

Cabinet Lead Reports – Full Council - 22nd September 2021

Councillor Narinder Bains

Deputy Leader and Cabinet Lead for Community Safety and Organisational Development

Community Safety

We continue to see good attendance from our partners at the Partnership Action Group. Certain parks and open spaces continue to provide a challenge for anti-social behaviour, but we are managing our response through the PAG.

The team is also involved in enforcement cases (fly tip) at the moment and last week we issued an FPN for one of these, following a successful investigation.

We continue to carry out high visibility patrols in our hotspot areas around Haying Island and the rest of the borough.

The team dealt with over a dozen unlawful encampments this summer. This year we have been attending sites with police and this has been well thought of by the officers. To that end, we are keen to continue with the approach for any future encampments.

Health and Safety (H&S)

No issues, risks or concerns to report. All monitoring of H&S processes and contractors continue to ensure compliance.

Further review of office space has been undertaken and covid controls continue where needed.

The Joint Health and Safety Committee meeting took place in July 2021, no issues to report, minutes are available on Skoop+.

The Council's 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.

Business Continuity (BCP)

No issues, risks or concerns to report.

Review of P1/P2 critical functions has been undertaken to ensure there is sufficient resilience in the council to continue to deliver these services if reasonable worst case scenario re staffing levels was realised.

New Corporate and Service plans templates have been created to reflect the service changes and feedback during the pandemic, both now reflect the command and control protocols.

Potential for cyber security threat has increased. A review is underway to consider how this risk is best managed to ensure the resilience of IT systems and the continuity of service delivery.

Emergency Planning

Annual training programme has taken place for the Emergency Control Centre staff. New roles and arrangements have been introduced within the (ECC) across the County to streamline and simplify the approach.

Annual exercise to test ECC staffing to take place during September.

We are reviewing the Adverse Weather Plan in conjunction with several other teams in advance of winter weather e.g. snow. Flooding guidance booklets are being reviewed and updated.

Strategic HR and OD

Transformation

HR and OD work activity continues for the transformation programme. Focus now is on the development of a pack of “OD tools” for heads of service to use alongside the toolkits being developed by the team working under Vicki Potts and Sue Parker. We are also working on the development of a performance scorecard in conjunction with Matt Goodwin and on the Spans and Layers project commissioned from the LGA.

Future Working

The trial went live on 19th July. Weekly stats on usage are monitored which indicate that building usage is low. Activity is underway to explore how to create usable collaboration spaces for teams. A further survey will go out to staff in October 2021.

Employee Wellbeing

The third employee wellbeing survey closed, and feedback went to EB prior to discussion with Unison and further circulation. Several key measures have been identified are being put in place to support staff and have been added to the Wellbeing Action Plan. Employee wellbeing continues to be prioritised in light of both covid 19 and the future working styles trial.

Learning and Development

The e-Learning system has been relaunched and staff and councillors are reminded of the mandatory courses and timescales for completion. Work also continues on the development of a digital L&D passport which will apply to all staff and will set out the requirements for L&D on an annual basis.

Performance Management

Implementation of a revised approach to performance management has been developed by the HR advisory team, following approval by Executive Board. Implementation will be supported by learning and development opportunities in relation to performance management provided by our L&D providers and by the in-house team who are presenting a number of focused “bite-size” sessions both live and on-line. This supports the PDR and talent modules within the existing My View software package.

Recruitment

The team are working with the supplier and supported by the Communications team to launch the new recruitment and applicant tracking system later in September. This will enhance the digital use of recruitment processes and streamline the way recruitment and onboarding is delivered.

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.

Insight

The third wave of the COVID-19 residents survey was conducted over the summer and the results are now being analysed. The data – including details on mental and physical health, trust and understanding of COVID messaging and impacts upon personal finance – is currently being presented to relevant colleagues to inform the Council's work moving forward.

We also continue to provide economic dashboard updates to the Business and Economy Recovery Group on key statistics such as the local and national labour markets, UK GDP and business outlook, which continue to show signs of recovery. For instance, the claimant count rate in Havant has reduced for four consecutive months to its lowest level since the start of the pandemic and the numbers of residents claiming furlough support is at its lowest level since the scheme was introduced, reflecting a general trend of optimism in the national economic outlook.

We will continue to monitor these factors, especially with the end of the national furlough scheme in September and feed this data to the above group to inform forward actions.

Electoral Services

We are now three weeks into the annual canvass and the first deliveries have been completed by our team of canvassers. The new way of running this canvass means that the number of forms that must be returned by households is reduced to just over 13,000 which cuts down on both paper and postage costs.

Environmental Health

With COVID restrictions lifted the service are working towards addressing the backlog of work accumulated due to the challenges and additional responsibilities imposed by the pandemic. We are producing recovery plans to outline our methodology, and trying to recruit to vacant posts to ensure we have the resource necessary.