

## **MINUTES OF A MEETING OF THE ECONOMY, RESIDENTS AND COMMUNITIES SCRUTINY COMMITTEE HELD AT BY TEAMS ON MONDAY, 29 NOVEMBER 2021**

PRESENT: County Councillor M J Dorrance (Chair)  
County Councillors D Selby, J Charlton, L V Corfield, K W Curry, D O Evans, G Jones, J Pugh, K M Roberts-Jones, J Wilkinson and S L Williams

Cabinet Portfolio Holders In Attendance: County Councillors H Hulme (Portfolio Holder for Environment), B Baynham (Portfolio Holder for Corporate Governance, Engagement and Regulatory Services) and I McIntosh (Portfolio Holder for Economic Development, Planning and Housing)

Officers: Matt Perry (Head of Highways, Transport and Recycling), Nigel Brinn (Corporate Director - Economy and Environment), Paul Bradshaw (Head of Workforce and Organisational Development), Gwilym Davies (Head of Property, Planning and Public Protection), Emma Palmer (Head of Transformation and Communications), Diane Reynolds (Head of Digital Services), Jane Thomas (Head of Finance), Wyn Richards (Scrutiny Manager and Head of Democratic Services) and Fay Smith (Community Safety Partnership Co-ordinator)

### **1. APOLOGIES**

Apologies for absence were received from County Councillor D Jones-Poston and from Cabinet Members R Harris (Leader) and R Powell (Portfolio Holder for Young People and Culture). An apology was also received from Nina Davies (Head of Housing and Community Development).

### **2. DISCLOSURES OF INTEREST**

The Committee received the following disclosures of interests by Members relating to items to be considered at the meeting:

Item 4 – Community Safety Partnership Update – disclosure of a personal and non-prejudicial interest by County Councillor J Pugh whose son's partner works for Kaleidoscope which is mentioned in section 3.2 of the report. However, the organisation was not discussed during the meeting.

### **3. DECLARATION OF PARTY WHIPS**

The Committee did not receive any disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

### **4. COMMUNITY SAFETY PARTNERSHIP UPDATE**

#### **Documents Considered:**

- Report of the Community Safety Partnership Co-ordinator together with information requested by the Committee at the last meeting.

The Chair welcomed Inspector Brian Jones (Dyfed Powys Police) to the meeting.

**Issues Discussed:**

- The Community Safety Partnership has changed significantly over recent years. It has been over 20 years since the Crime and Disorder Act 1998 created the concept of statutory partnerships and responsible authorities to address community safety issues.
- An actions update was circulated to Committee. Cycle Safety Campaign was followed up with a publicity campaign called Operation Edward (each day without a road death) which occurred in September. A seasonal road safety programme is currently being developed by the Road Safety Team.

- **Questions:**

<p>With regard to Operation Edward, have been involved in a speed watch locally. We've been trying to get more volunteers trained with four people want to volunteer but its taken 12 months for them to be trained. Is there any feedback on this.</p>	<p>The Portfolio Holder indicated she was having similar issues in her ward. Covid has delayed the training. The CSP Co-ordinator indicated that GoSafe are those leading on community speed watch schemes and will take up the issue of volunteers waiting to be trained.</p>
<p>In relation to community safety and speed watch a driver exceeding the speed limit will get a warning letter from GoSafe but how does this link with the Council and traffic calming measures. It is good that volunteers are checking speeds but what is the outcome and how does it impact on the Council's strategy for speed calming measures.</p> <p>In relation to volunteers as a whole how does the Council assist to support volunteers with other bodies and statutory organisations such as PAVO.</p>	<p>The CSP Co-ordinator agreed to take these issues forward as an action following the meeting.</p>
<p>The report identifies that there has been success in taking those who make money from drugs off the streets. The recognition from the local community is that they are still dealing with the problem and a recent survey of residents resulted in a low score to the question "how safe do you feel in your home". The reason for that is the drug dealing that is going on around their houses.</p> <p>The problem is not going away and there is a need to bring police and local people trying to tackle the issue together more.</p>	<p>Inspector Jones suggested that this can be picked up in his report about the proactivity of drug targeting, intelligence gathering and people's safety.</p>

