

AUDIT, CRIME & DISORDER AND SCRUTINY COMMITTEE
23 NOVEMBER 2017

Annual Governance Statement: Significant Governance Issues (Cont)

No.	Issue	Agreed Action	Progress to date (November 2017)
1.	Ensure the workforce has adequate resilience and also has the appropriate skills to deal with future requirements and changes to the way Council's operate.	Workforce planning is being undertaken to formulate the Council's needs and further work will be undertaken to identify skills gaps. The Organisational Development Strategy is being implemented, working with the LGA to develop a pay & performance scheme.	A report is due to go to Strategy & Resources in November outlining a proposal for a new pay and performance scheme. A new post has been created within HR which will focus on organisational development
2.	There have been a number of governance issues identified during 2016/17 within planning. The Council is currently at risk of designation by the Secretary of State to improve planning performance.	The LGA and the Planning Advisory Services will support the Council in reviewing arrangements and agreeing an action plan	A Planning Peer Review was undertaken in September and a Service Improvement Plan will be developed to ensure recommendations to improve planning performance are addressed.
3.	Elements of the Constitution are out of date and need to update.	The Council's Constitution will be fully reviewed in 2017/18.	The Constitution is currently being reviewed by the Head of Legal & Democratic Services

AUDIT, CRIME & DISORDER AND SCRUTINY COMMITTEE
23 NOVEMBER 2017

Annual Governance Statement: Significant Governance Issues (Cont)

No.	Issue	Agreed Action	Progress to date (November 2017)
4	<p>The Council has moved from debt free to external borrowing of up to £80m for property.</p> <p>This increases the Council's financial risk and there needs to be a robust approach in place when purchasing property and developing new service models.</p>	<p>A Working Group is in place to review the establishment of a Trading Company and review all future property purchases. The Property Investment Strategy will be regularly reviewed.</p> <p>Procedures are in place and will be further developed to ensure adequate provisions for investment property have been established to set-aside amounts for future voids/maintenance</p>	<p>The new trading company is operational. The three underlying principles of the Property Investment Strategy which was approved by Council, include investment criteria, risk management and the governance arrangements. The prudential indicators will be regularly reviewed.</p> <p>Individual purchases will be subject to specific requirements and controls within the investment criteria matrix.</p>
5	<p>The robustness of IT governance, data recovery and disaster recovery arrangements need to be reviewed to ensure that all IT projects are properly managed and data can be recovered.</p>	<p>A specialist IT Review is currently being completed and an action plan will be developed as part of an overall review of the current arrangements to ensure IT meets the Council's business needs.</p>	<p>The Council is exiting its shared arrangement with Elmbridge Borough Council at the end of Nov and internal resources are being strengthened within infrastructure area.</p> <p>Arrangements for interim support are in place and a new IT Strategy will be developed by the new Chief Operating Officer. A report on the Council's Datacentre will go to S&R in November</p>