



**GOVERNANCE COMMITTEE**

**TUESDAY, 22 MARCH 2022**

**11.00 AM (OR AT THE CONCLUSION OF THE COUNTY COUNCIL, WHICHEVER IS THE LATER)**  
**COUNCIL CHAMBER, COUNTY HALL, LEWES**

**MEMBERSHIP** - Councillor Keith Glazier (Chair)  
Councillors Nick Bennett, Chris Collier, Rupert Simmons and David Tutt

**A G E N D A**

1. Minutes of the meeting held on 1 March 2022 *(Pages 3 - 4)*
2. Apologies for absence
3. Disclosures of interests  
Disclosures by all members present of personal interests in matters on the agenda, the nature of any interest and whether the member regards the interest as prejudicial under the terms of the Code of Conduct.
4. Urgent items  
Notification of items which the Chair considers to be urgent and proposes to take at the appropriate part of the agenda. Any members who wish to raise urgent items are asked, wherever possible, to notify the Chair before the start of the meeting. In so doing, they must state the special circumstances which they consider justify the matter being considered urgent.
5. Amendment to the Constitution - Cabinet priorities for the year *(Pages 5 - 6)*  
Report by Assistant Chief Executive
6. Adult Social Care and Health Functions *(Pages 7 - 8)*  
Report by Chief Executive
7. Adoption Agency Delegation *(Pages 9 - 10)*  
Report by Director of Children's Services
8. Scrutiny Activity Update *(Pages 11 - 40)*  
Report by Assistant Chief Executive
9. LMG Pay Award 2021/22 *(Pages 41 - 46)*  
Report by Chief Operating Officer
10. ACCESS Joint Committee - appointment of a substitute *(Pages 47 - 48)*  
Report by Chief Finance Officer
11. Any other items previously notified under agenda item 4

PHILIP BAKER  
Assistant Chief Executive  
County Hall, St Anne's Crescent  
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14 March 2022

Contact Andy Cottell, 01273 481955,  
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## GOVERNANCE COMMITTEE

MINUTES of a meeting of the Governance Committee held at County Hall, Lewes on 1 March 2022.

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PRESENT Councillors Keith Glazier (Chair), Nick Bennett, Chris Collier, Rupert Simmons and David Tutt

ALSO PRESENT Councillors Stephen Holt, Tom Liddiard, Paul Redstone, Stephen Shing and Trevor Webb

### 37. MINUTES OF THE MEETING HELD ON 25 JANUARY 2022

37.1 RESOLVED – that the minutes of the previous meeting of the Committee held on 25 January 2022 be confirmed and signed as a correct record.

### 38. REPORTS

38.1 Copies of the reports referred to below are included in the minute book.

### 39. PAY POLICY STATEMENT

39.1 The Committee considered a report by the Chief Operating Officer on the Pay Policy Statement for 2022/23.

39.2 The Committee RESOLVED to recommend to the County Council the updated Pay Policy Statement for 2022/23 as set out in Appendix 1 to the report.

### 40. REVIEW OF MEMBERS' ALLOWANCES

40.1 The Committee considered a report by the Assistant Chief Executive regarding a review of the Scheme of Allowances for Members.

40.2 The Committee RESOLVED to recommend the County Council to approve:

- 1) the recommendations of the Independent Remuneration Panel as set out in their report: and
- 2) the Scheme of Members' Allowances set out at Appendix 2 (subject to the pending increase in line with indexation provision) with effect from 1 April 2022.

### 41. EAST SUSSEX PENSION BOARD - APPOINTMENT OF MEMBER

41.1 The Committee considered a report by the Chief Finance Officer regarding an appointment to the East Sussex Pension Board, together with exempt information contained in a later agenda item.

41.2 The Committee RESOLVED to appoint Neil Simpson as a member of the East Sussex Pension Board for a term of four years.

### 42. EXCLUSION OF PUBLIC AND PRESS

42.1 The Committee RESOLVED to exclude the press and public from the meeting for the remaining agenda item on the grounds that if the press and public were present there would be

disclosure to them of exempt information as specified in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended), namely information relating to any individual.

43. EAST SUSSEX PENSION BOARD - APPOINTMENT OF A MEMBER

43.1 The Committee considered a report by the Chief Finance Officer which provided exempt information in support of an earlier item on the agenda.

43.2 The Committee RESOLVED to note the report.

Report to:	Governance Committee
Date of meeting:	22 March 2022
By:	Assistant Chief Executive
Title:	Amendment to Constitution – Debate of Cabinet priorities
Purpose:	To seek approval to amend the Constitution in relation to the debate of the Cabinet priorities for the year ahead

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**RECOMMENDATION:** The Governance Committee is recommended to recommend the County Council to agree to the proposed amendments to the Constitution set out in paragraph 1.3 of the report

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## 1 Background Information

1.1 Standing Order 45 of the Constitution sets out that at the annual meeting of the Council in May up to 90 minutes shall be set aside for a debate on the Cabinet priorities for the year ahead (and past achievements). At a meeting in June/July then Cabinet considers a report on Reconciling Policy, Performance and Resources – State of the County which is reported to the County Council (usually October).

1.2 It is considered that it would be preferable to have the Full Council debates on the State of the County report and the Cabinet priorities at the same meeting as the report could inform the priorities debate. It is therefore proposed that the Constitution be amended to have the debate on the Council priorities at the July Council meeting. It is proposed that an exception to this be in a year of Full Council elections when the debate of priorities would take place at the annual meeting in order that the administration can set out its priorities at the earliest opportunity.

1.3 It is therefore proposed that the amendments be made to the following Standing Orders:

a) Standing order 10 (11)

At the ~~July annual~~ meeting, to debate the Cabinet's priorities for the year ahead, ~~with the exception of a year of Full Council elections when the debate will be held at the annual meeting~~

b) Standing Order 23 (2)

No speech shall exceed five minutes except where the Leader of the Council and the Leaders of the Opposition Groups are speaking at the start of the debate ~~at the annual meeting~~ on the Cabinet's priorities. In this instance, each Leader shall be permitted to speak for up to 11 minutes – see Standing Order 45.

c) Standing Order 32.8

The Leader of the Council shall have a right of reply to the debate ~~at the annual meeting~~ on the Cabinet's priorities for the year ahead.

d) Standing Order 45

**DEBATE OF CABINET'S PRIORITIES FOR YEAR AHEAD**

At the **July** annual meeting of the Council up to 90 minutes shall be set aside for a debate of the Cabinet's priorities for the year ahead (and its past achievements) **with the exception of a year of Full Council elections when the debate will be held at the annual meeting.** The Leader of the Council and the Leaders of the Opposition Groups shall be entitled to speak first and shall each be permitted to speak for up to 11 minutes. Any extension must be agreed by the Council. Otherwise the normal restrictions on the length of speeches shall apply. No motions may be moved during this debate. At the end of the 90 minutes' period (or sooner if the debate is concluded in less time) the Leader of the Council shall be entitled to reply to the debate.

1.4 In order to facilitate the Cabinet priorities debate being held at the same meeting as the debate on the State of the County Report (with the exception of a year of Full Council elections) it is proposed that the Committee recommend the changes to the Constitution set out in paragraph 1.3 to the Council for approval.

PHILIP BAKER  
Assistant Chief Executive

Contact Officer: Stuart McKeown Tel: 01273 481583  
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Local Member: All

Background Documents: None

**Report to:** Governance Committee

**Date of meeting:** 22 March 2022

**By:** Chief Executive

**Title:** Adult Social Care and Health Functions

**Purpose:** To seek the Committee's agreement to the realignment of the senior management structure within the Adult Social Care and Health department

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## RECOMMENDATIONS

The Governance Committee is recommended to approve the realignment of the senior management structure within the Adult Social Care and Health department to provide for the Director of Public Health and Public Health function to be managed by the Director of Adult Social Care post and re-title this post to Director of Adult Social Care and Health to reflect this.

