

Supplementary Information

HAVANT BOROUGH COUNCIL
COUNCIL
WEDNESDAY, 16TH MARCH, 2022

Please note that the attached supplementary information was unavailable when the agenda was printed.

Agenda No Item

14 Cabinet Lead Reports

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Cabinet Lead Reports – Full Council 23rd February 2022

Councillor Narinder Bains

Deputy Leader and Cabinet Lead for Community Safety and Organisational Development

Environmental Health including pest control, animal welfare, licensing, food.

Southern Water, in partnership with the council, are looking to install a buoy loaded with a sensor that can provide real time water quality information within the designated bathing water of Beachlands West on Hayling Island. The sensor will automatically take regular water samples, then upload the results to a website where they can be checked online. The objective is to eventually be able to provide confidence to users of the area on the quality and safety of the water on a day-to-day basis and enable the public to make better-informed decisions about their use of the bathing waters. This was recently publicised in the Hayling Herald. There will be an installation and calibration period prior to the data going live, we do not yet know how long this will take but we need to ensure that the sensor will provide accurate information in the first instance.

COVID restrictions have now lifted nationally. However, despite this the virus is still in circulation, and there is responsibility on businesses and other organisations to mitigate the spread and build that into their operation. Therefore, the Food and Safety Team are continuing their ongoing work in supporting and advising businesses to ensure they are able to operate safely and comply with the relevant health and safety legislation. In addition, along with support from HCC Public Health, the team are considering the management of upcoming events now spring is on the way, with a need to ensure events are properly supported to get robust Covid Risk Assessments and mitigation measures in place. Further information is available at ehealth@easthants.gov.uk

In January, the UK government rejected plans to build an electricity cable running from France to the UK. The cable was intended to run through parts of East Hampshire, and consequently the Pollution Team were involved in the Planning process. During this process concerns were raised over the operation of the project, and we raised these concerns through that process in conjunction with neighbouring councils who were also affected. We are therefore pleased to see that concerns raised by councils and campaigner,

who were against the project, have been listened to. However, we anticipate there will be a request for a judicial review into the decision.

Organisational Development

The Strategic HR and OD team are working on a number of projects to support the council strategy:

Transformation – Shaping Our Future

We continue to support the strategic project board and project team with the HR and OD aspects of this programme. The “OD tools” for heads of service to use alongside the service delivery models are being developed by the team supported by external consultants. Some developments may be scoped for use in either a shared or two separate approaches. We are currently working on the development of a performance scorecard in conjunction with Matt Goodwin and the software suppliers. Work is now complete on the Spans and Layers project commissioned from the LGA and the report is currently with the Chief Executive.

Future Working

The Future Working trial ended on Friday 21 January. There was an on-line survey for staff to complete and a number of focus groups held to allow staff to give feedback in a virtual setting before the proposals were finalised. The policy has now been developed with a plan for the roll out of the future working styles led by each head of service. This was signed off by the Joint HR Committee in February.

Employee Wellbeing

Employee wellbeing and mental health continues to be prioritised and supported by the Wellbeing and inclusion group and the regular publication of Wellbeing Wins. A retirement planning seminar was delivered, and a further financial wellbeing session is planned for March.

Learning and Development

Completion rates for the e-Learning system continue to increase substantially. Final reminders to heads of service have been issued to ensure completion is achieved by the end of April. The development of the digital Learning passport is advancing well with our supplier and is on target for delivery in April.

Performance Management

Implementation of a revised approach to performance management has been developed by the HR advisory team and will support the learning and growth

quadrant of the balanced scorecard. Implementation will be supported by PDR and talent modules within the existing My View software package.

Recruitment

The team have worked with the supplier and the system was launched very successfully for use across the councils in January 2022. The onboarding module is also now being tested and will allow the full automation of the end-to-end recruitment process. This will include the issue of references and contracts directly from the system.

Equality and Inclusion

The team are supporting the Councils' lead officer to ensure we have a robust workforce plan in place to dovetail with the overall strategy.

Health and Safety (H&S)

Annual review of DSE assessments has taken place and all forms have now been reviewed by the H&S team. This process will be digitised for 22/23

A further spot check visit was carried out by the Health and Safety Executive (HSE) in January, and they continue to be satisfied with our arrangements to ensure the offices are Covid secure and adequate control measures are in place to protect staff and visitors within the offices. To date nobody has contracted Covid as a result of working in the office.

Contractors, monitoring continues ensuring that compliance is taking place in line with the HSAWA.

Monitoring from a health and safety perspective continues of our contractor Norse for health and safety aspects, ensuring documentation is in place and monitoring is taking place.

The Councils Out of Hours service at EHDC and HBC, continues to offer support, advice, and guidance to members of the public and partners when the offices are closed. Over the Christmas and New Year period there were 32 calls to the service during the office closure, majority relating to homeless persons.

Line manager refresher sessions are taking place of all health and safety reporting procedures and arrangements.

Business Continuity (BCP)

New Corporate and Service plans templates have now been implemented. Teams will be provided with scenarios to test their plans.

The review of Business Continuity plans was an ideal opportunity to prepare for an expected increase in sickness rates due to the Omicron variant. Daily monitoring commenced in January relating to reports of covid cases amongst services and impacts on resourcing and the delivery of front line Council services. This has now ceased as there are no reported impacts to service delivery. We continue to monitor the situation and will include those outsourced services with Capita and Norse.

We are still experiencing reports amongst staff of Covid, albeit resulting in no impacts to services.

Potential for cyber security threat has increased, with impacts on businesses related to Russia, we continue to monitor the situation. A recent review considered how this risk is best managed to ensure the resilience of IT systems and the continuity of service delivery and part of this review a further level of protection was recently introduced. The new Cyber and IT loss flow chart has been circulated.

Emergency Planning

Annual training programme for the Emergency Control Centre staff is being established.

We are continually monitoring the weather situation and where required passing on information as and when required. The recent Storm Eunice saw teams working together to monitor the conditions and aid recovery.

A review of the Adverse Weather Plan (snow and ice) has taken place in conjunction with several other teams. Primarily relating to snow and the impacts on services, like waste, streets, and grounds. Flooding guidance booklets have been reviewed and updated.

Continuing to support the Covid response across the Hampshire and Isle of Wight Local Resilience Forum.