

| Area e.g. Education, Corporate | Improvement Action / Recommendation | Ref | Recommendation/Improvement | Document Reference | Date Received | Assigned Committee | Responsible Portfolio Holder | Responsible Officer | PCP / SJP Start Date BRAD Status | Action Taken (lifted from PCP / SJP monitoring processes) | New capabilities embedded. Evaluation against recommendations completed. Action closed. |
|-----------------------------------|-------------------------------------|------|---|--|--------------------------|-------------------------------|------------------------------|---------------------------------|-------------------------------------|--|---|
| Scrutiny | Recommendation | R181 | Clarify the role of executive members and senior officers in contributing to scrutiny. | WAO Study - Scrutiny | 01/05/2014 | | Clr Wynne Jones | Wyn Richards | | Roles clarified in the new Constitution which came into effect on 1st September, 2015 (see Section 7) All Chief Officers are invited to attend the Joint Chairs and Vice Chairs Steering Group and have the ability to contribute items for consideration for inclusion in the work programmes of scrutiny committees once they have been assessed by the Joint Chairs and Vice Chairs Steering Group. Joint meeting with the Cabinet 24th May, 2016 considered a process for scrutiny to undertake more pre-scrutiny of items prior to their being discussed at the Cabinet. The process has been drawn up and the timescale needs to be approved by the Management Team. | Chief Officers able to contribute items to scrutiny. It is too early to assess the impact of the new Constitution. The process for pre-decision scrutiny should provide better links between scrutiny and the cabinet. There will be a need to assess how this process is working following 12 months of operation. |
| Environmental Health | Recommendation | R382 | Provide scrutiny chairs and members with the necessary skills and support to effectively scrutinise and challenge service performance, savings plans and the impact of budget reductions. | WAO Study - Env Health | 01/10/2014 | Scrutiny Committee April 2015 | Clr Avril York | Ken Yorston | | Report went to scrutiny committee in April 2015. | |
| Environmental Health | Recommendation | R383 | Improve engagement with local residents over planned budget cuts and changes in services by: • consulting with residents on planned changes in services and using the findings to shape decisions; • outlining which services are to be cut and how these cuts will impact on residents; and • setting out plans for increasing charges or changing standards of service. | WAO Study - Env Health | 01/10/2014 | Planning Committee | Clr Avril York | Ken Yorston | | PC budget simulator http://www.powys.gov.uk/en/corporate/find-out-about-consultations-in-powys/past-consultations/powys-budget-challenges/ | Indications are that Environmental Health should receive least cuts |
| Environmental Health | Recommendation | R384 | Improve efficiency and value for money by: • identifying the statutory and non-statutory duties of council environmental health services; • agreeing environmental health priorities for the future and the role of councils in delivering these; • determining an 'acceptable standard of performance' for environmental health services (upper and lower) and justify these to citizens; • Improving efficiency and maintaining performance to the agreed level through: - collaborating and/or integrating with others to reduce cost and/or improve quality; - outsourcing where services can be delivered more cost effectively to agreed standards; - introducing and/or increasing charges and focusing on income-generation activity; - using grants strategically to maximise impact and return; and - reducing activities to focus on core statutory and strategic priorities. | WAO Study - Env Health | 01/10/2014 | Planning Committee | Clr Avril York | Ken Yorston | | A 3 year Business Plan has been developed for EH services, based on current resource allocation | |
| Welfare Reform | Recommendation | R485 | Improve engagement with tenants affected by the removal of the spare-room subsidy through: • the provision of regular advice and information on the options open to them to address the financial impact of the change in their circumstances; • the promotion of the 'Your benefits are changing' helpline; and • the provision of support to tenants specifically affected by the removal of the spare-room subsidy to participate in regional/ational employment schemes. | WAO Study - Welfare | 01/03/2015 | | Clr Wynne Jones | Dave Morris | | Money advice and support is available to all tenants affected. Worked in partnership with all 19's to help identify and support tenants with various options. Discretionary Housing Payment Support has been critical in this. One of the main conditions for receiving DHP is that those affected looked to improve their finances. We link to the 'benefits are changing' web pages on our site. No action of the final point | Improved outcomes for tenants affected in their engagement with the conditions for DHP claims. |
| Welfare Reform | Recommendation | R6 | Establish a set of minimum service standards on lettings and transfers to ensure that tenants affected by the removal of the spare-room subsidy receive a minimum standard of service from their landlord. | Managing the Impact of Welfare Reform Changes On Social Housing Tenants in Wales | 08/03/2015 | | Clr Wynne Jones | Dave Morris | | We have always published and worked locally to make people aware of DHP policy and claims so no noticeable difference | |