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### 1. Background

1.1. The current senior management staffing structure of the Adult Social Care and Health (ASC&H) department provides for the Executive Director, ASC&H to manage both the Director of Social Care and Director of Public Health.

### 2. Supporting information

2.1. The Executive Director, ASC&H postholder has recently advised of his intention to retire. Prior to the establishment of this post in October 2020, the Director of Public Health was managed by the Director of Adult Social Care & Health; a structure which worked well in terms of oversight of duties and responsibilities, efficiency and support for the postholder. In light of this, it is not intended to replace the Executive Director, ASC&H post and instead, it is proposed that the Director of Public Health is managed by the Director of Adult Social Care. This will reflect the previous successful senior management structure of the department. In order to properly reflect this change, the current post of Director of Adult Social Care will be re-titled to Director of Adult Social Care and Health.

2.2. In line with the County Council's Managing Change policies, there are no specific staff consultation requirements arising from these changes and the existing postholders of the Director of Adult Social Care and Director of Public Health will continue in their roles.

### 3. Recommendations

3.1. The Governance Committee is recommended to approve the proposed realignment of the senior management structure as set out above.

**BECKY SHAW**  
**Chief Executive**

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**Report to:** Governance Committee

**Date of meeting:** 22 March 2022

**By:** Director of Children's Services

**Title:** Adoption Agency Delegation

**Purpose:** To seek the Governance Committee's agreement in relation to the delegation of the powers and duties of Agency Decision Maker

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## RECOMMENDATIONS

The Governance Committee is recommended to agree to delegate authority to the Head of Children's Safeguards and Quality Assurance to exercise the powers, functions and duties of the County Council as an Adoption Agency, which includes acting as Agency Decision Maker

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### 1. Background and Supporting information

1.1. The Director of Children's Services has delegated authority to undertake all the powers and duties of the County Council as an adoption agency having regard to the recommendations of the Adoption Panel and to approve the charge for home-study assessments for inter-country adoptions in accordance with the policy agreed by Cabinet. This includes acting as the Agency Decision Maker in respect of whether a proposed care plan is the right decision for the child.

1.2. The National Minimum Standards for Adoption (last updated 25 July 2014) require that the person undertaking the role of Agency Decision Maker is a qualified social worker (paragraph 23.17).

1.3. It is proposed that authority to exercise these powers and functions also be delegated to the Head of Children's Safeguards and Quality Assurance, a role which does require a social work qualification.

### 2. Recommendations

2.1. The Governance Committee is recommended to agree to delegate authority to the Head of Children's Safeguards and Quality Assurance to exercise the powers, functions and duties of the County Council as an Adoption Agency, which includes acting as Agency Decision Maker.

**ALISON JEFFERY**

**Director of Children's Services**

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<b>Report to:</b>	<b>Governance Committee</b>
<b>Date of meeting:</b>	<b>22 March 2022</b>
<b>By:</b>	<b>Assistant Chief Executive</b>
<b>Title:</b>	<b>Scrutiny Activity Update</b>
<b>Purpose:</b>	<b>To provide an overview of scrutiny activity being undertaken by the People, Place and Health Overview Scrutiny Committees and an update on the work of the Audit Committee.</b>

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**RECOMMENDATIONS:** The committee is recommended to:

- 1) note the updates on recent scrutiny and Audit Committee activity and the current work programmes at appendices 1-4; and**
  - 2) agree to receive ongoing quarterly updates on scrutiny activity.**
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## **1 Background**

1.1 This report provides a summary of scrutiny activity across the People, Place and Health Overview Scrutiny Committees. The report also includes an update on the work of the Audit Committee. The current work programmes for the committees are attached at appendices 1-4.

1.2 It is proposed to provide ongoing quarterly reports on scrutiny activity to the Governance Committee to support increased visibility to all Members of the wide range of work being undertaken by the scrutiny and Audit committees.

## **2 People Scrutiny Committee**

### ***Recent work***

2.1 The Committee met on 18 November 2021 to consider reports on:

- Findings and recommendations of Adult Social Care and Health (ASCH) department commissioned research by Activmob Community Interest Company. The research was commissioned to deliver a recommendation of the previous Scrutiny Review of social care information and signposting that the ASC department should undertake additional engagement to gain a better insight into how well-informed people in East Sussex feel about social care support and funding arrangements. The research was adapted in response to COVID to understand client and staff experiences of the first lockdown; and then to understand residents' and front-line staff members' understanding about ASCH and how it works.
- The East Sussex Safeguarding Children Partnership Annual Report 2020/21.
- RPPR – to consider the latest report to Cabinet and identify further work or information needed in advance of the December RPPR Board.
- Work programme update – the Committee agreed a fully refreshed work programme following their October work planning awayday.

2.2 Two scrutiny Reference Groups have resumed work which began before the election:

- Loneliness and Resilience Reference Group (membership: Councillors Clark, Geary, Howell, Maples, Ungar (Chair) and Webb). The group is providing ongoing Member input to Public Health-led work on this area. At its meeting on 8 December 2021 the Group received a detailed update from ASC and Public Health officers and Collaborate Community Interest Company who have been commissioned to deliver the project which will develop a systems approach to tackling loneliness and social isolation in East Sussex.

The update on progress with the project covered insights from partner and community engagement activities undertaken last autumn. The Reference Group Members asked questions on the research methodology and emerging findings, provided additional insights on the drivers of loneliness in their divisions and made suggestions of further groups and bodies the Council could work with to address loneliness. A further meeting on 21 March 2022 has been arranged to coincide with project work to synthesise the research findings and develop recommendations.

- Health and Social Care Integration Programme Reference Group (membership: Councillors Clark, di Cara, Geary, Howell, Ungar and Webb). This Group will meet in early April to receive an update on Health and Social Care Integration work in East Sussex and the recently-published Integration White Paper, coinciding with a report to Cabinet on the Health and Care Bill and latest developments with the Sussex Integrated Care System. The group provides additional Member oversight and scrutiny to update reports on health and care integration received by Health and Wellbeing Board and Cabinet.

2.3 The Committee held its RPPR Board on 13 December to review draft portfolio plans for the Children's Services Department (CSD) and ASCH, relevant ongoing savings plans and the latest financial outlook as indicated at the Autumn Budget/Spending Review. The Board also received detailed updates from the Directors of Adult Social Care and Children's Services on recent national policy reforms and upcoming reviews and developments which would, or were expected to, have significant impacts on both service areas. Comments to Cabinet focused on concerns that important detail was awaited from Government on how the ASC reforms to social care charging will be implemented in practice, as this is needed to undertake informed budget and service planning, particularly given the potential impact the reforms could have on ASC; and the Board's concerns about the potential for savings to be made in the Early Help Service. The Board discussed and clarified various aspects of the national policy developments Directors highlighted, as well as plans outlined in the Departments' portfolio plans. The Board welcomed both draft portfolio plans and the priorities and plans outlined within them.

2.4 A briefing presentation on ESCC's work to tackle Domestic Abuse (DA) and Violence Against Women and Girls (VAWG) was held on 10 December. The presentation included a briefing on the draft pan-Sussex Strategy on Domestic Violence Accommodation and Support. The Committee welcomed the draft Strategy, particularly plans to ensure sanctuary schemes were available across the county and plans to increase support for children, particularly boys and young men. A formal note of comments from the meeting was submitted to the department and taken into account in development of the final strategy which was reported to the Lead Member for ASCH in January. The briefing presentation session also covered ESCC's work to tackle VAWG and CSD's work to support children in families with domestic abuse. The Committee asked questions on various aspects of the work outlined, welcomed the work taking place and requested that updates on work to implement the new DA Strategy and tackle VAWG be included in the next Annual Review of Safer Communities report to the Committee. Members also requested that learning for ESCC from the national review into the death of Arthur Labinjo-Hughes was shared with the Committee as part of the annual update on learning from case reviews provided in the East Sussex Safeguarding Children Partnership Annual Report update.