- The report to scrutiny has been amended from the way that the partnership reported previously. It was suggested that a representative could attend scrutiny in future to brief Members on specific topics within the community safety arena.
- Inspector Brian Jones – Crime and Disorder.
- The figures in the report are national statistics to the end of June 2021, updated to provide an additional five months' information to November 2021. There are common themes in national statistics but there are different dynamics and issues in different communities and the police response is tailored to meet the needs of communities.
- Crime – there will not be a comparison to 2020 as this was an unprecedented year where crime reduced, and anti-social behaviour increased. Therefore, the comparisons will be with 2018 and 2019.
- There were a total of 6433 crimes since 1 April 2021, compared to 4758 in 2019 and 4479 in 2018 which is a 35% increase. Violent crime is just over 3000 crimes which is about a further 1000 crimes by comparison to 2018/19. However, violent crime has not increased by that level but the method of reporting has changed following changes to national crime recording standards. Now incidents are broken down into individual reports for different crimes where previously they would have been all within a single incident. However, in reviewing the incidents there are no hot spots or particular areas causing concern.
- Domestic violence - 810 crimes up 10% compared to 2019 at 734 crimes, 573 in 2018. The police want to see increase in these statistics as it becomes a reported crime to improve people's confidence to come forward and report these crimes so that the police can support them and put preventative measures in place.
- Public order – 1000 crimes to date this year is an increase by comparison to 365 (2019) and 285 (2018). There is a significant increase some of which is crime recording but also the police's response to lower levels of disorder.
- Criminal damage – 713 compared to 550 (2019) and 654 (2018). This is on par as previously and there are no trends.
- Thefts – down as seen nationally with 579 compared to 575 (2019) and 715 (2018).
- Sexual offences – increased 309 crimes by comparison to 255 (2019) and 175 (2018).
- Drug crime - 233 crimes by comparison to 365 (2019) and 320 (2018).
- Residential burglary - 146 crimes by comparison to 167 (2019) and 171 (2018).
- Burglary with businesses - 76 crimes by comparison to 125 (2019) and 117 (2018).
- Vehicle crimes – 104 crimes by comparison to 154 (2019) and 147 (2018). Normally it is around 10 vehicle crimes a month but that increased from May to July and then decreased to normal levels. Some of this was around the theft of catalytic converters as was being reported nationally.
- Rural crime – quad bike thefts, 8 since April 2021. Tool thefts are starting to increase. Oil theft particularly of heating oil and fuel from vehicles. Animal worrying and livestock, a campaign is ongoing at a national level to

change the legislation. Theft of livestock is not new but is a large crime both financially and the personal impact on farmers.

- Anti-social behaviour and disorder – there was a significant increase in complaints last year mainly reporting covid breaches. 2500 calls in the same period in 2020, just over 1000 for 2021 compared to 1400 (2019) and 1800 (2018). The decrease is because the police is managing calls better and there is better partnership solving of the issues happening with multi agency responses to deal with some cases.
- Spiking – there have been a number of media articles about this and the direct links to violence against women. The partnership work which is put in place immediately is Council and the police circulating guidance to licensees, posters advising people how to stay safe delivered by neighbourhood policing teams and the harm reduction group look at that support the CSP can provide towards that preventative work. There is a further campaign called "Ask Angela" which was run in England being operated in north Powys with training provided to licenced premises staff to protect individuals. If successful this will be rolled out across the county.

- **Questions:**

<p>Accept that work is ongoing to tackle the drugs problems around estates but the situation has got worse. Feedback to residents who are trying to help was raised at a community policing meeting recently. How is the reporting of an issue to police dealt with in a discreet and sensitive way and how is additional information from residents encouraged.</p> <p>Related to that is the information later on in two or three months after a report is made whether any progress is being made.</p>	<p>If anyone reports something to the police the call will go through the 101 service. Someone will then assess that information to work out who is the best person to deal with the situation. If the call can be dealt with effectively over the phone, that call will go on to a dedicated team. If a police presence is needed then that could be the neighbourhood policing teams, but there will be a conversation about how that happens i.e. a police presence at the house, meet somewhere else, or the local team contact the individual by phone. If there is a risk of harm or a perpetrator leaving an are there could be an immediate police response.</p> <p>Inspector Jones agreed to raise this within his team as this feedback is important.</p>
<p>Pleased to hear about Ask Angela. There was no comment about white ribbon which the Council and the police could be working closely on. There is a need to ask men and boys to understand their responsibilities and behaviour as well for the safety of women and to educate them. How well does the Council work alongside the police in</p>	<p>White ribbon day was the 25<sup>th</sup> November. This is a focus for the police and not just for that one day. There are a number of campaigns and violence against women is a set agenda. A funding bid was submitted to produce safety packs for women but that bid has failed. However, also looking at what else can be done to prevent violence</p>

