

No.

CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE

Minutes of a Remote meeting held on 14th December, 2022.

The Committee agenda is available [here](#).

The Meeting recording is available [here](#).

Present: Councillor J. Protheroe (Chair), Councillor E. Goodjohn (Vice-Chair); Councillors G.D.D. Carroll, P. Drake, C.P. Franks, H.C. Hamilton, S.M. Hanks, Dr. I.J. Johnson, B. Loveluck-Edwards and N.J. Wood.

Also Present: Councillors I. Buckley, L. Burnett (Executive Leader and Cabinet Member for Performance and Resources) , C.E.A. Champion, G. John (Cabinet Member for Leisure, Sport and Wellbeing) and E. Williams (Cabinet Member for Social Care and Health).

566 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Chair read the following statement: “May I remind everyone present that the meeting will be live streamed as well as recorded via the internet and this recording archived for future viewing”.

567 APOLOGY FOR ABSENCE –

This was received from Councillor S.J. Haines.

568 MINUTES –

RECOMMENDED – T H A T the minutes of the meeting held on 16th November, 2022 be approved as a correct record.

569 DECLARATIONS OF INTEREST –

No declarations of interest were received.

570 PRESENTATION: IMPROVING WELLBEING IN THE WORKPLACE –

The presentation was given by the Head of Human Resources and Organisational Development, who explained to the Committee that Human Resources had been working proactively to improve well-being in the workplace for all of Council employees right across the organisation, recognising that this included schools, care homes and other frontline staff such as environment and waste crews. This also tied

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in with the report, later on in the meeting, concerning the Council's sickness and absence, as a means of addressing these issues.

This was a multidisciplinary approach, involving a number of teams right across the Council (ranging from Occupational Health through to Organisational Development (OD)) teams and whose key roles and the work undertaken by them were also outlined), as well as all levels of management. It also involved active engagement with all levels of staff, i.e. via the staff surveys and the use of Wellbeing Champions (previously Mental Health Champions) and related activities, as well as linking in with various groups and support networks (i.e. GLAM, the LGBTQ+ support network).

The Council had a very robust absence management process that was supported by its Health and Safety Team which looked to support those individuals that have had to take periods of absence.

A key challenge for staff now, following the pandemic, was the cost-of-living crisis, with 91% of staff who responded to the recent staff survey stating this was having a significant impact on their health and wellbeing. As a result, the Council was actively trying to address this i.e. an OD webinar tackling these issues.

The 'Time to Change' Action Plan was referred to, which was updated and actively reviewed on a monthly basis as part of implementing health and wellbeing themes (i.e. menopause, sleep, etc.), policies and activities within the Council in conjunction with partners (i.e. Trade Unions).

After the presentation, the Committee raised the following :

- Councillor Dr Johnson stated that it was extremely useful for Councillors to see this 'bigger picture' around health and wellbeing, as well as those touched upon in the regular absence reporting provided. It was also important that rebranding to, and the wider emphasis on, 'wellbeing' rather than mental health alone did not dilute the help, support and 'signposting' given on mental health issues.
- On Councillor Loveluck-Edwards' query concerning the nature and format of the staff surveys used (whether tailored or generic, if they are based on anonymity, etc.) it was explained that the surveys were anonymous, although questions were included around race, ethnicity and Directorate, in order to get more tailored feedback for specific areas of work. Human Resources (HR) were always looking to improve and adapt the surveys and wanted to encourage staff to provide a 'warts and all' view. On the Councillor's other query on absence management and training / support for managers, as well as embracing feedback from staff on 'return to work', managers were supported by the Business Partner Team in order to have conversations with staff around phased return to work, redeployment, etc. following absence / sickness, as well as seeking manager and staff feedback in order to improve the process.
- On Councillor Hanks query concerning 91% of staff being actively affected by the cost of living, as cited in the presentation, it was clarified that this was 91% of staff that had responded to the survey and therefore did not represent all staff. The response rate to the survey was just under 50% of Council staff

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but this still represented a significant number of staff who were impacted by cost-of-living concerns; due to this, the Council had developed the cost of living 'hub' on Staffnet to offer support to staff.

Having considered the presentation, Scrutiny Committee

RECOMMENDED – T H A T the presentation on Improving Wellbeing in the Workplace be noted.

Reason for recommendation.

Having regard to the contents of the presentation and discussions at the meeting.