### ***Future work***

2.5 The committee's current work programme (attached at appendix 1) underwent a thorough review through a work planning Away Day in October at which the Department Management Teams updated Members on current challenges and priorities for the services and suggested areas for potential scrutiny input. The Committee is now progressing the areas of work agreed which includes a range of committee items, potential scrutiny reviews, briefings and ongoing Reference Groups and will consider further updates to the work programme at its March meeting.

### ***Scrutiny Reviews***

2.6 The Committee's programme of scrutiny review work is as follows:

School attendance	The Committee heard at their work planning awayday that overall school absence and persistent absence rates across East Sussex are high, when compared to national and statistical neighbours; and that East Sussex has a significant number of children and young people deemed too ill to attend
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	<p>school due to anxiety and poor mental health, and increasing levels of Emotionally-Based School Avoidance (EBSA).</p> <p>The Committee agreed at the November 2021 meeting to undertake scoping for a potential review of school attendance to understand more about the drivers of school absences, the impact of school absences on children and young people, the work the Department is undertaking in response, and whether there are areas where scrutiny could make recommendations for change or improvement.</p> <p>A scoping meeting took place on 10 March, with the outcome to be reported to the 24 March committee meeting.</p>
ASC workforce	<p>The Committee heard at their work planning awayday that the challenges seen nationally in recruitment and retention of the ASC workforce are reflected in East Sussex. Members noted that the previous Committee undertook a scrutiny review of ASC Workforce Challenges in 2019 but the context to these challenges had developed and they have been brought into sharp focus by the COVID-19 pandemic.</p> <p>The Committee agreed at the November 2021 meeting to undertake scoping to investigate whether there is potential for a further short review of ASC workforce challenges.</p> <p>A scoping meeting took place on 9 March, with the outcome to be reported to the 24 March committee meeting.</p>
School exclusions	<p>This topic had completed initial scoping and a terms of reference for a full review had been agreed prior to Covid. On advice from the department, it has been agreed to restart this review later this year when we expect schools will have greater capacity to engage.</p>

### 3 Place Scrutiny Committee

#### **Recent work**

3.1 The committee met on 26 November 2021 to consider reports on:

- RPPR – to consider the latest report to Cabinet and identify further work or information needed in advance of the December RPPR Board.
- Scrutiny Review of Becoming a Carbon Neutral Council – 6 month update on implementation of the action plan.
- East Sussex Road Safety Programme – Outcomes of the pilot projects to reduce road accidents resulting in Killed and Seriously Injured people (KSIs) in East Sussex.
- An update on the Council's Workstyles Programme which is supporting the move to a more hybrid way of working in the future.

3.2 The Committee held its RPPR Board on 16 December to review draft portfolio plans for Communities Economy and Transport (CET), Business Services Department (BSD) and Governance Services (GS), relevant ongoing savings and the latest financial outlook as indicated at the Budget/Spending Review. Comments to Cabinet focused on the endorsement of the draft portfolio plans; whether there was a case for additional investment in highways infrastructure for road and pavement improvements; and challenges presented by not knowing the impact of the Local Government Provisional Settlement on the medium term financial plan at that stage. The Board also noted the requirement contained in the Environment Bill to establish a food waste collection service and asked about the financial impact on ESCC as the waste disposal authority.

3.3 The Highways Contract Re-Procurement Reference Group has been re-established to provide ongoing scrutiny input to the Highway Services Re-Procurement Project and met on 15 December 2021 to discuss the next stages of the Project. Cllr Kirby-Green was elected as Chair

of the Reference Group, with the other members being Councillors Beaver, Collier and Hollidge. A session on the asset management approach took place on 10 March 2022 to familiarise the Reference Group with how highway works are prioritised and the intervention policies (this session was also open to all Place Scrutiny Committee members). The Reference Group plans to meet on three further occasions to discuss key stages of the project with the last session timed to take place before consideration of the award of the contract by Cabinet, expected to be in the autumn.

3.4 An initial meeting of the Local Transport Plan (LTP) 4 Reference Group took place on 1 February to examine the work involved in revising the LTP and to agree the terms of reference for the scrutiny work. The Reference Group agreed to wait until the expected guidance on revising LTPs is published before setting further meetings. The Group also agreed not to review the Emergency Active Travel Fund projects, but instead concentrate on looking at the Local Cycling and Walking Infrastructure Plan (LCWIP) as part of the revision of the LTP. It is envisaged that the Reference Group will hold three or four meetings during 2022. The membership of the Reference Group is: Councillors Collier, Beaver, Hilton, Hollidge, Holt, Lunn, Redstone (Chair), and Stephen Shing.

#### ***Future work***

3.5 The Committee's updated work programme agreed at the November Committee meeting is attached at appendix 2. There were no new additions to the work programme and the key future work priorities agreed by Members are:

- Economic Development: The Committee has asked for several reports on Economic Development which have been scheduled for the June 2022 meeting. This includes the Team East Sussex recovery plan, and a report on how projects are developed and selected, including the governance arrangements. An update report on the Broadband Project and the Gigabit scheme rollout will be considered at the 23 March 2022 meeting.
- Climate Change: As part of the update on the Scrutiny Review of Becoming a Carbon Neutral council the Committee was invited to take part in the review and update of the Council's Climate Emergency Action Plan. It is highly likely that the Committee will want to have an input into this work and form a working group to do so. This will be discussed under the work programme item at the March committee meeting

#### ***Scrutiny Reviews***

3.6 The Committee's current planned scrutiny review is as below, with further topics likely to emerge from scheduled committee reports or Reference Group sessions which will provide initial information on topics the committee has expressed interest in:

Procurement	The review will focus on Social Value and buying local initiatives. A Scoping meeting was held in February and it was agreed to recommend proceeding with the review. A draft terms of reference for the review will be considered by the Committee at its March meeting. Membership is Cllr Collier, Cllr Hilton, Cllr Redstone.
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## **4 Health Overview and Scrutiny Committee (HOSC)**

### ***Recent work***

4.1 The HOSC met on 2 December 2021 to consider reports on:

- Cardiology and Ophthalmology services at East Sussex Healthcare NHS Trust (ESHT): The Committee agreed that proposals for reconfiguration of cardiology and ophthalmology services provided by ESHT both constitute a 'substantial variation' to services requiring formal consultation with HOSC. The HOSC will review the proposals via two separate review boards (set out below) that will report back to the Committee in June 2022 with reports and recommendations. The proposals have also been subject to public consultations, and they include both services being either partially or fully single sited in Bexhill, Hastings or Eastbourne. Consideration of the proposals is subject to the NHS timelines, with the final HOSC review of the NHS decisions currently expected at the September 2022 HOSC meeting.

- Cardiology services at Maidstone and Tunbridge Wells NHS Trust (MTW): The Committee agreed that the proposals to single site specialist cardiology beds and catheterisation labs at either Maidstone or Tunbridge Wells Hospital was not a substantial variation to services. The Committee agreed the number of patients in East Sussex affected by the proposals was too small to be considered substantial but will monitor developments with the proposals.
- NHS Winter plan: The committee considered a report on the NHS Winter Plan over 2021/22 winter period. There were a number of concerns raised over access to booster vaccination hubs, home vaccines, hospital handover delays and Emergency Department capacity, and whether the temporary closure of Crowborough Minor Injuries Unit was justified.
- Community Mental Health Services: Members considered a report on Community Mental Health Services, seeing it as a key pillar to improving mental health services in East Sussex and ensuring inpatient mental health services are sustainable. The Committee concluded they wished to know more about Emotional Wellbeing Services – newly developed primary mental health services based around Primary Care Networks - and the overall funding of mental health.
- Redesigning Inpatient Mental Health Services in East Sussex (a 'substantial variation' to health service provision requiring statutory consultation with HOSC): The Committee supported the NHS decision to relocate Inpatient Mental Health services from the Department of Psychiatry at the Eastbourne District General Hospital (DGH) to a new facility to be built in north east Bexhill was in the best interests of health services locally. HOSC will receive email updates on progress and plans a site visit before the facility opens in 2024.