<p>developing these campaigns and preventative work.</p>	<p>against women. This is a focus for the CSP and its not just about women but also about tackling offending behaviour by men.</p>
<p>There had been a 10% increase in violence against women and domestic abuse despite the preventative and intervention work carried out which is a significant increase. Is there a further narrative around this and the response of the CSP and the police.</p> <p>Are people confident to report domestic abuse to the police.</p>	<p>It depends on how you look at this as 10% is still significantly low as many domestic abuse cases remain unreported. With every campaign that raises awareness it is hoped to see an increase in the numbers of reports made to the police. People need confidence to come forward and report to the police and that they will do something about the issue.</p> <p>People are more willing to come forward and report a history of domestic violence rather than individual incidents.</p>
<p>Would be useful to see the report. In relation to rural crime and the theft of 8 quad bikes since April, is this up or down.</p> <p>Thefts of trailers seem to have increased. Livestock theft – livestock has significantly increased in value making it far more attractive as a target by criminals. There is also a need to target where stock are going as well.</p>	<p>In relation to Quad thefts there were 40 two years ago, 8 currently. It is unlikely that there is a Quads in Powys which is not security marked which prevents them being sold.</p> <p>As far as livestock theft is concerned its something the police are campaigning to bring to the forefront. This is about making people understand this is a large crime, some of which is organised crime and is not just about the financial impact. Much of this is about collecting the data about how many thefts are occurring. The key is also to identify where stock are going to, mostly to outside of the County. The rural crime teams are actively talking to other teams elsewhere in Wales and the UK to identify patterns and what measures can be put in place to prevent thefts and identify offenders.</p>
<p>We should not be targeting women and instead talking about what we should be doing to educate men. In the locality we are visiting rugby and football clubs and speaking about the effects of domestic violence. Therefore, would like to see more</p>	<p>The numbers in Ystradgynlais are low for public order offences. In relation to drugs, work is being undertaken by the area planning board to gather intelligence on the figures for the level of drugs in Ystradgynlais.</p>

<p>emphasis on what we're doing for men rather than women.</p> <p>Anecdotally there is concern in the Ystradgynlais area about the level of drugs available on the streets. How much reporting is coming in to the police about drugs issues.</p>	<p>In relation to the white ribbon event and violence against women, this sits more in the safeguarding arena rather than the Community Safety Partnership as this involves a larger group of professionals who have an expertise in this arena and the police is one of those professional organisations.</p> <p>Reporting is coming into the police regarding drug issues which is assessed. Issues such as alcohol and drug use have been raised with the police so it is in the spotlight. There is no significant increase at present but is an ongoing issue.</p> <p>The Inspector agreed to raise the issue of working with men about violence against women with the force lead.</p> <p><b>ACTION</b> – the Committee would wish to receive an assurance about what is the strategy in relation to targeted work with men and boys about this issue.</p>
<p>With the change in reporting methods, how do our statistics for violent crime compare to previous years.</p> <p>Spiking – is someone was caught injecting another person, what would the charge be. This information about the punishment for this crime should be publicised as it would indicate to potential perpetrators how serious the crime is.</p> <p>A previous speaker's view was valid that there are many organisations for young people and we do not make enough use of them to get messages such as this out to young people. We could use these groups to educate people in a better way.</p> <p>What is Operation Edward actually</p>	<p>You need to review the circumstances for incidents of violent crime and work to reduce the numbers. It is difficult to make direct comparisons currently due to the changes in recording methods and it is down to the police scrutinising each crime.</p> <p>This would be a charge of assault and poisoning. This is part of the work of the school community police officers to get the message to young people about safety, controlled drugs and spiking. There is a dedicated presentation for children in schools. This also links to harm reduction and Cais.</p> <p>Operation Edward is a national week long campaign across the UK about all things to do with road safety and not specifically about</p>

