

Audit Committee 11th September 2020

Wales Audit Office Report
Evaluation of the Council's Review of People Performance Management
Progress Update– September 2020

Recommendations / key decisions required:

To receive report and note the progress being made.

Reasons:

At its last meeting the Committee requested an update on the progress being made in relation to implementing the recommendations emerging from the Council's Review of People Performance Management.

Relevant scrutiny committee to be consulted

No

Exec Board Decision Required NO

Council Decision Required NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr. Mair Stephens

Directorate Education & Children Services Name of Head of Service: Gareth Morgans	Designations: Director for Education & Children (Chair of the People Strategy Governance Board)	01267 246522 Edgmorgans@sirgar.gov.uk
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EXECUTIVE SUMMARY

Audit Committee

11th September 2020

Wales Audit Office Report
Evaluation of the Council's Review of People Performance Management
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Background

During 2017, as a result of concerns highlighted by the Council's Internal Audit team, the Council's Corporate People Performance Management Review Working Group undertook a review of the Council's People Performance Management Framework and presented its findings to the Council's Corporate Management Team on 10 October 2017.

The findings were subsequently formally handed over to the People Strategy Governance Board (PSGB) in February 2018 – Chaired by Gareth Morgans (Director of Education & Children); the PSGB has been charged with developing a detailed action plan. The attached report provides Members with an update on the progress being made in terms of addressing the review's recommendations and confirms that all the recommendations have now been completed.

The report also comments on the impact of COVID-19 particularly in relation to the requirement to be working more agilely and flexibly, thereby conforming to the Welsh Parliament's legislative requirements on Social Distancing.

DETAILED REPORT ATTACHED ?

Yes

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: G Morgans – Director of Education & Children (Chair of the People Strategy Governance Board)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	NONE	NONE	NONE	NONE	NONE

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: G Morgans – Director of Education & Children (Chair of the People Strategy Governance Board)

- 1. Scrutiny Committee NONE**
- 2. Local Member(s) NONE**
- 3. Community / Town Council NONE**
- 4. Relevant Partners NONE**
- 5. Staff Side Representatives and other Organisations NONE**

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THERE ARE NONE