

**Policy and Performance Scrutiny Committee**  
**Scrutiny Committee Response Tracker – December 2023**

	<b>Date of meeting</b>	<b>Query raised</b>	<b>Response/ Update</b>
1.	24 July 2023	<p><b>Update on Complaints Performance</b></p> <p>The Committee requested that a further update on the Resident Experience Programme to be scheduled in six months' time.</p>	This has been scheduled for the January 2024 meeting.
2.	24 July 2023	<p><b>Corporate Performance – Year End 2022-23</b></p> <p>The Committee requested that detailed update on staff sickness absence be scheduled for a future meeting.</p>	This appears elsewhere on the agenda.
3.	2 November 2023	<p><b>Corporate Performance – Q1 2023-24</b></p> <p>In relation to diversity in the council's workforce, the percentage of Black, Asian and Minority Ethnic Staff, and Disabled staff in the top 5% of earners had increased by 3.8% from the previous quarter. The Committee requested that this figure also be provided as an absolute number, rather than a percentage. Members also asked if this figure reflected the demographics of the borough.</p>	<p>In Q4 22/23 the number of Black and Minority Ethnic staff in the top 5% of earners equated to 75 staff. In Q1 23/24 it equated to 79 staff, an increase of four.</p> <p>Work is underway to determine the most appropriate comparative data. This is looking at the demographics of the working age population, taking into account salary levels to be comparable with the metric. Targets are also being reviewed, with consideration of turnover levels.</p>

4.	2 November 2023	<b>Corporate Performance – Q1 2023-24</b>  A member asked for further information on overtime paid to agency staff.	Overall spend on agency overtime (client net) stands at £1,444,948 (1st April 2023 to 12th October 2023 – the last time report was run specifically by directorate by Matrix).  Total spend on Agency staff for April '23 – Oct '23 was £27,602,764. That is, roughly 5% of agency spend was on overtime.
----	-----------------	---	---