<p>achieving. There needs to be a direct campaign with cyclists, speaking to cycling groups. There have been campaign for motorbike riders and the same needs to be done for cyclists.</p>	<p>cycling. This work sits within the Council's road safety team who are pulling together a seasonal road safety programme. The Team will issue different messages depending on the time of year. Cyclists wearing dark clothing has been highlighted with the road safety team as an issue and messages about this need to be constantly issued.</p> <p>The road safety team is currently delivering training to schools, but possibly more work is needed with adults.</p> <p>The Head of Highways, Transport and Recycling indicated that he would discuss the issue with the Member and pick this up with his team. ACTION</p>
<p>It is understood that as from 1<sup>st</sup> December 2021 councils in England can apply for powers to deal with moving traffic offences which are currently the responsibility of the police. These are already undertaken by Councils in Cardiff and London. Is this likely to happen in Wales and is it an option for councils. There is concern that this could be used as a revenue raising exercise. Is this something Powys is considering.</p>	<p>There is no awareness of this as far as police is aware.</p> <p>This would require Welsh Government approval to do this. The only place that currently operates this is Cardiff. The Corporate Director – Economy and Environment agreed to ask the Highways Service to provide a written response.</p> <p><i>The following is a response provided following the meeting: "Moving Traffic Offences have been allowed in Wales for some time. Any Local Authority can apply to Welsh Government for the power to enforce these as an extension to the Civil Enforcement Powers for parking contraventions. The cost of setting them up is relatively high, so they are more suited to large urban areas such as Cardiff and Swansea where blocking junctions causes significant congestion."</i></p>
<p>In relation to violence against women, are there any statistics about violence against men as they are victims of violence as well.</p>	<p>Yes would agree about the visibility of dogs. This would also apply to horses as well.</p> <p>There are statistics about violence</p>

In the campaign about road safety the need for dogs to wear high visibility jackets should be highlighted as well.	against men which can be sent to the Committee.
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**Outcomes:**

- **Actions following the meeting:**
  - **Feedback to individuals raising concerns about drugs issues to be discussed with the Community Neighbourhood Policing Team (BJ)**
  - **Violence against women - Working with men and boys to raise awareness of their responsibilities in relation to violence against women to be discussed with the force lead (BJ)**
  - **Committee to receive an assurance about what the strategy is in relation to targeted work with men and boys about this issue. (FS / Cllr BB)**
  - **Head of Highways, Transport and Recycling to meet with Member and pick up issue of safety campaign for cyclists with road safety team. (MP)**
  - **Statistics of violence against men to be circulated to the Committee. (BJ)**

<b>5. PERFORMANCE AND RISK - QUARTER 2.</b>
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5.1. Performance Report - Quarter 2

**Documents Considered:**

- Report by the Portfolio Holder for Corporate Governance and Regulatory Services – Performance Report – Quarter 2.

**Issues Discussed:**

- The Council was in business continuity mode for much of the reporting period which has affected the ability to report performance against the Corporate Improvement Plan. There were 68 objectives in the plan and 37 of those reported in the quarter. Of those 27 were on target and 9 not on target. Of the 133 measures, 71 were reported in the quarter, with 47 on target and 12 not on track, 6 were annual targets, and 6 had no target. Although it was not possible to report against half of the measures and objectives services have continued to deliver against key milestones and Vision 2025 outcomes.
- **Property, Planning and Public Protection:**
  - Three KPIs for the service (i) Percentage of Planning appeals dismissed - 100% for quarter (ii) Percentage of Planning Applications considered within time - 90% which is on target (iii) Abermule Business Park – on target to construct commercial units by the end of March 2022.