4.2 The HOSC met again on 3 March 2022 to consider reports on:

- Child and Adolescent Mental Health Services (CAMHS): The committee requested a report in light of concerns about long waiting times and the capacity of the CAMHS service. Members received a presentation on current levels of referrals and waiting times, actions being taken to address the issues arising and the use of recent investment in the service. HOSC requested a further report in the autumn in order to assess whether the actions outlined are having a positive impact.
- Urgent care: HOSC received a report in response to the committee's request for updates on a range of recent developments in the local urgent care system, including with the NHS 111 service, the closure of Eastbourne Walk in Centre, the redesign of the Hastings Walk in Centre as a Primary Care Led Hub and the temporary closure and subsequent re-opening of the Crowborough Minor Injuries Unit. The committee asked a range of questions and received assurances on issues arising from these developments.
- Hospital handovers: Members considered a report on the current level of delays in handover of patients between the ambulance service and local hospital emergency departments and actions being taken to address these. HOSC requested a further update in the autumn to assess progress.

### **Future Work**

4.3 Key future work priorities for HOSC are set out in the attached work programme (appendix 3) and include:

- Conduct the following substantial variation to services reviews in the first half of 2022:

Cardiology	The review will consider whether the proposals to single site cardiology catheterisation labs and specialist cardiology to either Eastbourne DGH or Conquest Hospital are in the best interests of health services locally. Membership comprises Cllr Belsey, Robinson, Turner, di Cara and Marlow-Eastwood.
Ophthalmology	The review will consider whether reducing day case and outpatient ophthalmology from three sites to two is in the best interests of health

	services locally. Membership comprises Cllr Belsey, Robinson, Azad and Brett and Geraldine Des Moulins.
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- Consider the proposals to move adult burn services from Queen Victoria Hospital in East Grinstead to a major trauma centre in the South East.
- Scrutinise Primary Care Networks and the development of Emotional Wellbeing Services for residents requiring primary mental health interventions.

### ***Other HOSC Issues***

4.4 The Health and Care Bill may have an impact on health scrutiny arrangements, in particular the powers HOSC currently has to refer 'substantial variations' to the Secretary of State for review - the Bill proposes to confer the power to review a service change directly on to the Secretary of State instead. Further information is awaited.

4.5 The Bill is focussed on the creation of Integrated Care Systems (ICS) which will have a decision-making Integrated Care Board (ICB) that will replace CCG Governing Bodies and an Integrated Care Partnership (ICP), with wider membership including local authorities, which will hold the ICB to account, and produce a strategy the ICB must have due regard to. It is not clear yet what impact these future arrangements will have on health scrutiny. Consideration may be needed as to whether there should be a more consistent framework for the establishment of joint health scrutiny committees. Joint HOSCs are currently established ad hoc where there is a substantial variation to services covering more than one local authority area, but because ICSs will cover more than one local authority area there may be more instances of service changes that affect more than one HOSC. The Committee will consider a report on the Bill/Act and on ICSs at a future meeting.

## **5 Audit Committee**

### ***Recent work***

5.1 Audit Committee met on 19 November 2021 to discuss reports on:

- Treasury Management Stewardship Report 2020/21
- Internal Audit Progress Report - Quarter 2 2021/22
- Property Asset Disposal and Property update
- Audit Committee Work programme

The meeting was preceded by a training session on Treasury Management and the Committee also received training on Property Valuation before the meeting held in September 2021, which was linked to external audit work.

5.2 The Committee welcomed the introduction of Environmental and Social Governance (ESG) factors into the Treasury Management Strategy which means ESCC is investing in funds that take issues such as sustainability and climate change into account (in a similar way to the Pension Fund). The Committee noted the limited number of products currently available and that the market is still developing.

### ***Future work***

5.3 The Committee's future work areas are set out in the work programme attached at appendix 4 and include formally considering the Internal Audit Strategy and Plan for 2022/23 at the meeting on 29 March 2021, having previously commented on the draft Strategy and Plan at an informal session in January.

5.4 The Committee also has an ongoing Working Group which is providing oversight of the Modernising Back Office Systems (MBOS) programme implementation.

## **6 Scrutiny engagement in Reconciling Policy, Performance and Resources (RPPR)**

6.1 ESCC currently follows a good practice approach to scrutiny engagement in the organisation's business and financial planning which involves scrutiny input from People and Place Scrutiny Committees throughout the annual RPPR cycle. This approach has largely worked well in the past, provides scrutiny Members with the opportunity to contribute at various stages



and integrates scrutiny engagement in RPPR with scrutiny's wider work in an ongoing cycle. However, there are opportunities to build on this for the future, particularly in relation to engaging scrutiny more fully with the 'policy' and 'performance' aspects of RPPR which can be more challenging to scrutinise. In consultation with the Scrutiny Chairs and Vice-Chairs some enhancements to the existing scrutiny RPPR arrangements have been identified. These are:

- A proposal that scrutiny committees consider relevant parts of the quarter 4 (end of year) monitoring report and the State of the County report annually at their July meetings to enhance scrutiny's consideration of performance achievements and challenges over the preceding year, alongside earlier engagement with the forward-looking demographic, policy and financial analysis in the State of the County report; and
- A proposal that each scrutiny committee holds an annual work planning awayday in early September, to enable further consideration of issues arising from State of the County for the services within the committee's remit and to ensure that key issues are incorporated into the committee's ongoing work programme.

6.2 Place and People Scrutiny Committees will consider the above proposals at their March meetings and, subject to the committees' agreement, will add the relevant items to their future work programmes.

6.3 Scrutiny committee meeting dates in the summer and autumn have also been adjusted to ensure scrutiny has the opportunity to discuss and comment on RPPR information provided to Cabinet in a timely way.

## **7 Conclusion and reasons for recommendations**

7.1 This report provides an overview of recent scrutiny and Audit Committee work, and a look forward at planned activity, for information. It is proposed to provide ongoing quarterly reports on scrutiny activity to the Governance Committee to support increased visibility to all Members of the wide range of work being undertaken by scrutiny and Audit committees.

**PHILIP BAKER**  
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## People Scrutiny Committee - Work Programme

Current Scrutiny Reviews		
Title of Review	Detail	Proposed Completion Date
School Exclusions	<p>The previous Committee agreed in March 2020 to undertake a Scrutiny Review of issues relating to school exclusions. The Committee also agreed the Terms of Reference proposed by the Scoping Board. Due to the COVID-19 pandemic and its effect on the availability of schools to contribute to further work on this review, it was subsequently paused with the intention to recommence it at a suitable future date.</p> <p>The Committee has indicated it wishes to recommence this review and agreed at the November 2021 meeting to do so in School Term 4 (Spring 2022).</p> <p>Membership of the Review Board: Councillors Adeniji, Field and Maples and Nicola Boulter, Parent Governor Representative.</p>	To be confirmed when review recommences.
Initial Scoping Reviews		
Subject area for initial scoping	Detail	Proposed Dates
Adult Social Care Workforce	<p>The Committee heard at their work planning awayday that the challenges seen nationally in recruitment and retention of the ASC workforce are reflected in East Sussex. The Committee noted that the previous Committee undertook a scrutiny review of ASC Workforce Challenges in 2019 but the context to these challenges had developed and they have been brought into sharp focus by the COVID-19 pandemic.</p> <p>The Committee agreed at the November 2021 meeting to undertake scoping for a further short review of ASC workforce challenges. Building on the previous scrutiny review, this will scope whether there are new opportunities and innovative ways to address ASC workforce challenges in ESCC's own workforce and the independent sector following the COVID-19 pandemic.</p> <p>Membership of the Scoping Board: Cllrs Dowling, Ungar (Chair) and Webb.</p>	Scoping Board – 9 March 2022.
School Attendance	The Committee heard at their work planning awayday that overall school absence and persistent absence rates across East Sussex are high, when compared to national and statistical neighbours; and that East Sussex has a	Scoping Board – 10 March 2022.