| Welfare Reform | Recommendation | R487 | Improve management, access to and use of Discretionary Housing Payments by: • establishing a clear policy or guide that is available in hard copy and online to the public that sets out the Council's policy and arrangements for administering Discretionary Housing Payments; • clearly defining eligible and non-eligible housing costs covered by Discretionary Housing Payments in application forms, policy documentation and applicant guidance leaflets; • clearly setting out the maximum/minimum length of time that such payments will be provided; • setting and publishing the timescale for the Council making a decision on Discretionary Housing Payments applications; • including information within public literature on the Council's policy for rights to review or appeal of a decision and the timescales and process to be followed in deciding on these; and • clearly define the priority groups for Discretionary Housing Payments in public literature to ensure that those seeking assistance, and those services supporting them, can assess whether such payments are a viable option to address their housing and financial needs. | WAO Study - Welfare | 01/03/2015 | | Clr Wynne Jones | Dave Morris | | Action has been taken to do all of the above except the final one | We have always published and worked locally to make people aware of DHP policy and claims so no noticeable difference |
| Early Departures | Recommendation | R583 | We recommend that public bodies: • ensure that councillors or board members have the opportunity to examine the value of money of early departure scheme through established scrutiny/governance arrangements. • ensure that councillors and/or board members approve higher value packages, such as those for senior management. • consider using internal audit to provide assurance on overall management of early departure schemes. | WAO Study - Early Departures | 01/02/2015 | | Clr Wynne Jones | Jason Lewis/ Mark McIntyre | | Recommended actions already in place but Scrutiny/ Internal Audit will look to strengthen this to ensure councillors have the opportunity to examine value for money of early departures through scrutiny arrangements and that councillors approve higher value packages and consider using internal audit to provide assurance on overall management of early departure schemes. | mgmt. team early departures for schools Policies go through policy forum with elected members attending anything costing 100k+ in needs council approval - constitution internal audit (Jason or David Powell - VR internal audit) |
| Leisure | Recommendation | R1 | Improve strategic planning in leisure services by: • setting an agreed council vision for leisure services; • agreeing priorities for leisure services; • focusing on the council's position within the wider community sport and leisure provision within the area; and • considering the potential to deliver services on a regional basis. | Delivering with less - Leisure Services | 01/12/2015 | | Clr Graham Brown | Stuart Mackintosh/ Jenny Haynes | | | |
| Leisure | Recommendation | R2 | Undertake an options appraisal to identify the most appropriate delivery model based on the council's agreed vision and priorities for leisure services which considers: • the availability of capital and revenue financing in the next three to five years; • options to improve the commercial focus of leisure services; • opportunities to improve income generation and reduce council 'subsidy'; • a cost-benefit analysis of all the options available to deliver leisure services in the future; • the contribution of leisure services to the council's wider public health role; • better engagement with the public to ensure the views and needs of users and potential users are clearly identified; • the impact of different options on groups with protected characteristics under the public sector equality duty; and • the sustainability of service provision in the future. | Delivering with less - Leisure Services | 01/12/2015 | | Clr Graham Brown | Stuart Mackintosh/ Jenny Haynes | | | |
| Leisure | Recommendation | R3 | Ensure effective management of performance of leisure services by establishing a suite of measures to allow officers, members and citizens to judge inputs, outputs and impact. This should cover council-wide and facility specific performance and include: • capital and revenue expenditure; • income; • council 'subsidy'; • quality of facilities and the service provided; • customer satisfaction; • success of 'new commercial' initiatives; • usage data - numbers using services/facilities, time of usage, etc.; and • impact of leisure in addressing public health priorities. | Delivering with less - Leisure Services | 01/12/2015 | | Clr Graham Brown | Stuart Mackintosh/ Jenny Haynes | | | |
| Leisure | Recommendation | R4 | Improve governance, accountability and corporate leadership on leisure services by: • regularly reporting performance to scrutiny committees; • providing elected members with comprehensive information to facilitate robust decision-making; • benchmarking and comparing performance with others; and • using the findings of internal and external audit/inspection reviews to identify opportunities to improve services. | Delivering with less - Leisure Services | 01/12/2015 | | Clr Graham Brown | Stuart Mackintosh/ Jenny Haynes | | | |