In relation to planning appeals there appear to have been no appeals in the quarter. Can you explain the	There were three appeals determined in quarter 2. One related to a poultry unit which was
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<p>process and is this an area causing concern. How do appeals affect the service.</p> <p>In relation to intensive poultry units, how is this affecting planning approvals.</p>	<p>dismissed. The second related to a qualification for a rural enterprise dwelling which was dismissed. The third related to development in a flood zone which was dismissed.</p> <p>In relation to poultry units, if this is regarding phosphates, every development has to show either no impact or a beneficial impact on phosphates. It is causing more scrutiny and raising more issues for the ecologist to consider. Additional ecological capacity is also being secured from the Highways Engineering Team.</p> <p>ACTION – look at this in Working Group looking at phosphates in rivers.</p>
<p>Are there applicants for the business park units at Abermule and when will the units be ready.</p>	<p>The units will be completed by the end of March next year and there is interest being expressed with discussions being undertaken with potential tenants.</p>
<p>With applications that take longer than the specified time, are applicants being made aware why there are delays in the planning process.</p>	<p>Applicants are made aware of delays and an agreement is made with them specifying how long is required to determine the application. The delay is usually to request additional information from the applicant e.g. ecological survey. If this agreement is undertaken by letter then application is deemed to be within time.</p>

- **Housing and Community Development:**

<p>In relation to the Public Accountability Measures (PAMs) for Homelessness and housing for the second quarter in a row this is poor performance. The report shows limited options to rehouse families due to a constriction on the private sector housing and high demand for one bedroom accommodation. This is not solely due to the pandemic and we should have been aware of this in our housing needs assessment and plans. It is accepted that it takes to build</p>	<p>This is not a new issue but it has been exacerbated by the pandemic. A response would be sought from the Housing Service – ACTION.</p>
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<p>houses, but what is the plan in this service to close this gap and ensure accommodation is provided.</p>	
<p>One of the measures related to voids which is improving. How can you reconcile in relation to HOWPS that in some measures we are doing better and in others we are worse.</p> <p>Are we building in measures when HOWPS comes back in house to tackle these issues.</p> <p>In terms of house building, how many units do we have on site at the moment and in a year's time will be on the way to achieving the target the Council has set itself.</p>	<p>Operational arrangements in relation to voids has improved although there are still challenges. Heating checks has been a challenge due to challenges in the market place to get checks undertaken. The commercial challenge is that the joint venture is finding it difficult to work within the financial envelope it has to deliver voids.</p> <p>Yes looking forward to having the service in house and not having contractual challenges.</p> <p>The numbers are set out in document but the forecast is that the Council will not achieve the original target for a number of reasons such as challenges with some of the sites locations which has delayed progress. The Council is also expecting significant additional Welsh Government support for the programme.</p> <p>Can bring back further information to Committee.</p>
<p>When bringing back the information requested to the Committee could the Director also link that to the other performance measure about bringing new properties on stream by bringing empty properties back into use. The commentary in the report says that this is now a scheme that the Council operates and this may be something the Council may wish to consider given the challenges already identified about a lack of available homes.</p>	<p>There are 79 properties currently being built.</p>
<p>Are there any estimates of the increased costs for building houses as the cost of materials and labour has increased.</p> <p>Is there a financial issue with HOWPS at present which is preventing it from carrying out</p>	<p>Is it being reported by the Council. Construction inflation is being monitored by the Finance and Procurement teams. An estimate can be provided to the Committee – ACTION.</p> <p>A confidential paper was presented</p>

works.	to the Cabinet last week so it would not be appropriate to discuss this in public.
In relation to homelessness there is a significant increase. A lot of effort and resource has been put into this but that is not succeeding. What is being done to measure the reasons for the increase in homelessness, why are we having this increase at this time and what is the Council doing to assist known rough sleepers.	The Portfolio Holder for Corporate Governance, Engagement and Regulatory Services agreed to ask the relevant Portfolio Holder to provide the information to the Committee - ACTION
Disabled facilities grants – for the second quarter the PAM has been missed with people waiting over the target threshold that has been set. The commentary does not set out a plan to address this. There are strong reasons why the target is not being met but no plan to ensure that the Council meets the target in the next quarter.	A detailed response will be sought from the Housing Service – ACTION.