	<p>significant number of children and young people deemed too ill to attend school due to anxiety and poor mental health, and increasing levels of Emotionally-Based School Avoidance (EBSA).</p> <p>The Committee agreed at the November 2021 meeting to undertake scoping for a review of school attendance to understand more about the drivers of school absences, the impact of school absences on children and young people, the work the Department is undertaking in response, and whether there are areas where scrutiny could make recommendations for change or improvement.</p> <p>Membership of the Scoping Board: Cllrs Adeniji, di Cara, Field, Howell (Chair) and Nicola Boulter, Parent Governor Representative.</p>	
<b>Suggested Potential Future Scrutiny Review Topics</b>		
<b>Suggested Topic</b>	<b>Detail</b>	
Elective Home Education	<p>The Committee heard at their work planning awayday that issues relating to the increase in the numbers of children being electively home educated (EHE) remain a concern for the Children’s Services Department and expressed an interest in scrutinising the work the Department is doing in response.</p> <p>The Committee also heard about national developments expected to impact future policy and the approaches of local authorities in this area, including an Education Committee enquiry into strengthening home education (published July 2021) and a judicial review into the approach taken by Portsmouth City Council to assurance on EHE.</p> <p>The Committee agreed at the November 2021 meeting to retain this as a potential area for review, to be progressed once both the Government’s response to the Children Not in School Consultation and the Portsmouth City Council judicial review decision are published.</p>	
<b>Scrutiny Reference Groups</b>		
<b>Reference Group Title</b>	<b>Subject area</b>	<b>Meeting Dates</b>
Health and Social Care Integration Programme (HASCIP) Reference Group	<p>The Committee agreed to establish a Reference Group to monitor progress of the East Sussex Health and Social Care Integration Programme and identify areas for future scrutiny. It will review HASCIP progress reports provided to the Health and Wellbeing Board (HWB) and meet on an ad hoc basis as required to consider issues arising in more detail.</p> <p>Membership of the group: Councillors Clark, di Cara, Geary, Howell, Ungar and Webb.</p>	Next meeting: 6 April 2022.

Loneliness and Resilience Scrutiny Reference Group	<p>The Committee agreed to establish a Loneliness and Resilience Scrutiny Reference Group at its meeting in March 2021. The purpose of the group is to provide scrutiny input into a loneliness project being undertaken by the Adult Social Care and Health Department. The project will aim to develop practical solutions that will help address some of the key negative impacts of loneliness on local communities in East Sussex.</p> <p>The Group have met and had presentations on progress with the project in August and December 2021. A further meeting is planned to take place on 21 March 2022, for the Group to consider and feed into development of the project's recommendations.</p> <p>Membership of the group: Councillors Clark, Geary, Maples, Howell, Ungar and Webb.</p>	Next meeting: 21 March 2022
Educational Attainment and Performance Scrutiny Reference Group	<p>The Committee agreed in June 2018 to establish a Reference Group to focus on reviewing data on educational attainment in East Sussex and related issues. The group meets on an annual basis.</p> <p>Membership of the group: Councillors Adeniji, Field and Howell and Nicola Boulter, Parent Governor Representative.</p>	Next meeting: Early 2022
Reconciling Policy, Performance and Resources (RPPR)	RPPR Board meet annually to agree detailed comments and any recommendations on the emerging portfolio plans and spending and savings proposals to be put to Cabinet on behalf of the scrutiny committee.	Next meeting: December 2022
Strategic Commissioning Review of Early Help Scrutiny Reference Group	<p>The purpose of this Reference Group is to provide scrutiny input into the Children's Services Department review of Early Help services.</p> <p>The Reference Group of the previous Committee requested an opportunity to review progress with the implementation of the revised Early Help strategy in spring 2021, but as some changes were postponed this was deferred and a further meeting will be considered if required.</p> <p>Membership of the group: to be confirmed if meeting required.</p>	<p>Next meeting:</p> <p>Further meeting TBC if appropriate</p>
<b>Reports for Information</b>		
<b>Subject Area</b>	<b>Detail</b>	<b>Proposed Date</b>
Better Care Fund	Following a request made by the previous Committee at its meeting in March 2021, the Director of Adult Social Care undertook to provide Members with a briefing on developments relating to the Better Care Fund. The Department was	Next HASCIP Reference Group meeting.

	awaiting guidance from central government for the 2021/22 financial year. Now this has been received the information will be reported to next HASCIP Reference Group, planned for 6 April 2022.	
Special Educational Needs and Disability (SEND) Review	<p>The Committee heard at their work planning awayday that the Children's Services Department faces challenges in delivering SEND services following reforms to the system implemented in 2014; and that a national major review into support for children with SEND is currently underway, which may make recommendations or provisions that help clarify roles and responsibilities in the system.</p> <p>The Committee has requested a briefing presentation when the national SEND Review is published on the implications of the Review for ESCC and our planned response to inform potential areas for future scrutiny work. If the Review is delayed much into 2022, the Committee has requested a general briefing on the Council's approach to delivering SEND provision, and challenges within that, to inform potential areas for future scrutiny work.</p>	Dependent on publication of SEND Review by Government
<b>Training and Development</b>		
<b>Title of Training/Briefing</b>	<b>Detail</b>	<b>Proposed Date</b>
<b>Future Committee Agenda Items</b>		<b>Author</b>
<b>24 March 2022</b>		
Care Market Support	To update the Committee on the Council's care market support work, including on developments relating to the Bedded Care Strategy (requested by the Committee at its September 2021 meeting); and to inform potential future areas of work for the Committee.	Director of Adult Social Care
Reconciling Policy, Performance and Resources (RPPR) 2021/22	To provide the Committee with an opportunity to review its input into the RPPR process for 2022/23.	Becky Shaw, Chief Executive
Committee Work Programme	To manage the committee's programme of work including matters relating to ongoing reviews, initial scoping reviews, future scrutiny topics, reference groups, training and development matters and reports for information.	Senior Policy and Scrutiny Adviser
Standing Advisory Council for Religious Education (SACRE) Annual Report	To update the Committee on the work of SACRE, with the report to include a further update on secondary school performance in relation to the requirements of the National Curriculum and Religious Education.	Roy Galley, Chairman of SACRE / Director

		of Children's Services
Child Exploitation and County Lines	A presentation on work to disrupt county lines and respond to child exploitation, requested following the 2021 work planning awayday, to inform consideration of whether any further scrutiny work on this topic is needed.	Assistant Director, Early Help and Social Care
<b>22 July 2022</b>		
Committee Work Programme	To manage the Committee's programme of work including matters relating to ongoing reviews, initial scoping reviews, future scrutiny topics, reference groups, training and development matters and reports for information.	Senior Policy and Scrutiny Adviser
<b>27 September 2022</b>		
Reconciling Policy, Performance and Resources (RPPR) 2023/24	The Committee will begin the process of examining the Departmental Portfolio Plans and budget for the 2023/24 financial year.	Becky Shaw, Chief Executive
Committee Work Programme	To manage the Committee's programme of work including matters relating to ongoing reviews, initial scoping reviews, future scrutiny topics, reference groups, training and development matters and reports for information.	Senior Policy and Scrutiny Adviser
Safeguarding Adults Board - Annual Report	The Safeguarding Adults Board (SAB) Annual Report outlines the safeguarding activity and performance in East Sussex during the previous financial year, as well as some of the main developments in place to prevent abuse from occurring.	Chair, Safeguarding Adults Board
Annual Review of Safer Communities	To update the Committee on performance in relation to Safer Communities in 2021/22 and the priorities and issues for 2022/23 that will be highlighted in the Partnership Business Plan. The Committee has requested the update cover progress on work to implement the Strategy for Domestic Abuse Accommodation and Support for Sussex; and to tackle Violence Against Women and Girls.	Tom Hook, Assistant Director - Planning, Performance and Engagement
East Sussex Safeguarding Children Partnership (ESSCP) Annual Report	<p>Presentation of the annual report of the East Sussex Safeguarding Children Partnership. The Committee has requested that:</p> <ul style="list-style-type: none"> <li>the report provide contextual information on figures included (e.g. trajectory over time) and an update on partnership work on Elective Home Education (at Nov 2021 Committee); and</li> <li>that the section of the report on learning from case reviews covers learning for ESCC from the national review into the death of Arthur Labinjo-Hughes (at Dec 2021 presentation on ESCC work on domestic abuse and Violence Against Women and Girls).</li> </ul>	Independent Chair, East Sussex Safeguarding Children Partnership

