

Overview and Scrutiny Management Committee: Holding the Executive to Account

Scrutiny Monitoring – 15 July 2021

Date	Portfolio	Title	Action proposed	Action Taken	Progress Status
10/06/21	Customer Service & Transformation	The Way We Work Programme	1) That the Council develops a flexible approach to supporting the purchasing of office furniture for employees.	Agreed - To be addressed through the business case and implementation.	
			2) That the Council promotes access to, and the uptake of, information and training that supports employees to adopt safe and healthy working environments when working away from civic buildings.	Agreed - To be addressed through the business case and implementation.	
			3) In recognition that the new ways of working have changed working practices, the Committee recommends that the Council reviews its HR policies to help clarify employee and employer expectations and responsibilities.	Agreed - To be addressed through the business case and implementation.	
			4) That the Council considers opportunities to develop camaraderie and mutual support in the workplace, particularly for new employees.	Agreed - To be addressed through the business case and implementation.	
			5) That the Council commits to identifying and learning from best practice from across the public and private sector in delivering the proposed blended model of working.	Agreed - To be addressed through the business case and implementation.	
			6) That the Council develops mechanisms to monitor and measure the impacts of the new ways of working on key outcomes, including staff wellbeing, equality within the workplace, Council finances, service performance and customer satisfaction.	Agreed - To be addressed through the business case and implementation.	
			7) The Committee recognises the advantages of flexible and remote working but understands the value of having employees, including senior managers, that live within Southampton and its	Out of scope of the Way We Work programme.	

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			environs, and understand the city. If newly recruited employees are not wishing to relocate to Southampton the Council needs to understand the reasons behind this and develop approaches that seek to address these issues.		