



CITY AND COUNTY OF SWANSEA

DINAS A SIR ABERTAWE

To:  
**Councillor Clive Lloyd**  
**Cabinet member Transformation and Performance**

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Date **12 July 2016**  
Dyddiad:

This is a letter from the Corporate Culture Scrutiny Inquiry Panel to the Cabinet Member for Transformation and Performance following the meeting of the Panel on the 6 July 2016. It highlights the Panel's discussion and outcomes arising from the meeting.

Dear Cllr Lloyd

### **Corporate Culture Scrutiny Inquiry Impact**

Thank you for attending our Panel meeting on the 6 July and updating us on the progress and impact of the recommendations arising from our scrutiny inquiry. We were pleased to hear that the scrutiny inquiry recommendations have provided a focus for improvement and that they will continue to serve as a checklist for future work of the Innovation Programme.

We recognise that cultural change can be a slow and gradual process but were encouraged to see the strides forward made since our inquiry. We were particularly pleased to hear about the significant progress that has been made thanks to the work of the innovation community around staff engagement, bullying and harassment, employee behavior's and the staff suggestions scheme. We were also keen to hear about the work planned by the innovation group to look at breaking down the departmental silos that still exist in some parts of the authority.

The work that continues to be done to encourage staff to engage with the staff survey was seen as positive; we recognise that the survey is a vital tool in accessing the views and concerns of staff. We felt it important to give feedback to staff about the outcomes that will arise from their comments and idea's; sending the message that we value their input. We believe that an email to staff once the survey is complete thanking them for their input would be beneficial.

You said that you would like to keep scrutiny up to date with the progress being made in relation to improving the corporate culture of the council. The best opportunity to do so will be as part of your regular appearance at the Scrutiny Programme Committee.

This letter does not require a formal written response.

Yours sincerely

**Councillor Andrew Jones**

**Convener Corporate Culture Scrutiny Inquiry Panel**

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