**17 November 2022**

Reconciling Policy, Performance and Resources (RPPR) 2023/24	The Committee will continue the process of examining the Departmental Portfolio Plans and budget for the 2022/23 financial year.	Becky Shaw, Chief Executive
Committee Work Programme	To manage the committee's programme of work including matters relating to ongoing reviews, initial scoping reviews, future scrutiny topics, reference groups, training and development matters and reports for information.	Senior Policy and Scrutiny Adviser



## Place Scrutiny Committee – Work Programme

Current Scrutiny Reviews		
Title of Review	Detail	Proposed Completion Date
Scrutiny Review of Procurement	A scrutiny review of Procurement which will focus on the Council's approach to Social Value measurement and buying local initiatives as part of procurement activity across the Council. The review will also consider how Social Value can help achieve the Council's objectives including reducing carbon emissions and other climate change measures.	June 2022
Initial Scoping Reviews		
Subject area for initial scoping	Detail	Proposed Dates
To be agreed.	Further reviews to be added as the Committee explores topics for inclusion in the work programme.	Ongoing
List of Suggested Potential Future Scrutiny Review or Reference Group Topics		
Suggested Topic	Detail	
Economic Development.	The Committee has expressed an interest in the Economic Development work of the Council and has requested two reports scheduled for the June 2022 meeting. One to examine the Team East Sussex Recovery Plan and another to explore how Economic Development Projects are selected and developed. Following this meeting the Committee may identify further scrutiny work in this area.	
Climate Emergency Action Plan	The Council's corporate Climate Emergency Action Plan was developed to cover the initial period 2020–2022. The Committee has been invited to form a working group to be involved in the development of an updated Action Plan to cover the next 2 year period. This is linked to the Committee's previous work on the Scrutiny Review of Becoming a Carbon Neutral Council.	

Scrutiny Reference Groups		
Reference Group Title	Subject Area	Meetings Dates
Highways Contract Re-procurement	The Committee has re-formed the reference group to work alongside Officers on the next stages of the Highway Services Re-Procurement Project (HSRP). The next stages include the implementation of the procurement strategy, mobilisation and monitoring of the contract.	Ongoing to May 2023
Local Transport Plan (LTP4) – Reference Group	The Committee has agreed to form a Reference Group to work alongside officers on the development of the revised Local Transport Plan (LTP 4) focussing on sustainable transport issues.	1 Feb 2022 and then throughout 2022/23.
Reports for Information		
Subject	Detail	Proposed Date
Electric Vehicle (EV) Charging Points.	The Committee agreed to request a briefing on plans to develop and implement EV charging infrastructure in East Sussex.	To be agreed
Training and Development		
Title of Training/Briefing	Detail	Proposed Date
To be advised	To be advised.	
Future Committee Agenda Items		Author
23 March 2022		
Reconciling Policy, Performance and Resources (RPPR)	The Committee will review its input into the RPPR budget setting process, and the impact of any recommendations or comments made by the Committee.	Chief Executive / Senior Democratic Services Adviser

Broadband Project and Gigabit Voucher Scheme	To receive on update on the roll out of the Broadband Project and how ESCC's additional support for the Gigabit Voucher scheme is enabling access to broadband services by hard to reach properties/communities.	Assistant Director Economy
Work Programme	To consider items for inclusion in the Committee's work programme: <ul style="list-style-type: none"> <li>• Reports for future meetings</li> <li>• Scrutiny reviews and potential scrutiny reviews</li> <li>• Items from the Forward Plan</li> </ul>	Senior Democratic Services Adviser
<b>22 June 2022</b>		
Scrutiny Review of Becoming a Carbon Neutral Council	To receive the second update report on the implementation of the recommendations from the Scrutiny Review of Becoming a Carbon Neutral Council.	Director of Communities, Economy & Transport/Chief Operating Officer
Economic Regeneration and Support for Business	To have a report on the Team East Sussex Recovery Plan team on the work to support businesses and economic regeneration following the Covid19 pandemic and the impact of national lockdowns on the local economy.	Assistant Director Economy
Economic Development.	To receive a report from the Economic Development Teams on how projects are developed and selected for the available funding streams. The report will also include governance of projects and measuring outcomes.	Assistant Director, Economy
Trading Standards Service.	To gain an understanding of the current work and focus of the Trading Standards Team, including the additional work required due to EU exit and the work to protect vulnerable people through the work on Scams and with Community Safety partners.	Assistant Director, Communities
Work Programme	To consider items for inclusion in the Committee's work programme: <ul style="list-style-type: none"> <li>• Reports for future meetings</li> <li>• Scrutiny reviews and potential scrutiny reviews</li> <li>• Items from the Forward Plan</li> </ul>	Senior Democratic Services Adviser
<b>21 September 2022</b>		
Reconciling Policy, Performance and Resources (RPPR)	To start the Committee's work on the RPPR process for 2022/23, by reviewing Portfolio Plans and service based information.	Chief Executive / Senior Democratic Services Adviser
Work Programme	To consider items for inclusion in the Committee's work programme: <ul style="list-style-type: none"> <li>• Reports for future meetings</li> </ul>	Senior Democratic Services Adviser

	<ul style="list-style-type: none"> <li>• Scrutiny reviews and potential scrutiny reviews</li> <li>• Items from the Forward Plan</li> </ul>	
<b>24 November 2022</b>		
Reconciling Policy, Performance and Resources (RPPR)	The Committee will examine any additional information requested at the September meeting and consider any updated RPPR information for 2022/23.	Chief Executive / Senior Democratic Services Adviser
Scrutiny Review of Road Markings	To receive the second update report on the implementation of the recommendations from the Scrutiny Review of Road Markings, including details of the work undertaken with additional expenditure in this area of work.	Assistant Director, Operations
Work Programme	To consider items for inclusion in the Committee's work programme: <ul style="list-style-type: none"> <li>• Reports for future meetings</li> <li>• Scrutiny reviews and potential scrutiny reviews</li> <li>• Items from the Forward Plan</li> </ul>	Senior Democratic Services Adviser

## Health Overview and Scrutiny Committee (HOSC) – Work Programme

Current Scrutiny Reviews		
Title of Review	Detail	Proposed Completion Date
Cardiology	<p>The NHS East Sussex Clinical Commissioning Group (CCG) and East Sussex Healthcare NHS Trust (ESHT) are proposing the following changes to acute inpatient cardiology services provided by ESHT:</p> <ul style="list-style-type: none"> <li>• locate the most specialist cardiac services, including surgical procedures or investigations that might require an overnight or longer stay in hospital, <b>at one of the two acute hospitals</b>;</li> <li>• introduce a “front door model” involving forming a Cardiac Response Team to support patients on their arrival at A&amp;E, alongside ‘hot clinics’ that will provide consultant-led rapid assessment at <b>both acute hospital sites</b>; and</li> <li>• retain outpatients, non-invasive diagnostics, cardiac monitored beds, cardiac rehabilitation and heart failure services <b>at both hospitals</b>, or in the community.</li> </ul> <p>HOSC agreed at its meeting on 2<sup>nd</sup> December 2021 that this proposal was a ‘substantial variation to services’ requiring formal consultation with the Committee under health regulations.</p> <p>The consultation will be conducted via a Review Board comprising the following members:</p> <ul style="list-style-type: none"> <li>• Cllr Colin Belsey</li> <li>• Cllr Christine Robinson</li> <li>• Cllr Mike Turner</li> <li>• Cllr Penny diCara</li> <li>• Cllr Sorrell Marlow-Eastwood</li> </ul>	June-September 2022

