

People and Resources Committee, 4 February 2022

Matters Arising

Executive summary and recommendations

Attached is an actions list as agreed at the last public meeting of the People and Resources Committee.

17 November 2021		
1	<p><b>Item 6. Management Accounts – September 2021 (report ref: PRC 26/21)</b></p> <p>6.4 The Committee noted that underspends in some of the smaller departments were small, but when grouped together became a significant number. The Executive agreed to include an appendix showing expenditure by department for future iterations of the management accounts.</p>	<p>Executive:</p> <p>The analysis was provided as an additional appendix when the report was submitted to Council, so this is complete. The detailed I&amp;E by department will continue to be a 1-page appendix in future.</p>
2	<p><b>Item 6. Management Accounts – September 2021 (report ref: PRC 26/21)</b></p> <p>6.11 The Chair of Audit and Risk Assurance Committee advised the Executive to represent the net effect of international scrutiny fees in future reports. The Executive agreed and noted that there was roughly an additional income of £1,000k with an increase of £500k of associated costs resulting in a surplus.</p>	<p>Executive:</p> <p>Based on the latest reforecast for FY20/21, we will have received 7,402 international applications this year (compared to 3833 in the budget). This translates into scrutiny fees income of £3,953,313 compared to the full year budget amount of £2,027,303. This is a cautious estimate based on the current volume of applications and the trend we have seen and means an additional £1,926,010 income compared to the budget.</p>
3	<p><b>Item 7. HR &amp; Partners Quarter 2, 2021-22 Performance Report (report ref: PRC 27/21)</b></p> <p>7.6 The Chair of Remuneration Committee</p>	<p>Executive:</p> <p>We have invested in 5 employees across the organisation to undertake a</p>

	noted that coaching for wellness was something they had undertaken recently and recommended it to the Executive as something they might wish to consider for staff.	coaching certificate. This has resulted in offering an opportunity for 20 employees to have professional coaching. In addition, we have invested in a Women's Leadership Coaching programme for our Heads of Service. Whilst these are not specifically wellness coaching, they do however, focus on life coaching on the individuals entire life.
4	<p><b>Item 7. HR &amp; Partners Quarter 2, 2021-22 Performance Report (report ref: PRC 27/21)</b></p> <p>7.8 The Executive agreed to follow up with the Committee outside of the meeting in response to a question on the number of voluntary resignations of Partners in September 2021.</p>	<p>Executive:</p> <p>Resignations in September have been high due to the following reasons:</p> <ul style="list-style-type: none"> <li>• Retirement, de-registration</li> <li>• Personal/other commitments</li> </ul>

**Decision**

The Committee is requested to note the document. No decision is required.

**Background information**

Please refer to individual papers and minutes for the background to decisions.

**Resource implications**

None

**Financial implications**

None.

**Appendices**

None.

**Date of paper**

20 January 2022