571 Q2 SICKNESS ABSENCE REPORT 2022/2023 (REF) –

The reference from Cabinet of 17th November, 2022, was presented by the Head of Human Resources and Organisational Development, who explained that comments raised by the Committee previously on the quarterly sickness absence reporting had now been included in the latest report and were being worked on for future reporting, i.e. sickness absence comparisons with other Local Authorities, aspects of presenteeism and specific reasons that people were giving around absence, stress (both non-work related and work related stress), etc. as well as the highest absence reasons broken down by Directorate. Regarding the comment made by the Committee around collaboration with institutions such as Cardiff University in order to help with statistical analysis of sickness absence data, contact had been made with Cardiff University to see if this could be achieved, as well as any suggestions on ways to improve the presentation of this data.

Key points raised by the report included a rise in absence rates, in part due to changes in sickness absences recording following the COVID-19 Pandemic. This rise was seen particularly in non-work-related stress absence, with a breakdown of reasons for this provided in the report. However, the opposite was seen around work-related stress absence, with numbers here actually reducing and with it falling out of the top five reasons for absence in a number of Directorates (other than Environment and Housing, where the rise in this category of absence was being addressed). The various factors around stress (i.e. the pandemic and the cost of living crisis) were being looked at by HR in order to see how affected staff could be supported. Also, analysis concerning any potential direct correlation between absence rates and vacancy rates across the Council was still ongoing, with no firm indication that one impacted the other at this time.

After the presentation of the reference, the following was raised by the Committee:

- On the Chair's query about the impact on the Council's sickness absence from an aging workforce, it was explained that a significant portion of the Council's workforce was over the age of 55 and the Council was looking at how it could bring in younger age groups. However, an aging workforce also meant there was a great degree of skill and competence within it and the

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Council needed to look at how it supported this group in terms of their well-being.

- Councillor Dr. Johnson suggested it would be beneficial for future reporting to include the most salient issues in the executive summary / key issues for consideration within the report, with the related tables and charts to be included in a separate appendix or appendices in order to make it more succinct and accessible. Both the Chair and Councillor Wood emphasised the continued need for having the background data and evidence base included in future reports however, in order to fully understand, to 'drill-down' and therefore to help resolve the challenges around sickness absence.
- Councillor Loveluck-Edwards cited the impact of the cost of living crisis on staff and their mental health and wellbeing, which also meant that the Council had to direct resources in order to help support its workforce. She also noted the work and considerable effort undertaken by the Council to help mitigate work related stress, as well as the pertinence and relevance of the absence data provided.

Having considered the reference and appended report, Scrutiny Committee

RECOMMENDED –

- (1) T H A T both the Cabinet reference and appended Cabinet report be noted.
- (2) T H A T for future reporting of sickness absence, the most salient points and issues, as well as the related analysis, are clearly and prominently featured within the Executive Summary and Key Issues for Consideration of the report, with the related tables and charts to be included in a separate appendix or appendices.

Reasons for recommendations.

- (1) Having regard to the contents of the Cabinet reference, report and discussions at the meeting.
- (2) To help provide greater clarity for Committee Members when considering future sickness reporting by highlighting the key areas for their attention, supported by the relevant analysis in a more accessible format.

572 CORPORATE SAFEGUARDING MID YEAR REPORT (REF) –

The reference from Cabinet of 17th November, 2022 was presented by the Head of Human Resources and Organisational Development, the two key elements for consideration being the safer recruitment and work training processes as part of the Council's commitment to safeguarding children and adults at risk.

As part of safer recruitment, HR undertook the relevant assessments across the Vale's schools, etc. and due to changes made to its processes to ensure greater compliance, Quarter 2 reporting had shown a 100% compliance rate across Corporate and Schools Directorates.

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Regarding training and learning, a new module had recently been developed and launched in relation to safeguarding with its performance to be tracked, the results of which would be shared with the Committee once collated.

Having considered the reference and appended report, Scrutiny Committee

RECOMMENDED – T H A T both the Cabinet reference and appended Cabinet report be noted.

Reason for recommendation

Having regard to the contents of the Cabinet reference, report and discussions at the meeting on the work undertaken to improve corporate arrangements for safeguarding and protecting children and adults.