| Older People | Recommendation | R1 | Improve governance, accountability and corporate leadership on older people's issues through: • the appointment of a senior lead officer who is accountable for coordinating and leading the council's work on older people's services; • realigning the work of the older people's strategy coordinators to support development and delivery of plans for services that contribute to the independence of older people; • the appointment of a member champion for older people's services; and • regularly disseminating and updating information on these appointments to all staff and stakeholders. | Supporting the Independence of Older People: Are Councils Doing Enough? | 15/10/2015 | | Clr Stephen Hayes | Jan Jeffreys | | Senior leader appointed and in post who is accountable for coordinating and leading the council's work on older people's services. A strategy plan has been created and aligned to work within the Older Peoples service to help develop and aid the delivery of plans for services which contribute to the independence of Older Peoples. Member champion in post to improve the transparency and clarity of information relating to the progress and delivery of Older Peoples service. Staff made aware of work and appointments within the service via project and programme boards such as ICPOP, via team meetings and during IPFs. | |
| Older People | Recommendation | R5 | Ensure compliance with the Public Sector Equality Duty when undertaking equality impact assessments by: • setting out how changes to services or cuts in budgets will affect groups with protected characteristics; • indicating the potential impact and the mitigation actions that will be delivered to reduce the potentially negative impact on groups with protected characteristics; • indicating the potential numbers who would be affected by the proposed changes or new policy by identifying the impact on those with protected characteristics; and • ensuring supporting activity such as surveys, focus groups and information campaigns includes sufficient information to enable service users to clearly understand the impact of proposed changes on them. | Supporting the Independence of Older People: Are Councils Doing Enough? | 15/10/2015 | | Clr Stephen Hayes | Jan Jeffreys | | The Older Peoples Service now conduct comprehensive Impact Assessments when proposing a change or implementation of a new policy, as part of the budget setting process or when proposing a change objective impacting on the delivery of a service. The impact assessment along with the principles within are also considered when using the contracts and commissioning process to ensure our compliance with the Public Sector Equality Duty and the impacts potential changes may have on our service users and communities. | |
| Older People | Recommendation | R6 | Improve the management and impact of the Intermediate Care Fund by: • setting a performance baseline at the start of projects to be able to judge the impact of these overtime; • agreeing the format and coverage of monitoring reports to enable funded projects to be evaluated on a like-for-like basis against the criteria for the fund; to judge positive impact and how many schemes have been mainstreamed into core funding; and • improving engagement with the full range of partners to ensure as wide a range of partners are encouraged to participate in future initiatives and programmes. | Supporting the Independence of Older People: Are Councils Doing Enough? | 15/10/2015 | | Clr Stephen Hayes | Jan Jeffreys | | The ICF is managed through ICPOP which has strong governance, reporting and roles and responsibilities set as per the councils programme management principles. Regular highlight reports and updates go bi monthly to the board who monitor the progress of a number of projects. ICPOP is a multi agency partnership board which is jointly chaired by PC and PTHB. ICPOP will evaluate progress and seek to allocate funds and align resources appropriately to ensure that projects which are having the greatest positive impact continue to deliver. | |
| Corporate Safeguarding | Recommendation | R1 | Improve corporate leadership and comply with Welsh Government policy on safeguarding through: • the appointment of a senior lead officer who is accountable for safeguarding and protecting children and young people with corporate responsibilities for planning improvements; • the appointment of a lead member for safeguarding; and • regularly disseminating and updating information on these appointments to all staff and stakeholders. | Review of Corporate Safeguarding Arrangements in Welsh Councils | 21/07/2015 | | Clr Graham Brown | Louise Barry/ Carolann James | | | |
| Corporate Safeguarding | Recommendation | R2 | Ensure there is a corporate-wide policy on safeguarding covering all council services to provide a clear strategic direction and clear lines of accountability across the council. | Review of Corporate Safeguarding Arrangements in Welsh Councils | 21/07/2015 | | Clr Graham Brown | Louise Barry/ Carolann James | | | |
| Corporate Safeguarding | Recommendation | R3 | Strengthen safe recruitment of staff and volunteers by: • ensuring that Disclosure and Barring Service (DBS) checks and compliance with safe recruitment policies cover all services that come into contact with children; • creating an integrated corporate compliance system to record and monitor compliance levels on DBS checks; and • requiring safe recruitment practices amongst partners in the third sector and for volunteers who provide services commissioned and/or used by the council which are underpinned by a contract or service level agreement. | Review of Corporate Safeguarding Arrangements in Welsh Councils | 21/07/2015 | | Clr Graham Brown | Louise Barry/ Carolann James | | | |
