

## Appendix 2 - Questions from members of the Council

Question Number	Questioner	Question	Question to									
MQ 1	Councillor Bob Matthews, Credenhill	Could the leader of the council inform members how many members of staff have left this Authority in the last 12 months and what has been the financial cost to the council overall?	Leader									
<p><b>Response:</b>            In the last 12 months, 164 employees have left the council. It hasn't been possible to obtain the costs data in the timescale allowed and this will follow in writing.</p> <p>The rate at which staff leave the council has remained stable overall and the council's current staff turnover rate is 12.3 %. This rate compares favourably with the median rate for local government which is 13.5%<sup>1</sup>.</p> <p>The council continues to work hard to attract the best candidates to the council and make the council a great place to work so that staff want to stay. This work is targeted when needed and includes retention interviews to identify staff thinking of leaving and exit interviews to understand why people have left. Targeted work is currently underway in service areas such as planning, social work and legal services.</p> <p>-----</p> <p><sup>[1]</sup> Local Government Association Workforce Summary Data published March 2021</p>												
<p><b>Supplementary Question:</b>            How many members of staff had left the authority in 2019-2020 and 2020-2021 financial years and what costs were incurred by the Council. What plans were in place to recruit to existing vacancies and when would all staff be replaced?</p>												
<p><b>Response from the Leader:</b>            A written response would be provided. A special effort was currently underway to increase resource in the planning department.</p> <p><b>Written response provided on 22 October:</b> The number of employees leaving the council in the requested financial years and the costs incurred can be found in the table below.</p> <table border="1" data-bbox="203 1209 1111 1423"> <thead> <tr> <th>Financial year</th> <th>Number of leavers</th> <th>Cost to council</th> </tr> </thead> <tbody> <tr> <td>2019/2020</td> <td>170</td> <td>19,138.27</td> </tr> <tr> <td>2020/2021</td> <td>134</td> <td>62, 694.07</td> </tr> </tbody> </table>				Financial year	Number of leavers	Cost to council	2019/2020	170	19,138.27	2020/2021	134	62, 694.07
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Redundancy costs and only costs above contractual entitlement are included.

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The council continues to work hard to attract the best candidates to the council and make the council a great place to work so that staff want to stay. This work is targeted when needed and includes retention interviews to identify staff thinking of leaving and exit interviews to understand why people have left.

Not all staff who have left will be replaced. When staff leave we take the opportunity to review whether we need to fill the post and if we do, plans are made to recruit as soon as possible. If necessary agency workers are used to fill short term gaps. Although having 100% of vacancies filled would be an ideal situation, this is realistically not achievable for any local authority.

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<sup>(1)</sup> Local Government Association Workforce Summary Data published March 2021

MQ 2	Councillor Roger Phillips, Arrow	Will the Leader of the Council join me in congratulating the Wild in the Curl project in my ward on its work to improve the quality of the water and improve the wildlife of the Curl brook catchment?  In a catchment of over 6,000 acres with 25 farms including chicken, dairy, fruit, maize, potatoes ,beef and sheep production and a main village sewage system; over five years their sampling and surveys reveal a reduction of phosphate in the water course and increased numbers of species and improved habitat.	Leader
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**Response:**  
Thank you for drawing my attention to this excellent project. I am pleased to join you in congratulating and thanking those involved in this project. There must surely be things that can be learnt from this project which has reduced phosphates and improved the ecology of area. I will ask that officers consider what might be learnt. It may be that the Nutrient Management Board should study this.

**Supplementary Question:**  
Would the Leader push Natural England to fund elements of the project that had resulted in improvements to water quality.

**Response from the Leader:**  
The Leader confirmed he would look to do this and work with Natural England.