573 CIVICO HYBRID MEETING PLATFORM UPDATE (REF) –

The reference from Cabinet of 17th November, 2022 was presented by the Monitoring Officer / Head of Legal and Democratic Services for the Committee's consideration and reassurance around the considerable work that had been carried out to date on the implementation of the Civico Hybrid Meeting platform, as well as the approach and work that had been undertaken on regression testing, in order to inform a decision on how to proceed with public meetings from January 2023 (the potential 'go live' date being the 19th January 2023, should testing, etc. go well). The final recommendation would be made by Council officers post-Christmas, with a report to go to Cabinet and Scrutiny in order to make a final decision on the platform's implementation.

Regression testing involved an internal project team formed from ICT, Democratic Services and the Business Improvement Team in conjunction with Civico, the platform provider, in order to identify issues concerning the Civico system and to look to overcome these. Any related mitigation would be undertaken by Civico at their expense. There had been improvements made but there were still some issues to be resolved regarding the Civico platform.

Alongside the regression testing, officers had also been looking at potential alternative platforms to enable hybrid meetings to be undertaken by the Council, including visits to, and contact with, other Welsh Local Authorities to look at their experiences with various hybrid meeting software platforms and the use of translation features for Welsh, etc. although at this time, a number of Authorities were not fully using this feature.

After the presentation of the reference, the following was raised by the Committee:

- On the Vice-Chair's query on a 'Plan B' should Civico be implemented but subsequently faced further issues, it was explained that alternatives were being look at, such as Auditel, Public-i, Teams and Zoom meeting platforms for hybrid meetings.

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- Councillor Hanks asked if the hearing loop facility and the ability for Councillors (and others) with hearing aids to access Civico / the sound system in the Council Chamber for hybrid meetings also be tested. It was explained that regression testing would be covering this and approaches had been made to Councillors with hearing impairments to be part of this process.
- Councillor Franks raised the issue of costs incurred in terms of officer time involved in the regression testing and the need to ensure that Civico was fully functional in order to avoid future reputational harm to the Council. Furthermore, other options should be considered, such as reverting to physical meetings alongside remote and hybrid options. Unfortunately, there were no figures available at this time in terms of officer time / costs spent, which would be looked at in due course with Civico. In terms of physical versus hybrid meetings, the Council was obligated under legislation to provide hybrid and remote meetings as options.
- Councillor Dr. Johnson referred to complexity and other challenges in holding certain meetings in the hybrid format via Civico, as well as asking about the timetable and the meetings that would subsequently be hybrid / utilise Civico should it be approved and 'go-live' in January 2023. It was explained that should regression testing be successful, and Civico be approved by Cabinet, then Civico would be used for both hybrid and remote meetings of the Council going forward.
- Councillor Loveluck-Edwards stressed that the issues with Civico and hybrid meetings were being looked at by the Council and Civico – hence this report to the Committee – in order to get these resolved and that Committee meetings, etc. were just one area of Councillor work and there were other greater priorities to also be looked at and addressed i.e. cost of living.

Having considered the reference and appended report, Scrutiny Committee

RECOMMENDED – T H A T both the Cabinet reference and appended Cabinet report be noted.

Reason for recommendation.

Having regard to the contents of the Cabinet reference, report and discussions at the meeting on the update and approach undertaken.

574 TREASURY MANAGEMENT MID-TERM REPORT (REF) –

The reference from Cabinet of 17th November, 2022 as contained within the agenda, was presented by the Head of Finance / Section 151 Officer, the purpose of which was to provide a mid-year report on the Authority's Treasury Management operations for the period 1st April to 30th September, 2022. This included key areas such as an economic update, review of the Council's strategy, overview of capital expenditure, investment portfolio, borrowing strategy, etc. Although the report was essentially looking backwards, there was also a 'nod' to the future, with some consideration of future events or challenges.

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Other key points raised from the report were as follows. Firstly, there had been no policy changes to the Treasury Management Strategy in the first half of the year. All relevant activity had been in line with the Council's Strategy and the Code of Practice. A broad range of investment tools had been used and due to the market volatility and elevated borrowing costs, the Council would not be undertaking any further new borrowing, but rather look to internally borrow and finance instead. There had been relatively small activity around the investment portfolio and overall, the Council's debt levels were slightly higher, but these involved relatively small loans, with low interest rates. There had been no rescheduling of debt as yet. Finally, looking forward, a new prudential indicator called the Liability Benchmark from 2023/24 would be introduced, which would set out the borrowing that the Council had currently entered into to be well below its capital financing requirement and provide the Council with headroom and flexibility.