	<p>The Review Board will submit its report and recommendations for consideration by the full HOSC at a future meeting. The report will then be submitted to the CCG ahead of its final decision. The Committee will then consider whether the decision is in the best interest of health services locally.</p> <p>Timelines for the review are subject to NHS decision-making</p>	
Ophthalmology	<p>The NHS East Sussex Clinical Commissioning Group (CCG) and East Sussex Healthcare NHS Trust (ESHT) are proposing the following changes to day case and outpatient ophthalmology services provided by ESHT:</p> <p><i>Locate ophthalmology services at two hospital sites, Eastbourne District General Hospital and Bexhill Hospital, supported by one stop clinics at both hospitals and a diagnostic eye hub at Bexhill Hospital.</i></p> <p>HOSC agreed at its meeting on 2<sup>nd</sup> December 2021 that this proposal was a 'substantial variation to services' requiring formal consultation with the Committee under health regulations.</p> <p>The consultation will be conducted via a Review Board comprising the following members:</p> <ul style="list-style-type: none"> <li>• Cllr Colin Belsey</li> <li>• Cllr Christine Robinson</li> <li>• Cllr Christine Brett</li> <li>• Cllr Abul Azad</li> <li>• Geraldine Des Moulins</li> </ul> <p>The Review Board will submit its report and recommendations for consideration by the full HOSC at a future meeting. The report will then be submitted to the CCG ahead of its final decision. The Committee will then consider whether the decision is in the best interest of health services locally.</p>	June-September 2022

Initial Scoping Reviews		
Subject area for initial scoping	Detail	Proposed Dates
To be agreed.	To be scheduled once the reviews of Cardiology and Ophthalmology have been completed.	
List of Suggested Potential Future Scrutiny Review Topics		
Suggested Topic	Detail	
To be agreed.		
Scrutiny Reference Groups		
Reference Group Title	Subject Area	Meetings Dates
University Hospitals Sussex NHS Foundation Trust (UHSussex) HOSC working group	<p>A joint Sussex HOSCs working group to consider the performance of UHSussex and any upcoming issues that may be of interest to the wider East Sussex HOSC.</p> <p>Membership: Cllrs Belsey, Robinson and one vacancy</p> <p>*meetings postponed due to COVID-19.</p>	<p>Last meeting: 9 September 2020*</p> <p>Next meeting: TBC 2022</p>
Sussex Partnership NHS Foundation Trust (SPFT) HOSC working group	<p>6-monthly meetings with SPFT and other Sussex HOSCs to consider the Trust's response to CQC inspection findings and other mental health issues.</p> <p>Membership: Cllrs Belsey, Robinson, and Osborne</p>	<p>Last meeting: 21 December 2021</p> <p>Next meeting: June 2022 TBC</p>
The Sussex Health and Care Partnership (SHCP) HOSC working group	Meetings of Sussex HOSC Chairs with SHCP leaders to update on progress and discuss current issues. Wider regional HOSC meetings may also take place on the same day from time to time.	Last meeting: 20 November 2020

	<p>Future arrangements for the meeting being discussed due to changing governance of SHCP.</p> <p>Membership: HOSC Chair (Cllr Belsey) and Vice Chair (Cllr Robinson) and officer</p>	Next meeting: TBC
<b>Reports for Information</b>		
<b>Subject Area</b>	<b>Detail</b>	<b>Proposed Date</b>
Future Car parking arrangements at Conquest Hospital	Confirmation from ESHT about the planned car parking arrangements at the Conquest Hospital under the Building for our Future programme	2022
Development of the new Inpatient Mental Health facility	A future update via email on the progress of the development of the new facility in North East Bexhill.	2022
Integrated Care System (ICS) and implementation of the Health and Social Care Bill	A report or away day session on the new health structures that are part of the Sussex Integrated Care System (ICS) which will be formally implemented when the Health & Social Care Bill receives Royal Assent (this is anticipated to be from 1 July 2022). Sussex Health & Care Partnership / Sussex Integrated Care Board (ICB)	Autumn 2022
<b>Training and Development</b>		
<b>Title of Training/Briefing</b>	<b>Detail</b>	<b>Proposed Date</b>
Joint training sessions	Joint training sessions with neighbouring HOSCs on health related issues.	TBC
Building for Our Future	A briefing on the Building for Our Future plans for the redevelopment of Eastbourne District General Hospital (EDGH), Conquest Hospital and Bexhill Hospital developed by East Sussex Healthcare NHS Trust (ESHT)	TBC
Visit to Ambulance Make Ready station and new Operations Centre – East.	A visit to the new Medway Make Ready station and new Operations Centre for 999 and 111 services once the new centre is operational.	Autumn 2022



Visit to the new Inpatient Mental Health facility at Bexhill	A visit to the new Inpatient Mental Health facility due to be built at a site in North East Bexhill to replace the Department of Psychiatry at Eastbourne District General Hospital (EDGH).	TBC but likely 2024
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Future Committee Agenda Items		Witnesses
<b>30<sup>th</sup> June 2022</b>		
Cardiology	Committee to agree a report and recommendations to submit to the CCG ahead of its decision in relation to the proposals to reconfigure inpatient acute cardiology services run by East Sussex Healthcare NHS Trust (ESHT).  <i>Please note: dates are dependent on the NHS own decision making process.</i>	Representatives of CCG and ESHT
Ophthalmology	Committee to agree a report and recommendations to submit to the CCG ahead of its decision in relation to the proposals to reconfigure day case and outpatient ophthalmology services run by East Sussex Healthcare NHS Trust (ESHT).  <i>Please note: dates are dependent on the NHS own decision making process.</i>	Representatives of CCG and ESHT
Adult Burns Service	A report outlining proposals for the future of Adult Burns Service provided by Queen Victoria Hospital (QVH) in East Grinstead.  <i>Note: provisional dependent on NHS England's plans</i>	NHS England and QVH
Committee Work Programme	To manage the committee's programme of work including matters relating to ongoing reviews, initial scoping reviews, future scrutiny topics, reference groups, training and development matters and reports for information.	Policy and Scrutiny Officer

22 <sup>nd</sup> September 2022		
Cardiology	<p>Committee to consider whether the CCG's decision in relation to the proposals to reconfigure inpatient acute cardiology services run by East Sussex Healthcare NHS Trust (ESHT) are in the best interests of the health service locally.</p> <p><i>Please note: dates are dependent on the NHS own decision making process.</i></p>	Representatives of CCG and ESHT
Ophthalmology	<p>Committee to consider whether the CCG's decision in relation to the proposals to reconfigure day case and outpatient ophthalmology services run by East Sussex Healthcare NHS Trust (ESHT) are in the best interests of the health service locally.</p> <p><i>Please note: dates are dependent on the NHS own decision making process.</i></p>	Representatives of CCG and ESHT
Child and Adolescent Mental Health Service (CAMHS)	An update report on CAMHS with particular emphasis on the progress being made to reduce referral and assessment waiting times for the various services provided by CAMHS and in particular those children and young people waiting for referrals and assessment from Autistic Spectrum Conditions (ASC), ADHD and eating disorders. The report is also to cover the use and impact of additional investment in CAMHS on service provision and performance.	Representatives of CCG and SPFT
Hospital Handovers	An update report on the hospital handover times to cover updated performance figures against the national targets and the eradication of over 60 minute handover times. This is to include the actions being taken to improve handover times at the Royal Sussex Hospital (University Hospitals Sussex NHS Foundation Trust - UHSussex) and Pembury Hospital (Maidstone & Tunbridge Wells NHS Trust - MTW)	Representatives of CCG, SECamb and hospital trusts ESHT/MTW/UHSussex
Committee Work Programme	To manage the committee's programme of work including matters relating to ongoing reviews, initial scoping reviews, future scrutiny topics, reference groups, training and development matters and reports for information.	Policy and Scrutiny Officer

