

ANNUAL GOVERNANCE STATEMENT – Actions Update @ February 2022

UPDATE ON OUTSTANDING GOVERNANCE ISSUES IDENTIFIED IN PREVIOUS ANNUAL GOVERNANCE STATEMENTS					
SOURCE	ISSUES	RESPONSIBLE OFFICER	ACTIONS/PROGRESS		STATUS
AGS 2017/18 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 Currently in discussions with IIP – high level review for further accreditation planned. Steering group is refocusing its objectives.</p> <p>IIP meetings held in November / early December. 6th formers event done. Aiming for gold – workplan to be put in place. Empowerment & wellbeing being two main focus. Reconfigure the group to align with expectations.</p> <p style="color: red;">The interim report received from IIP to CMT in next fortnight. Then to pre-cabinet following that.</p>
AGS 2019/20 No.8	Ensure Employment Policies reflect any new legislation such as exit payment cap, reclaiming exit payments etc.	People Services Manager	March 2021	<p>Ongoing – On 12/2/21 the UK Government repealed the exit pay cap provisions.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 style="text-align: center;">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 style="color: red;">Still awaiting information</p>

AGS 2019/20 No.13	Implement appropriate changes in respect of the governance arrangements of the Local Authority Companies in response to the Governance Review Report.	Corporate Management Team	June 2021	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.	CWM updates commenced - reported recently to CMT in December 2021 – to be next taken to Pre Cabinet. Delivered Llesiant will be reporting to Pre-Cabinet shortly. TIC review being undertaken on Llesiant. Planned work in programme Governance update review to be carried out early 2022.
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AGS 2020/21 No.1	Review Staff Travel Policy	People Services Manager	April / May 2021	Draft presented to CMT 16 th September 2021 Principles agreed and consultation now will commence with TU. Following which the policy will go back to CMT and follow through the political process.	Consultation to be completed by end of 2021 Meeting TU - 16 th January 2022. Final versions will then go to CMT and then through the political process. Travel policy with TU until 4th March for comments. Formal presentation and awaiting for formal response.
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AGS 2020/21 No.2	Implement The Local Government and Elections (Wales) Act requirements	Corporate	May 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 Elements of performance & governance implemented. Elections – in hand Statutory Guidance not provided yet, some draft guidance issued last week. Democratic participation strategy.
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<p>AGS 2020/21 No. 3</p>	<p>Develop governance arrangement around the better ways of working once plan is in place – for officers</p>	<p>Chair of Better Ways of Working Strategic Group</p>	<p>2021/22</p>	<p>Facilitated sessions underway for each HoS teams.</p> <p>3 sub groups in place reporting into Strategic group.</p> <p>Communications plan being drawn up for the project</p> <p>Two pilots to commence on hybrid working.</p>	<p>Ongoing</p> <p>Two pilots in place.</p> <p>Each service is now collating information to determine the practicalities / operational needs.</p> <p>Also working ongoing with other public sector bodies – joint working.</p> <p>BWoW strategic meetings continue – space allocations collated from all HoS to inform the property strategy.</p>
<p>AGS 2020/21 No. 4</p>	<p>Develop governance arrangement around the better ways of working once plan is in place – for Members</p>	<p>Chair of Better Ways of Working Strategic Group / Head of Legal and Democratic Services</p>	<p>2021/22</p>	<p>Dem services cttee have put a working group together</p> <p>Engagement with all the groups underway.</p> <p>Next step is to survey the members and collate their views.</p>	<p>Ongoing</p> <p>Information now being pulled together to determine the practicalities / operational needs</p> <p>Feedback from the working group</p>
<p>AGS 2020/21 No.5</p>	<p>Recruit lay members for Audit Committee</p>	<p>Head of Legal and Democratic Services / Director of Corporate Services / Head of Revenues & Financial Compliance</p>	<p>2021/22</p>	<p>Awaiting Clarity on interpretation of the Act from WG.</p> <p>Job specification being reviewed</p>	<p>Job Specification drawn up</p> <p>Job advert drafted – both to be presented to Governance & Audit Committee for approval 17th December 2021.</p> <p>Lay members advert and readvertised. Shortlisting panel determined</p>