

**ANNUAL GOVERNANCE STATEMENT – Actions Update @ December 2021**

| <i>UPDATE ON OUTSTANDING GOVERNANCE ISSUES IDENTIFIED IN<br/>PREVIOUS ANNUAL GOVERNANCE STATEMENTS</i> |  |   |                         |   |  |
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| <b>SOURCE</b>  | <b>ISSUES</b>  | <b>RESPONSIBLE OFFICER</b>                    | <b>ACTIONS/PROGRESS</b> |   | <b>STATUS</b>  |
| AGS<br>2017/18<br>No.6   | Monitor and evaluate People Strategy Group/Work stream actions relating to AW People Performance Management recommendations. | Assistant Chief Executive – People Management | March 2020              | Consolidating learning and moving forward. PSGB Group has met through COVID19, but revaluation of way forward needed. | <p>On going<br/>Currently in discussions with IIP – high level review for further accreditation planned.<br/>Steering group is refocusing its objectives.</p> <p>IIP meetings held in November / early December.<br/>6<sup>th</sup> formers event done.<br/>Aiming for gold – workplan to be put in place.<br/>Empowerment &amp; wellbeing being two main focus.<br/>Reconfigure the group to align with expectations.</p> |

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| AGS<br>2019/20<br>No.7 | To ensure appropriate governance arrangements are in place to assess impact and use of resources with partners to deliver the Pentre Awel project. | Head of Regeneration / Director of Corporate Services | March 2021 | The Board received the risk register at each meeting and risks considered. Governance being part of the consideration. | <p>Closed</p> <p>Governance arrangement in place.<br/>Formal structure now in place for contractors work through into the county council's project group and this reports to project board and overall governance board.<br/>Structure shared with CGG.</p> |
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| <p>AGS<br/>2019/20<br/>No.8</p>  | <p>Ensure Employment Policies reflect any new legislation such as exit payment cap, reclaiming exit payments etc.</p>  | <p>People Services Manager</p>   | <p>March 2021</p> | <p>Ongoing –<br/>On 12/2/21 the UK Government repealed the exit pay cap provisions. We await new legislation and will update policies accordingly.</p> <p>The legislation is likely to come back in the Autumn. Waiting for this, following these policies will be reviewed and updated where required.</p> | <p>2021/22</p> <p>Exit pay cap legislation was due in December but has not been received – likely now to be 2022.</p> <p>ACAS compliant policies in place.</p>  |
| <p>AGS<br/>2019/20<br/>No.13</p> | <p>Implement appropriate changes in respect of the governance arrangements of the Local Authority Companies in response to the Governance Review Report.</p> | <p>Corporate Management Team</p> | <p>June 2021</p>  | <p>Democratic decision has been taken to put one company into dormancy. Decision has been taken that reports from the other two companies to be presented to Cabinet on 6 monthly basis.</p>  | <p>CWM updates commenced - reported recently to CMT in December 2021 – to be next taken to Pre Cabinet.</p> <p>TIC review being undertaken on Llesiant.</p> <p>Governance update review to be carried out early 2022.</p> |

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| <p>AGS<br/>2020/21<br/>No.1</p> | <p>Review Staff Travel Policy</p> | <p>People Services Manager</p> | <p>April / May 2021</p> | <p>Draft presented to CMT 16<sup>th</sup> September 2021</p> <p>Principles agreed and consultation now will commence with TU. Following which the policy will go back to CMT and follow through the political process.</p> | <p>Consultation to be completed by end of 2021</p> <p>Meeting TU - 16<sup>th</sup> January 2022.</p> <p>Final versions will then go to CMT and then through the political process.</p> |
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| AGS<br>2020/21<br>No.2  | Implement The Local Government and Elections (Wales) Act requirements                                 | Corporate  | May<br>2022 | The elements that have not been implemented to date have a timetable that needs to be met to deliver the Act's requirement / timescale.   | Ongoing<br><br>Elements of performance & governance implemented.<br>Elections – in hand  |
| AGS<br>2020/21<br>No. 3 | Develop governance arrangement around the better ways of working once plan is in place – for officers | Chair of Better Ways of Working Strategic Group  | 2021/22     | Facilitated sessions underway for each HoS teams.<br><br>3 sub groups in place reporting into Strategic group.<br><br>Communications plan being drawn up for the project<br><br>Two pilots to commence on hybrid working. | Ongoing<br><br>Two pilots in place.<br><br>Each service is now collating information to determine the practicalities / operational needs.<br><br>Also working ongoing with other public sector bodies – joint working. |
| AGS<br>2020/21<br>No. 4 | Develop governance arrangement around the better ways of working once plan is in place – for Members  | Chair of Better Ways of Working Strategic Group / Head of Legal and Democratic Services                          | 2021/22     | Dem services cttee have put a working group together<br><br>Engagement with all the groups underway.<br><br>Next step is to survey the members and collate their views.   | Ongoing<br><br>Information now being pulled together to determine the practicalities / operational needs   |
| AGS<br>2020/21<br>No.5  | Recruit lay members for Audit Committee   | Head of Legal and Democratic Services / Director of Corporate Services / Head of Revenues & Financial Compliance | 2021/22     | Awaiting Clarity on interpretation of the Act from WG.<br>Job specification being reviewed  | Job Specification drawn up<br>Job advert drafted – both to be presented to Governance & Audit Committee for approval 17 <sup>th</sup> December 2021.   |