

Councillor Peter Black
Chair, Scrutiny Programme Committee

(VIA EMAIL)

Please ask for: Councillor David Hopkins
Direct Line: 01792 63 6141
E-Mail: Cllr.David.Hopkins@swansea.gov.uk
Our Ref: DH/JG
Your Ref:
Date: 4th January 2023

Dear Councillor Black,

RE: Scrutiny Programme Committee – 15 November: Follow up – Workforce Scrutiny Working Group

Thank you for your letter dated 16th December summarising the findings of the Scrutiny Programme Committee held on 15th November regarding the progress of the Workforce Scrutiny Working Group.

In respect of the Committee's specific comments, I can advise that:

- Clarity around standards and expectations regarding future working and customer contact are being concluded by each service area, with CMT due to receive a full set in January 2023. These will set out the principles and operational requirements for each service, including public access, and an analysis of which posts are eligible for agile working, giving long term assurance to the workforce on their working arrangements.
- Covid related absence has continued to impact the organisation during 2022/23 but an improving picture is anticipated in Q4.
- Current weaknesses in the reporting arrangements for learning and development events are expected to be improved from April 2023 onwards with the rollout of Oracle Fusion's learning module.
- The Committee specifically asked for some data to be made available in relation to supporting employee wellbeing during 2022:
 - 1184 referrals were made to the occupational health service.
 - 689 were specifically for stress management support. Those referred for stress management would also have been supported with counselling.
 - 21 managers have been trained in 'Supporting Employee Wellbeing'.
 - 10 new volunteers expressed an interest in becoming part of the 'Helping Hands' programme, with 3 currently in training.

- In addition, Staffnet will shortly relaunch and promote the wellbeing training that is available to the workforce to continue our efforts to support the wellbeing of employees.

Should you have any further enquiries please do not hesitate to contact me.

Yours sincerely



Y Cyngorydd David Hopkins / Councillor David Hopkins
Dirprwy Arweinydd / Aelod y Cabinet dros Wasanaethau a
Pherfformiad Corfforaethol
Deputy Leader / Cabinet Member for Corporate Services &
Performance