the <i>itchy feet</i> pilot in Children's Services.</li> <li>• That videos continue to be developed to help explain and promote the work of the Council and its employment opportunities to school age children in Surrey for use this year.</li> <li>• Explore how recruitment can work with disability organisations such as</li> </ul>				

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		<p>the Surrey Coalition of Disabled People to better tailor its offer as an employer of choice for people with disabilities.</p> <ul style="list-style-type: none"> <li>• That the Committee agrees a scope for a future briefing session to further explore the issues raised in today's meeting ahead of future formal scrutiny.</li> <li>• The Deputy Leader and Cabinet Member for Finance and Resources to lobby HMRC directly and via the County Council Network (CCN) to review (enhance) the 45p mileage rate for business travel as non-taxable</li> </ul>				

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**ACTIONS**

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14 April 2022	People & Change Development Update [Item 10]	<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.	Becky Rush, Cabinet Member for Finance & Resources  Sarah Kershaw, Strategic Director for People & Change			Recommendations have been sent to the Strategic Director for People & Change for action and response.