Following the presentation of the reference, the Committee raised the following:

- On Councillor Dr. Johnson's query on the revised estimates for this financial year, the main change was that the original estimate was based on the Capital Programme agreed back in early 2022. Subsequently, slippage from 2021/22 Capital Programme had been brought into one for 2022/23, but due to various challenges with delivering this enhanced Capital Programme, some capital projects had now slipped into 2023/24. The schemes that were being undertaken had changed significantly, and therefore the composition funding of the schemes had also changed.
- Councillor Franks queried the sources for internal borrowing, which were confirmed as being sourced at a 'global' level, so that internal borrowing was supported by the Council's balances on its balance sheet, with reserves in the order of £100m, which was the key source. Other sources included Section 106 funding and the Council's cash flow.
- On the Vice-Chair's query concerning grants and funding provided by Welsh Government (WG) for the new capital expenditure programme, the Council received over one hundred revenue and capital grants, some the result of bids, while others had simply been awarded. These included both general grants and ones given for specific projects or areas, i.e. schools. A schedule of all of the Capital Grants reported at the half year in the Mid Year Treasury Report would be shared with Members of the Committee.

Having considered the reference and appended report, Scrutiny Committee

RECOMMENDED – T H A T both the Cabinet reference and appended Cabinet report be noted.

Reason for recommendation.

Having regard to the contents of the Cabinet reference, report and discussions at the meeting.

575 COUNCIL TAX UNOCCUPIED DWELLINGS: 2023/24 (REF) –

The reference from Cabinet of 1st December, 2022 was presented by the Head of Finance / Section 151 Officer, the purpose of which was for the Committee to consider and be consulted on the policy to be adopted for Council Tax on unoccupied dwellings for 2023/24, including the levying of a Council Tax premium for 2023/24 for long term empty properties and 2024/25 in respect of second homes as part of addressing the shortage in housing within the Vale of Glamorgan and deal with demand, in terms of services that some of these properties required from the Council.

The proposed measures would generate additional revenues for the Council which could be used to support the overall budget or contribute to engagement and enforcement work and help open up unused properties into the housing market.

The related consultation was live on the Council's website and open until 6th January, 2023. Also, the Council had written to the owners of empty / second home properties within the Vale of Glamorgan around these proposed measures.

Following the presentation of the reference, the Committee raised the following:

- Councillor Dr. Johnson queried if these were hypothecated figures and whether any money raised from such charges had to be allocated towards housing or local usage. In response, any revenues raised were in fact not hypothecated, but it was hoped that such monies raised would help to strengthen enforcement and other regulatory services provided by the Council and partners. On the Councillor's point on looking at the lessons from other Welsh Local Authorities that had undertaken similar measures, these would be looked at.
- Councillor Wood asked if there was a public register of such properties and any details to show if they would help to meet the housing / rental needs of local house seekers. It was not known if such a register was available, but the Head of Finance / Section 151 Officer would look into providing details concerning Second Home and Empty Home numbers by Council Tax Band and Town / Community Council / Vale Council ward, with the Vice-Chair suggesting that these be provided to all Elected Members, as part of the wider consultation process.

Having considered the reference and appended report, Scrutiny Committee

RECOMMENDED –

- (1) T H A T both the Cabinet reference and appended Cabinet report be noted.
- (2) T H A T Elected Members are provided with information outlining the numbers of empty and second home properties, by ward, in the Vale of Glamorgan.

No.

Reasons for recommendations

- (1) Having regard to the contents of the Cabinet reference, report and discussions at the meeting.
- (2) To provide Elected Members with information on unoccupied dwellings within their ward areas as part of the consultation.

576 DRAFT VALE OF GLAMORGAN COUNCIL ANNUAL DELIVERY PLAN 2023-24 (REF) –

The reference from Cabinet of 17th November, 2022 as contained within the agenda was presented by the Director of Corporate Resources, as part of the consultation on the draft Annual Delivery Plan (ADP) 2023-24. This was aligned with the Council's four Well-Being objectives which were in the Corporate Plan, which spanned the five year period of 2020 to 2025. The draft ADP detailed the activities that would be undertaken in 2023-24 to deliver those objectives.

The report set out how the draft Annual Delivery Plan had been developed, the proposed consultation and the timetable for the Plan.