| Corporate Safeguarding | Recommendation | R4 | Ensure all relevant staff, members and partners understand their safeguarding responsibilities by: • ensuring safeguarding training is mandated and coverage extended to all relevant council service areas, and is included as standard on induction programmes; • creating a corporate-wide system to identify, track and monitor compliance on attending safeguarding training in all council departments, elected members, schools, governors and volunteers; and • requiring relevant staff in partner organisations who are commissioned to work for the council in delivering services to children and young people to undertake safeguarding training. | Review of Corporate Safeguarding Arrangements in Welsh Councils | 21/07/2015 | | Clr Graham Brown | Louise Barry/ Carolann James | | | The Council have considered the recommendations made in the national reports 'Review of Corporate Safeguarding Arrangements in Welsh Councils' and conclude that arrangements in Powys are well embedded and that no further action is required other than addressing recommendations made in the local report on safeguarding. And continue our regular self evaluation as corporate planning arrangements require |
| Corporate Safeguarding | Recommendation | R5 | In revising guidance, the Welsh Government should clarify its expectations of local authorities regarding the roles and responsibilities of the designated officer within education services, and the named person at senior management level responsible for promoting the safeguarding. | Review of Corporate Safeguarding Arrangements in Welsh Councils | 21/07/2015 | | Clr Graham Brown | Louise Barry/ Carolann James | | | |
| Corporate Safeguarding | Recommendation | R6 | Improve accountability for corporate safeguarding by regularly reporting safeguarding issues and assurances to scrutiny committees against a balanced and council-wide set of performance information covering: • benchmarking and comparisons with others; • conclusions of internal and external audit/inspection reviews; • service based performance data; • key personnel data such as safeguarding training, and DBS recruitment checks; and • the performance of contractors and commissioned services on compliance with council safeguarding responsibilities. | Review of Corporate Safeguarding Arrangements in Welsh Councils | 21/07/2015 | | Clr Graham Brown | Louise Barry/ Carolann James | | | |
| Corporate Safeguarding | Recommendation | R7 | Establish a rolling programme of internal audit reviews to undertake systems testing and compliance reviews on the council's safeguarding practices. | Review of Corporate Safeguarding Arrangements in Welsh Councils | 21/07/2015 | | Clr Graham Brown | Louise Barry/ Carolann James | | | |
| Corporate Safeguarding | Recommendation | R8 | Ensure the risks associated with safeguarding are considered at both a corporate and service level in developing and agreeing risk management plans across the council. | Review of Corporate Safeguarding Arrangements in Welsh Councils | 21/07/2015 | | Clr Graham Brown | Louise Barry/ Carolann James | | | |
| Finance | Recommendation | R2 | Local authorities should develop corporate Income Generation and Charging Policies. | Financial resilience of local authorities in Wales 2015-16 The financial resilience of councils in Wales | 18/08/2016 02/04/2014 | | Clr Wynne Jones | Jane Thomas | | Income Management and cost improvement Policy approved and in place Jan 16, reinforcement of the requirements of the policy is required with Heads of Service to ensure compliance and the embedding of the annual review to feed into the budget process, further development of the fees and charges register is being progressed. Income targets remain within the budget plan for the next 2 years but as yet the detail has not been identified. | |
| Finance | Recommendation | R3 | Local authorities should ensure that they have a comprehensive reserves strategy which outlines the specific purpose of accumulated useable reserves and the impact and use of these in the MTFP. | Financial resilience of local authorities in Wales 2015-16 The financial resilience of councils in Wales | 18/08/2016 02/04/2014 | | Clr Wynne Jones | Jane Thomas | | Reserves policy in place December 2015. Level and assessment of reserves made annually as part of the budget setting process. | |
| Finance | Recommendation | R5 | Local authorities should ensure that savings plans are sufficiently detailed to ensure that members are clear as to what the plans are intended to deliver and that the delivery of those plans can be scrutinised appropriately throughout the year. | Financial resilience of local authorities in Wales 2015-16 | 18/08/2016 | | Clr Wynne Jones | Jane Thomas | | Budget process provides details of every saving proposed which are discussed with all members at budget seminars and each saving is supported full impact assessment. | |
| Finance | Recommendation | R2 | Councils should ensure that their medium term financial plan identify the major financial risks and key assumptions and senior officers and councillors should subject them to effective scrutiny and challenge before adopting the plan. | The financial resilience of councils in Wales | 02/04/2014 | | Clr Wynne Jones | Jane Thomas | | Delivery of savings are reported monthly to heads of service and cabinet and senior officers are challenged on the delivery of their savings and service performance against budget at budget challenge events. | |