- **Highways, Transport and Recycling:**

- The Service has achieved 64.75% for recycling and the outturn for 2020-21 was 66.1% which is above the Wales average. There were 109 incidents of fly tipping in quarter 2 which were cleared in five working days. The Countryside, Access and Recreation team is on target to meet its annual target to maintain and improve 125km of public rights of way. £1.1m has been secured for flood alleviation schemes across the county and £2.9m for active travel and decarbonisation from Welsh Government. The medium term financial strategy was highlighted as a risk although the overspend has been reduced.

In terms of the PAMs for residual waste produced by households it has been RAG rated as an area of concern. What is being done to reduce the non recyclable waste produced by households.	This is being continually reviewed and there are a number of campaigns to encourage residents to reduce the amount of residual waste. The amount of residual waste has increased significantly due to home working. The Service is looking at a number of measures such as engagement campaigns and looking at what other materials can be taken out of residual waste such as tetra packs. This additional residual waste is putting additional pressure of about £150k per year on the service.
Whilst recycling figures are good the	There has been an immense

<p>figures show that waste levels are increasing. We are aware that Covid has been a challenge but the effects are not reflected in the report. What are we going to do to overcome the challenges caused by the pandemic in 2022 such as highways and budget, active travel in rural communities.</p>	<p>pressure on the service which included a financial cost such as the use of shuttle vehicles for staff for waste collection. There has been an increased cost for materials and fuel which means the Council cannot deliver as many capital projects as it would want with an increased pressure of £600k on the service. In relation to active travel it appears that funding will be forthcoming for schemes from Welsh Government.</p>
<p>The amount of recycle in residual waste is a concern. Film and plastic wrapping is an issue, which the Council does not collect but Tesco does. Has this made any difference to the amount collected. There is a need to educate people more to improve recycling. Can we have another campaign, or a leaflet dropped into recycling boxes so that people can see what can and cannot be recycled. Has this been tried or can it be tried again.</p>	<p>The Head of Service agreed to discuss the issue of plastic wrapping with the recycling team. The Council has also signed an energy from waste contract which will give the Council an additional 20% towards its recycling. Education and campaigns are something the Council can look at. The Service can work with WRAP to see if revenue support for a fresh campaign can be secured.  The Head of Service agreed to provide a written response to the Committee - ACTION</p>

- **Economy and Digital Services:**

- The Service is slightly behind on Digital Powys but aiming to be on target by the end of the year. It is hoped to sign the final Mid Wales Growth Deal by Christmas.

<p>What are the challenges for the Service and what is coming after Covid and Brexit which is raising concerns.</p>	<p>The main challenge is that the council has been successful in economic funding and much yet to deliver in terms of digital transformation. One of the most difficult areas is recruiting the right staff with the right skills to deliver the projects which have been funded as well as the Growth Deal. There is therefore a need to grow the team and deliver the projects provided by the funding opportunities.</p>
<p>The number of total visitor days to Powys, has been lower due to the pandemic. The STEAM report was due in late summer. Has it been</p>	<p>The Head of Service advised that she did not have the STEAM figures but agreed to advise the Committee of the latest position – ACTION</p>

<p>overlooked or did it deliver what was expected which was a 60% to 65% reduction in income due to Covid or was there a surge late in the season.</p>	
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- **Transformation and Communication:**

- Promoting the Welsh Language – the Service has not been able to recruit a Welsh Language Officer and are discussing shared services with partners.
- Strategic Planning and Performance Training – there has not been the uptake in quarter 2 that was seen in previous quarters. Possibly a more targeted campaign will be required.

<p>In relation to the Welsh Language Officer this is disappointing for the organisation, having been out to recruit. Has there been any feedback or analysis as to what are the challenges in attracting candidates.</p>	<p>The post was initially advertised as a Welsh Language and equalities post. The equalities element has now been removed and covered elsewhere in the service and the post readvertised. The Service is now reaching out to other organisations and considering other options.</p>
<p>Is it the salary and the package offered which needs to be reviewed. The timing of adverts may also need consideration.</p>	<p>This can be considered and the post advertised did go through the job evaluation process. There are options which can be considered such as market supplements.</p>

- **Finance:**

- The Finance Service supports many of the objectives across the Corporate Improvement Plan. Specifically in relation to the Service, integrated business planning – that work is developing but has seen improved business plans this year. The Service has started to progress on benchmarking data.
- In terms of economy there has been an increase in the spend with Powys based suppliers to 41% or £41.6m. There are a number of schemes still being administered by the Service e.g. self isolation payments. Additional support has been provided for money advice with an estimated £1m income gain for Powys residents. Winter fuel payments – a new scheme announced by Welsh Government is about to start in December. The website is live and people will have to apply for this rather than an automated payment scheme and there could be potentially 9000 applicants.