The draft ADP formed the key 'bridge' between the Corporate Plan and the Council's Service Plans, providing the key activities that would be undertaken in 2023-24 to deliver the Council's objectives and commitments, which would then feed into the Services Plans. Of particular focus for the draft ADP were three critical challenges (associated with the four Well-being Objectives) which would be a key focus for the organisation in 2023-24, those being cost of living, Project Zero and organisational resilience.

Consultation on the draft ADP would run until 8th January, 2023 which involved local residents, Council staff, public partners, trade unions and Town and Community Councils, as well as Scrutiny and Elected Members of the Vale of Glamorgan Council.

Following the presentation of the reference, Councillor Dr Johnson stated that the challenge in scrutinising the draft ADP was to identify the 'exceptions' and points that maybe missing, as well as the ADP's mix of precise and vaguer commitments etc, which in part could be due to the nature of the Plan and it being a bridge between the Corporate Plan and the Council's Service Plans. It was explained that when developing the ADP, the need to have some very specific and precise actions / commitments for individual services had to be balanced against those areas with actions, etc. which included multiple service lines and therefore needed to be more generic. More detail would be seen in the individual Service Plans which would be consulted upon with Councillors in due course. Any missing areas or exceptions could be highlighted as part of the draft ADP consultation.

Having considered the reference and appended report, Scrutiny Committee

No.

RECOMMENDED –

- (1) T H A T the draft Annual Delivery Plan, attached at Appendix A to the Cabinet report, be noted.
- (2) T H A T the consultation approach and timetable as well as the approach taken to date to draft the Annual Delivery Plan and the relationship with Annual Service Plans, as set out in the report, be noted.

Reason for recommendations.

(1&2) Having regard to the content of both the reference and appended Cabinet report to consider the draft Annual Delivery Plan 2023-24.

577 ANNUAL DELIVERY PLAN MONITORING REPORT: QUARTER 2 PERFORMANCE 2022/23 (DCR) –

The performance report, as presented by the Director of Corporate Resources, outlined the Council's progress at Quarter 2 (Q2) (1st April to 30th September, 2022) towards achieving its Annual Delivery Plan (2022/23) commitments as aligned to its Corporate Plan Well-being Objectives.

All 4 Corporate Plan Well-being Objectives were attributed a Green performance status at Q2 to reflect the good progress made to date in meeting the Council's Annual Delivery Plan commitments for 2022/23.

The Director referred to Appendix A of the report, which outlined the performance for the period Quarter 2 against the Annual Delivery Plan commitments for 2022/23 as aligned to the remit of the Corporate Performance and Resources Scrutiny Committee. He provided examples of some of the Council's achievements under the four Wellbeing Objectives, i.e. the implementation of free school meals, the award of the Race Equality Matters Trailblazer status, the start of the 'More Than Food Hub' in Llantwit Major, amongst others.

The Performance exceptions aligned to the Scrutiny Committee's remit (Appendix B) were also highlighted and would be the focus for future progress and improvement as outlined in the appendix.

Further work included areas such as ramping up activities around the cost of living crisis, including the provision of 'warm spaces'.

Following the report, Councillor Dr. Johnson asked about a number of areas raised as part of the exception reporting, including digital and ICT related projects, and, regarding developing a framework with the Third Sector, the delay of the Voluntary Sector Joint Liaison Committee (VSJLC) to meet since May 2022. On the ICT / digital projects work was being undertaken on delivering these key areas / exceptions, but some would be quicker than others to rectify and to get the core requirements right or would need support in implementation from external agencies.

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Regarding the VSJLC, contact would be made with Democratic Services to see when this would be meeting next, in conjunction with further work on building a broader framework with the Council's work and relationship with the Third Sector, although the current focus was on immediate, direct, interaction with this sector to support the community i.e. via food banks.

The Chair and Vice-Chair felt overall the Council's performance had been good in the face of numerous challenges, and it was important to look at the positives as well as the exceptions and the Committee wished to thank the staff at Learning and Skills in rolling out the free school meal offer to all pupils in reception class and years 1 and 2 at the start of the September term, ahead of other Local Authorities.

Having considered the report, Scrutiny Committee

RECOMMENDED –

(1) T H A T the performance results and progress towards achieving the Annual Delivery Plan 2022/23 commitments as aligned to the Council's Corporate Plan Wellbeing Objectives within the remit of the Committee be noted.

(2) T H A T the remedial actions to be taken to address areas of underperformance and to tackle the key challenges identified within the remit of the Committee be noted

Reason for recommendations

(1&2) Having regard to the contents of the report and discussions at the meeting.

