

Cabinet Lead Reports – Full Council 26th January 2022

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Deputy Leader and Cabinet Lead for Community Safety and Organisational Development

Community Safety, Neighbourhood Team and Environmental Enforcement

During 2020/21 Hayling Island residents reported numerous incidents of noise nuisance and low flying relating to the operation of a paramotor (motorised paraglider) along and over Hayling Seafront.

Initial enquiries by officers identified the pilot and he was seen and warned as to his conduct, however, the reports relating to him continued and the support of the Civil Aviation Authority (CAA) was secured.

The CAA appointed investigator and Neighbourhood Quality Officers supported by NORSE Beachlands Team and local Police sought the public support in securing witnesses and as a result eight charges of low flying were brought by the CAA against the pilot, a Hayling Resident.

A full hearing has recently been held at Portsmouth Magistrate Court where he was found guilty on 6 out of 8 charges of low flying and ordered to pay a fine of £1500, CAA costs of £1500 and a victim surcharge of £150, total payable £3150.

This prosecution was only possible through the joint working across agencies and services within the council and indeed relied on the evidence of four Hayling residents who gave up their time to attend court.

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

Environmental Health are continuing with business as usual workstreams, whilst also keeping one eye on the situation relating to the pandemic. At present, there are not many COVID restrictions that fall to the local authority to enforce; however this could change and we are prepared to act if and when this occurs. We have reimplemented COVID marshals who are patrolling the borough, although their primary task is to observe and feedback information rather than have any enforcement responsibility.

Electoral Services

Although the annual canvass period has ended, and the new Electoral register was published on 1 December we are still chasing non-responders to the 3 individual registration forms sent to new electors. There has been a flurry of activity over the Christmas period, so responses are doing well at this time. We are also about to begin preparations for the Borough Elections on 5 May.

Insight

The team continue to provide economic dashboard updates to the Business and Economy Recovery group on key data and statistics to inform local economic outlook and decision-making.

The team are currently updating the economic profile of the district which includes figures on employment rates, job density, earnings, benefit claimants and businesses.

Health and Safety (H&S)

Annual review of DSE assessments has taken place with 100% compliance.

Further review of the office space has been undertaken in consultation with both Councils Safety Champions and the Roadmap has been updated to reflect changes in relation to Plan B. Team meetings have been paused, only those office based are currently meeting with social distancing increased to 2 metres with reduced room occupancy, working between offices paused and working from home if you can encouraged. All other control measures remain e.g. mandatory face coverings.

A spot check visit was carried out by the Health and Safety Executive (HSE) on Christmas Eve and they were satisfied that adequate Covid secure control measures are in place to protect staff and visitors within the offices.

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

We continue to monitor our contractor Norse for health and safety aspects, ensuring documentation is in place and monitoring is taking place. Recent depot inspections have taken place with a satisfactory outcome.

Business Continuity (BCP)

New Corporate and Service plans templates have been approved. Training sessions are underway to move all service BC plans to new template by end of January 2022.

The review of Business Continuity plans is an ideal opportunity to prepare for an expected increase in sickness rates due to the Omicron variant. Daily

monitoring will commence in January relating to reports of covid cases amongst services and impacts on resourcing and the delivery of front-line Council services.

Nationally there is an expectation of 30% sickness absence, therefore it is crucial that we prepare. A review of Priority 1 and 2 services is underway to identify critical staff and establish if there is a requirement to deploy staff to support with those critical roles. This monitoring will also include those outsourced services with Capita and Norse.

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. A new Cyber and IT loss flow chart has been created and circulated.

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 has taken place during November, to test ECC staff. This was carried out virtually for the first time and was well received

Work is underway to develop a comprehensive guide for councillors in relation to emergencies so council responsibilities in the case of an emergency are understood fully across the councillor group.

Ongoing review of the Adverse Weather Plan 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.

Strategic HR and OD

The Strategic HR and OD team are working on a number of projects to support the council's 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 being developed by the team supported by external consultants. We are currently working on the development of a performance scorecard in conjunction with Matt Goodwin and the software suppliers. Work is underway on the Spans and Layers project commissioned from the LGA.

Future Working

The trial went live on 19th July and has been extended to allow the use of the collaboration spaces to also be trialled. The trial is due to conclude in January and the team are now involved in planning to review the staff survey results for the on-going trial. The Hybrid Working policy will go to a future Joint HR Committee meeting for approval.

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.

Learning and Development

Completion rates for the e-Learning system have increased substantially. The content for the 2022-23 year is now being reviewed. Development DIY is published every two months with ideas and support for self-development. An L&D passport is being created which will ensure that all staff complete all mandatory elements of training before being able to progress to other council opportunities e.g. promotion.

Performance Management

Implementation of a revised approach to performance management has been developed by the HR advisory team, following approval by Executive Board. Implementation is now supported 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 have worked with the supplier and the system is now being trialled with a small number of live vacancies. It will be launched 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.

Police & Crime Panel

Budget to be agreed at January meeting. Police and Crime Plan brought to last meeting and thoroughly scrutinised. I have taken on chair of the P&CP Equality and Diversity Panel and will agree a work plan at next meeting.

Planning Enforcement, including Tree enforcement

I met with the Planning Enforcement team to agree a way forward. Case officers have been working hard to reduce their caseload. IT options were considered and put into place and updated and a more comprehensive online reporting form agreed.

Freeports

Board meeting next week followed by All Member briefing to explain current position in relation to submitting full business case.