- **Workforce and Organisational Development:**

- The Service is still operating in business continuity so did not report on performance, but is continuing to progress measures. There are no real concerns in terms of performance measures. One set of measures are annual such as the staff survey which will take place in January. The only concern is the issue across the UK regarding

the ability to recruit in particular specialist staff. Work is being undertaken in Quarter 3 to address this challenge.

<p>The cumulative overall sickness which is 7.84 days per full time equivalent which seems high. Services have been highlighted with the highest sickness. How is the Council dealing with this, what impact is it having on the workforce and what affect will it have on services.</p>	<p>The target was 9 days. The Council's figure prior to the pandemic was below the target, so that the Council was within the top performance quartile in Wales. The figure quoted would still place the Council in the upper quartile which is good performance by comparison to other authorities. This is not therefore an area of concern.</p>
<p>Some services where you will see a higher sickness are those areas where people work face to face with clients and some of these officers could not work face to face with vulnerable individuals.</p>	<p>Earlier in the year a number of staff were shielding early and could not work face to face with clients. However, there are currently only very small numbers shielding and there are plans in place to support these individuals.</p>

- **Comments:**

- There is a pattern developing with difficulties getting Welsh speakers into posts. Possibly this could be a piece of work which needs to be undertaken to attract Welsh speakers into posts in Powys to develop a strategy – ACTION.
- There is a need for better Post 16 education in Powys to retain young people in Powys.
- Once completed can the website information in relation to winter fuel payments be shared with members.

**Outcomes:**

- **Actions arising from the discussion:**
  - **Working Group to planning issues raised by phosphates in rivers at the Working Group.**
  - **PAMS for Homelessness and Housing – response sought from the Housing Service.**
  - **Estimates of increased costs of building houses – estimate of additional costs to be provided to the Committee.**
  - **Reasons for increases in homelessness – Portfolio Holder for Governance, Engagement and Regulatory Services to ask relevant Portfolio Holder to provide information to the Committee.**
  - **Disabled facilities grant – response to be sought from the Housing Service.**
  - **Recycling campaign – Head of Highways, Transport and Recycling to provide written response to the Committee.**
  - **STEAM report – Head of Economy and Digital Services to provide update to Committee on latest position.**
  - **Need for a strategy to be developed to attract Welsh Speakers into posts in Powys.**

- **Head of Finance to provide details of the winter fuel payments website to Members.**

<b>6.</b>	<b>STRATEGIC RISK REGISTER - QUARTER 2</b>
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**Documents Considered:**

- Report of the Portfolio Holder for Finance – Strategic Risk Register – Quarter 2

**Issues Discussed:**

- None

**Outcomes:**

- **As there were insufficient Heads of Service and Portfolio Holders present at the meeting the Committee decided to defer consideration of the item.**

<b>7.</b>	<b>SCRUTINY WORK PROGRAMME</b>
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The Committee noted that future meetings were scheduled as follows:

27-01-22 10.00 – 12.00	Q3 Performance and Risk Covid Recovery Fund Process and other grants
31-01-22 14.00 – 16.00	Draft Budget
28-02-22 10.00 – 12.00	Climate Emergency and WG Carbon Budget
23-06-22 10.00 – 12.00	High Street / Future use of Town Centres  Housing Update – Housing management restructure / housing stock / homelessness
25-07-22 14.00 – 16.00	Q1 Performance and Risk Regulatory responsibilities – Property Planning and Public Protection Service
19-09-22 10.00 – 12.00	Public transport networks
31-10-22 10.00 – 12.00	Q2 Performance and Risk
12-12-22 10.00 – 12.00	

**County Councillor M J Dorrance (Chair)**