578 PSB DRAFT WELLBEING PLAN SCRUTINY REPORT (DCR) –

The report, presented by the Director of Corporate Resources, detailed how the Public Services Board (PSB) had developed its draft Wellbeing Plan and how it had been informed by the Wellbeing Assessment published earlier this year and through engagement, including partners, i.e. Third Sector bodies and Town and Community Councils.

The report provided a brief explanation of the content of the draft Plan, including the objectives, priority workstreams and actions (19 steps), for its five-year period (2023-28), which included three new objectives: 1) a more resilient and greener Vale; 2) a more active and healthier Vale; and 3) a more equitable and connected Vale.

The PSB launched its 12-week consultation period for the draft Wellbeing Plan on 7th November, 2022 (which this report to the Committee would also form part of, as well as the online survey, consulting with statutory bodies and with community groups) and the timetable for consultation on the draft Plan and the approach being taken was also detailed in the report and outlined by the Director to the Committee.

Following the report's presentation, Committee Members raised the following:

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- On Councillor Hanks' query on the period of funding for the Age Friendly Vale officer by WG, this post would be funded for the remainder of the 2021/22 period, plus two further years after that. Further information on age-friendly services would be shared with the Committee in due course.
- Councillor Loveluck-Edwards stressed the importance of the wider consultation process and deeper engagement with communities and various groups within the Vale in order to shape the Plan, citing her experiences in this consultation as an Older People's Champion.
- Councillor Dr. Johnson raised an issue around the location of areas in Barry which fall under 'Lower Level Super Output Areas' (LSOAs) which were generally categorised as being in Eastern Barry within the draft PSB Wellbeing Plan, but this was not in fact the case. It was explained that these would be addressed and a more accurate, 'nuanced', approach would be undertaken in mapping such areas in the final version of the Plan. This would also help ensure that the needs of such areas and their communities could be more clearly understood and tackling the issues they had around deprivation.
- Both Councillors Dr. Johnson and Wood highlighted the need for having clearly defined and measurable benchmarks or objectives, metrics, targets and outcomes to ensure that the Plan delivered and operated effectively for people in the Vale and its successes could be accurately measured. It was explained that such challenges had been raised by partners previously as part of this consultation process, with work already underway to develop indicators, in tandem with other metrics, case studies around delivery, etc., that would measure performance more clearly and effectively, thereby ensuring the Plan was on track and heading in the right direction in terms of its delivery, performance and goals.
- Both Councillor Dr. Johnson and the Chair asked if a 'reflections document' would be available from the PSB in order to evaluate the previous Plan (2017-2022). The Director of Corporate Resources asked the Democratic Services Officer to share with Members the previous PSB annual reports for the relevant period, with the final one coming to Committee later on in 2023. It was also suggested that members of the PSB be invited to speak to the Committee or a wider all Elected Member session regarding their work / key projects in order to raise awareness of the PSB and the Wellbeing Plan.
- The Vice-Chair stressed the importance of consulting with young people and youth groups around various issues as part of the Plan to ensure a broader range of feedback, noting that consultation work was already being undertaken with young people around Climate Change for the Plan via the Vale Youth Service.

Having considered the report, Scrutiny Committee

RECOMMENDED –

(1) T H A T the following feedback on the draft Wellbeing Plan be provided to the Public Services Board (PSB) following referral to Cabinet:

- The need to ensure that Lower Level Super Output Areas (LSOAs) are reported accurately as part of the PSB Wellbeing Plan.

No.

- The importance of establishing clearly defined and measurable objectives, targets, and outcomes in order to be able to properly assess and measure the progress being made by the Wellbeing Plan over its lifetime.
- To establish whether the PSB would be doing a Reflections Document (2017 to 2022) to evaluate the last period of the Wellbeing Plan, in order to see what has worked well and what has not, and for the Committee to have sight of this.

(2) T H A T members of the PSB be invited to speak to Elected Members regarding their work and key projects, as well as raising greater awareness of the PSB and the Wellbeing Plan.

Reasons for recommendations

(1) To enable the Scrutiny Committee to provide feedback on the PSB's draft Wellbeing Plan as part of the consultation process and for Cabinet to be aware of the Committee's considerations.

(2) To raise awareness among Elected Members around the work of the PSB and its Wellbeing Plan.