

Scrutiny Review of Post Offices 2010-11	
Recommendations - O&S 15th December 2011	Progress 10.09.12
That the Committee responds to the Department of Business, Innovation & Skills' consultation document on the mutualisation of the Post Office.	Response to the consultation sent by the Committee in December 2011.
Officers continue to work on options for front office for local government with Post Office Ltd.	P and R and Council will consider a report with options to bar code all council bills thus extending the potential use of Post Offices as the front office for Ryedale District Council. The final decision will be taken by Council on 1 November 2012.
Accept any opportunity presented by Post Office Ltd to work in partnership.	Officers continue to work in partnership with PO Ltd
Undertake further research on the mobile/hosted and home service.	Survey undertaken in May 2012 with Cllr Janet Sanderson. Results show that although the majority of people would have preferred to see the local branch still open – the mobile service, however, was an acceptable alternative.
Provide feedback to the Post Office regarding their website and how it could be improved for rural areas.	Meeting held with Post Office Ltd and copy of Review document discussed.
Scrutiny Review of Healthy Weight 2010-11	
Recommendations - O&S 6th October 2012	Progress 10.09.12
Review the policy for the scheduling of activities and sessions held at the Councils sport and leisure facilities to encourage residents to more easily access opportunities to participate e.g. for those with young families explore scheduling activities for children at the same time as those which appeal to parents or carers, reinstating early bird sessions for those who work.	The findings for from this review have been incorporated into the draft sports and active lives strategy with the emphasis being More People – More Active – More Often Other recommendations relating to the future operation of the Councils facilities will be considered as part of the re-tendering process for the contract to operate these facilities.
Review pricing policies to encourage people to return to exercise or activities, particularly team activities, e.g. discounted taster sessions, discounted multi-buy tickets	

<p>To encourage people to re-engage with activities through the use of introductory sessions at council facilities and encourage community facilities to offer similar sessions e.g. free or discounted taster or „come and try it“ sessions</p>	
<p>That further research is undertaken with sports clubs and providers to make sure their views and experiences are fully represented in the new strategy, as concern was expressed over the low response rate to this particular survey. Perhaps through the use of focus groups or by visiting some of the clubs and interviewing key people.</p>	
<p>Extend the availability of walks and cycle routes through GP surgeries eg promote the AONB circular walks guides in the local practices</p>	
<p>Promote walking and cycling routes to residents through the Councils website</p>	
<p>Make the most of any future opportunities to influence GP commissioning groups to offer exercise on prescription and patient referral to sports centres, such a scheme has been piloted successfully by the PCT with the Ampleforth Practice</p>	<p>The Council is eager to engage with the new CCG's and this recommendation will be pursued when the CCG's are in a more established form.</p>
<p>Promote the Lunchtime Activity Packs supplied to local businesses within the council for the benefit of staff and linking to the Health and Wellbeing programme.</p>	
<p>Scrutiny Review of Sickness Absence 2009-10</p>	
<p>Recommendations - O&S 19th August 2010</p>	<p>Progress 15.06.2011</p>
<p>That the procedures should be expanded on to ensure they are user friendly and meaningful.</p>	<p>A manager's toolkit has been developed to support the procedures within the current policy.</p>

<p>The policy and procedures need to be adopted consistently across the authority</p>	<p>The Management Team have continued to encourage the management of attendance on a consistent basis across the authority. Human Resources advise managers and make them aware if there approach is not consistent with the rest of the authority.</p>
<p>The triggers points within the policy should remain as they are</p>	<p>Trigger points remain the same as under the preceding policy.</p>
<p>Sickness monitoring should also include positive reporting</p>	<p>This is being done and sent to managers and unison on a regular basis.</p>
<p>The formation of a Health and Well being Group</p>	<p>The Health and Wellbeing Group was formed and have met to agree terms of reference for the group. They are currently working towards producing a Wellbeing Strategy along with a Health and Wellbeing programme. A number of initiatives have been run already e.g. Health and Wellbeing Event for all staff to attend</p>
<p>Ryedale should explore ways of celebrating those staff and departments who have no sickness absence in the year</p>	<p>This is encouraged through the six monthly appraisals, along with general reporting of statistics of employees with no sickness through Human Resources' regular reporting.</p>
<p>Regular training should be given to staff</p>	<p>Training on the revised Managing Attendance Policy was given to all supervisors and managers. Further training is regularly reviewed through six monthly appraisals.</p>

Induction programme to be extended to cover the Absence management policy and procedures	Part of the current induction programme includes advising employees of absence reporting procedures, along with familiarisation of all relevant policies, including the Managing Attendance Policy
A review should take place on flexi time and annual leave	Revised Flexible Working Guidelines were introduced in April 2011. Annual leave is being reviewed.
Currently sickness absence should not have a direct link to pay progression	Sickness absence continues to not have a direct link to pay progression.