

NUNEATON AND BEDWORTH BOROUGH COUNCIL

HEALTH AND CORPORATE RESOURCES OVERVIEW & SCRUTINY PANEL

23rd October 2025

A meeting of the Health and Corporate Resources Overview & Scrutiny Panel was held on Thursday, 23rd October 2025 in the Council Chamber, Town Hall Nuneaton.

Present

Councillor S. Dhillon (Chair)

Councillors: J. Hartshorn (Vice-Chair), J. Bonner, M. Kondakor, S. Markham, W. Markham, B. Pandher, C. Smith, B. Hancox (substitute for T. Jenkins) and Mrs D. Ross.

Apologies: Councillor T. Jenkins.

PART I – PUBLIC BUSINESS

HCR 12 **Minutes**

RESOLVED that the minutes of the Health and Corporate Resources Overview and Scrutiny Panel meeting held on 26th June 2025 and the minutes of the extraordinary meeting held on 19th August 2025 be approved and duly signed by the Chair.

HCR 13 **Declarations of Interest**

RESOLVED that the declarations of interests are as set out in the Schedule which can be viewed on the Council website ([Councillor Schedule of Declarations of Interests for Meetings](#)).

HCR 14 **Questions to Cabinet**

The Portfolio Holder for Resources and Customer Services (Councillor S. Hey) and the Portfolio Holder for Housing (Councillor C. Watkins) were in attendance at the meeting.

Councillor Kondakor asked the Portfolio Holder for Resources and Customer Services:

Thank you. Can I ask Councillor Hey, are we any closer to sorting out SharePoint? I mean it's been raised before and we were told it was to do with the Wi-Fi, and then it was raised a couple of weeks ago at our corporate governance training, but it seems we actually aren't getting anywhere on that.

The Portfolio Holder for Resources and Customer Services replied:

In some anticipation of that question, I did ask where we were, and we are getting there slowly - which is not as fast as I'd like it to be. I must admit I was quite taken aback at that corporate training session, when we start talking about Dash again. I hope I'm not overstating this, we are moving to SharePoint and we're going to get there, it is happening.

Councillor Kondakor asked the Portfolio Holder for Resources and Customer Services:

Thank you. The rooms in the town hall, obviously some are rented out to external organisations like CAB, Jodie Gosling's office and what have

you. Are all the available rooms that you want to be getting rent from, are they all being used or are there still rooms that are available.

The Portfolio Holder for Resources and Customer Services replied:
The simple answer is no. We're still trying to get things organised on that front, but the answer's no.

HCR 15

Integrated Performance Report – First Quarter 2025/26

A summary report of the Risk Management and Performance Officer provided Panel Members with appropriate performance measures, budget information and risk data for service areas within the scope of the Panel.

Public Speaker: County Councillor K. Kondakor.

Following the presentation, the Panel discussed and asked questions on the following:

- Subject access requests – need for information.
- Business rates – work is ongoing and targets are being looked. They may be included in future reports.
- Terminology is not always obvious, for example the use of 'local suppliers' – there can be geographical parts of Leicestershire that are closer to Nuneaton and Bedworth than areas within the West Midlands.
- Member enquiry forms and response times.

RESOLVED that that the contents of the report be considered and noted.

HCR 16

Managing Attendance of the Council's Workforce

The People Services Manager reported on the end of year performance for Sickness Absence, giving Members the opportunity to scrutinise the work activity and trends relating to the Attendance Management of the Council's Workforce. Members were able to consider the additional initiatives that have been used in an effort to improve attendance.

Public Speaker: County Councillor K. Kondakor.

The Panel discussed and asked questions on the following:

- Worklife balance – consideration of 4 day working weeks that other authorities have started. NBBC currently have agile, flexible and condensed working patterns available.
- Working from home has had a positive impact on sickness levels, more people can continue to work.
- Impacts from Covid such as delayed operations and treatments are showing in absence levels.
- Data collection – the absence reporting procedures include contact between managers and staff members. Staff members can liaise with HR if they would prefer in relation to the reason for their sick absence. A reason needs to be recorded.
- Manual handling training/medicals ensure those in manual/physical jobs are fit and able to do their jobs. Annual refresher training takes place.

- HR do try to differentiate between work related and personal sickness, especially if mental health related. NBBC can offer counselling, have mental health first aiders and groups to support employees. There are wellness days and sessions and all information about what is available is communicated to staff and also available on the intranet.
- Working from home is not contractual. For those who work from home, regular contact is encouraged, including check-ins, one-ones, team catch ups etc. NBBC also run wellbeing weeks, where activities such as massages, yoga, table tennis, talks etc are available. There are also staff awards and regular updates via email and the intranet on benefits available to staff.

RESOLVED that the contents of the report be considered and noted.

HCR 17

Agency Staff Review

A report of the People Services Manager provided an overview of the use of Temporary Agency Workers for 2024/25. Members were given the opportunity to scrutinise this use, consider the challenges in recruitment and the initiatives used in an effort to address these challenges.

Public Speaker: County Councillor K. Kondakor.

The Panel discussed and asked questions on the following:

- A suggestion to have a 'bank system' of retired employees.
- Forward planning and contingencies for those leaving – different positions have different notice periods, and recruitment starts in a timely manner.
- There is a national problem in filling some positions.
- Recruitment into roles always takes priority over getting agency staff. Wherever possible, permanent employment is sought rather than the use of agency staff.
- Equal pay is adhered to, market supplements can be applied with certain skills gaps but each position has a salary band which has to be observed.
- Overheads for agency staff – one charge rate (managed spend).
- The Council supports apprenticeship schemes and actively looks to create apprenticeships.

RESOLVED that the contents of the report be considered and noted.

HCR 18

Emergency Planning

The People Services Manager reported on the Council's statutory responsibilities under the Civil Contingencies Act 2004 and its role in responding to declared emergencies. Members were given the opportunity to consider the contents of the report and the actions undertaken or underway to meet the Council's obligations under the Civil Contingencies Act.

Public Speaker: County Councillor K. Kondakor.

The Panel discussed and asked questions on the following:

- Members felt they needed more information and guidance on what to do in an emergency – not just flooding but things like a heatwave, plane crash and so on.
- Members were not sure where they should go to for help out of hours, who to contact for different scenarios.
- It was recognised that certain responsibilities belong to WCC, such as respite centres, but Councillors wanted to know where to go for information if a resident contacted them.
- The NBBC out of hours number (managed by Senior Officers on a rota) is useful, and relevant officers get fully trained in what to do, but Councillors felt they would also like additional information.

RESOLVED that

- a) the contents of the report be considered and noted;
- b) all Members be offered training and guidance on emergency planning; and
- c) the list/rota of emergency contacts be shared with Members.

HCR 19

Capital Strategy 2025/26

A report of the Assistant Director – Finance provided Members with an overview of the Capital Strategy 2025/26.

Public Speaker: County Councillor K. Kondakor.

The Panel discussed and asked questions on the following:

- The need to show transparency and providing relevant information.
- Having an opportunity to review and monitor projects, with an ability to reassess and amend projects if required, and to review at the end.

RESOLVED that

- a) the contents of the report be reviewed and noted; and
- b) IT BE RECOMMENDED TO CABINET that the Capital Strategy 2025/26 be approved.

HCR 20

Forward Plan

The Forward Plan showing the key decisions that will be made in the four months commencing 1st November 2025, was provided to the Panel for information.

RESOLVED that the Forward Plan be noted.

HCR 21

Work Programme 2025-2026

The Panel were presented with the Work Programme for the municipal year 2025-2026.

RESOLVED that the Work Programme be noted.

Chair