

Written response to: Business & Transformation Scrutiny Panel

Resolution: 2) That the Policy and Performance Officer provide the Panel with further information on the Directorates, tools and resources which were lacking and reasons why staff felt they did not have the tools and resources needed to do their job.

Written response from: Policy & Performance Officer

Response:

38 employees (18% of responses) disagreed or strongly disagreed that they had the tools and resources needed to do their job. These employees are in the following directorates:

Community Services	14
Corporate Support	5
Economic Development	6
Finance and Resources	7
Governance and Regulatory Services	6

Using the above table, it can be estimated that around 60-70% are office based staff and the reason for their answer is therefore likely to be related to IT equipment. IT is the only common theme in their comments that relates to tools. The Council took swift action at the start of lockdown to provide all staff with the appropriate equipment. Primarily this was laptops to work from home. Unfortunately, many employers and organisations were doing the same and there was a delay in procuring some equipment. It is felt most people interpreted the question as budget related; staff wanted to see more resources in public services and internally those resources available had to be directed to the Council's priorities, this could have left some services feeling as though they did not have the required resources.

Date: 21/09/20