

**Coventry City Council**  
**Minutes of the Meeting of Finance and Corporate Services Scrutiny Board (1) held**  
**at 2.00 pm on Wednesday, 28 November 2018**

Present:

Members: Councillor R Singh (Chair)  
Councillor S Bains  
Councillor R Brown  
Councillor L Harvard  
Councillor K Sandhu  
Councillor T Sawdon  
Councillor K Taylor

Employees:

People: J McGinley, L Sobierski  
Place: V Castree, C Sinclair

## **Public Business**

### **12. Declarations of Interest**

There were no declarations of interest.

### **13. Minutes**

The minutes of the meeting held on 12 September 2018 were signed as a true record. There were no matters arising.

### **14. Workforce Strategy Update**

The Board received a briefing note and presentation which provided an update on a number of developments relating to the Council's workforce including developments on implementation of the Workforce Strategy, feedback and findings from the recent Employee Engagement survey and leadership development programmes.

Members of the Board questioned officers on a number of matters raised including the following:

- The context and reasons for the framework and how it was similar to or different from previous practice
- Benefits of the leadership development investment
- The low take up of respondents to the 'Your Voice' Survey, how it could be improved and what plans were in place to repeat the survey to be able to compare data.
- Findings from the 'Your Voice' Survey in respect of job pressure and subsequent implications for employees health and wellbeing
- How the 'hot desk' policy was working across Council sites.

Following consideration of the briefing note and matters raised at the meeting, the Board noted the report and requested the following:

- Detailed information on the review of senior managers
- The demographic breakdown of LEO participants and those who had achieved promotions following the programme.
- Information on whether employee surveys would be rolled on a regular basis to allow comparative analysis.
- Information on the previous workforce reform work which had included savings and where this work now sat in the organisation.
- What support was offered to support employees who were absent from the workplace due to stress related conditions.

15. **Work Programme and Outstanding Issues**

The Board noted the Work Programme.

In addition, Members raised an issue in respect of the City Council's 'Switch and Save' energy programme in that there had been a number of reports that energy quotes generated by the programme were higher than users' current energy bills. It was agreed that this be investigated and a report brought to a future meeting.

16. **Any other items of Public Business**

There were no other items of public business.

**PRIVATE BUSINESS**

17. **Workforce Analytics**

The Board noted a private briefing note which set out the workforce analytics dashboard as at the end of Quarter 2, 2018/19.

**RESOLVED that the Board receive the Quarter 3 report for their consideration when it was available.**

(Meeting closed at 2.45 pm)