15 <sup>th</sup> December 2022		
Primary Care Networks (PCNs), Emotional Wellbeing Services and mental health funding	<p>A report on the performance of PCNs and the future plans for primary care in East Sussex. Report to also include:</p> <ul style="list-style-type: none"> <li>an update on the roll out of Emotional Wellbeing Services, which will be co-ordinated across PCN footprints; and</li> <li>the future of mental health investment.</li> </ul>	Representatives of Sussex Health & Care Partnership (ICS), ESHT/SPFT/PCNs
Committee Work Programme	To manage the committee's programme of work including matters relating to ongoing reviews, initial scoping reviews, future scrutiny topics, reference groups, training and development matters and reports for information.	Policy and Scrutiny Officer
2 <sup>nd</sup> March 2023		
Committee Work Programme	To manage the committee's programme of work including matters relating to ongoing reviews, initial scoping reviews, future scrutiny topics, reference groups, training and development matters and reports for information.	Policy and Scrutiny Officer
Items to be scheduled – dates TBC		
Transition Services	A report on the work of East Sussex Healthcare NHS Trust (ESHT) Transition Group for patients transitioning from Children's to Adult's services	Representatives of ESHT
Patient Transport Service	<p>To consider proposals to recommission the Patient Transport Service (PTS) and to consider the outcome of the Healthwatch PTS survey.</p> <p><i>Note: provisional dependent on CCG's plans</i></p>	Representatives of lead CCG and Healthwatch
Implementation of Kent and Medway Stroke review	<p>To consider the implementation of the Hyper Acute Stroke Units (HASUs) in Kent and Medway and progress of rehabilitation services in the High Weald area.</p> <p><i>Note: Timing is dependent on NHS implementation process</i></p>	Representatives of East Sussex CCG/Kent and Medway CCG
Implications of the Health and Care Bill	A report to the Committee on the impact of the Health and Care Bill including the replacement of CCGs with Integrated Care Systems (ICS) and the effect of the proposal to allow the Secretary of State to intervene in local service reconfigurations on HOSC's powers to consider whether substantial variation to services are in the best interests of health services locally.	Representatives of the ICS and Policy and Scrutiny Officer.

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## Audit Committee – Work Programme

List of Suggested Potential Future Work Topics		
Issue	Detail	Meeting Date
To be determined		
Audit Committee Working Groups		
Working Group Title	Subject area	Meeting Dates
Modernising Back Office Systems (MBOS) Sub Group	Oversight of the MBOS programme	3 February 2022 – further dates TBC
Training and Development		
Title of Training/Briefing	Detail	Date
Treasury Management	A briefing on the County Council's Treasury Management function	19 November 2021

Future Committee Agenda Items		Author
Tuesday 29 March 2022		
External Audit Plan 2021/22	This report sets out in detail the work to be carried out by the Council's External Auditors on the Council's accounts for the financial year 2021/22.	Ian Gutsell, Chief Finance Officer & External Auditors

External Audit Plan for East Sussex Pension Fund 2021/22	To consider and comment upon the External Audit Plan for the East Sussex Pension Fund for the financial year 2021/22.	Ian Gutsell, Chief Finance Officer & External Auditors
Internal Audit Strategy and Plan	Consideration of the Internal Audit Strategy and Plan for 2022/23	Russell Banks, Chief Internal Auditor/ Nigel Chilcott, Audit Manager
Annual Audit Letter	To consider the Annual Audit letter and fee update from the External Auditor	Ian Gutsell, Chief Finance Officer
Internal Audit Progress Report	Internal Audit Progress report – Quarter 3, 2021/22 (01/10/21 – 31/12/21)	Nigel Chilcott, Audit Manager/Russell Banks, Chief Internal Auditor
Strategic Risk Monitoring	Strategic risk monitoring report – Quarter 3, 2021/22 (01/10/21 – 31/12/21)	Phil Hall, Chief Operating Officer / Ian Gutsell, Chief Finance Officer
Committee Work Programme	Discussion of the future reports, agenda items and other work to be undertaken by the Committee.	Democratic Services Officer
<b>8 July 2022</b>		
Assessment of the Corporate Governance Framework and Annual Governance Statement for 2021/22	Sets out an assessment of the effectiveness of the Council's governance arrangements and includes an improvement plan for the coming year, and the annual governance statement (AGS) which will form part of the statement of accounts.	Philip Baker, Assistant Chief Executive
Internal Audit Services Annual Report and Opinion 2021/22	An overall opinion on the Council's framework of internal control, summarises the main audit findings and performance against key indicators (includes Internal Audit Progress reports – Quarter 4, 2021/22, (01/01/22 – 31/03/22).	Nigel Chilcott, Audit Manager/Russell Banks, Chief Internal Auditor

Strategic Risk Monitoring	Strategic risk monitoring report – Quarter 4, 2021/22 (01/01/22 – 31/03/22)	Phil Hall, Chief Operating Officer / Ian Gutsell, Chief Finance Officer
Committee Work Programme	Discussion of the future reports, agenda items and other work to be undertaken by the Committee.	Democratic Services Officer
<b>23 September 2022</b>		
Review of Annual Governance Report & 2021/22 Statement of Accounts	Report of the external auditors following their audit of the Council's statutory accounts. It allows the committee to review the issues raised and assess the management response.	External Auditors/ Ian Gutsell, Chief Finance Officer
Review of Annual Pension Fund Governance Report & 2021/22 Statement of Accounts	Report of the external auditors following their audit of the Pension Fund. It allows the committee to review the issues raised and assess the management response.	External Auditors/ Ian Gutsell, Chief Finance Officer
Internal Audit Progress Report	Internal Audit Progress report – Quarter 1, 2022/23 (01/04/22 – 30/06/22)	Nigel Chilcott, Audit Manager/Russell Banks, Chief Internal Auditor
Strategic Risk Management	Strategic risk monitoring report – Quarter 1, 2022/23 (01/04/22 – 30/06/22)	Phil Hall, Chief Operating Officer / Ian Gutsell, Chief Finance Officer
Committee Work Programme	Discussion of the future reports, agenda items and other work to be undertaken by the Committee.	Democratic Services Officer
<b>18 November 2022</b>		
Internal Audit Progress Report	Internal Audit Progress report – Quarter 2, 2022/3 (01/07/22 – 30/09/22)	Nigel Chilcott, Audit Manager/Russell Banks, Chief Internal Auditor
Treasury Management	To consider a report on the review of Treasury Management performance for 2021/22 and for outturn for the first six months of 2022/3, including the economic factors affecting performance, the Prudential Indicators and compliance with the limits set within the Treasury Management Strategy before it is presented to Cabinet.	Ian Gutsell, Chief Finance Officer

Property Asset Disposal and Investment Strategy	Consideration of an annual report on the implementation of the Property Asset Disposal and Investment Strategy.	Nigel Brown, AD Property
Committee Work Programme	Discussion of the future reports, agenda items and other work to be undertaken by the Committee.	Democratic Services Officer
<b>March 2023</b>		
External Audit Plan 2022/23	This report sets out in detail the work to be carried out by the Council's External Auditors on the Council's accounts for the financial year 2022/23.	Ian Gutsell, Chief Finance Officer & External Auditors
External Audit Plan for East Sussex Pension Fund 2022/23	To consider and comment upon the External Audit Plan for the East Sussex Pension Fund for the financial year 2022/23.	Ian Gutsell, Chief Finance Officer & External Auditors
Internal Audit Strategy and Plan	Consideration of the Internal Audit Strategy and Plan for 2023/24	Russell Banks, Chief Internal Auditor/ Nigel Chilcott, Audit Manager
Annual Audit Letter	To consider the Annual Audit letter and fee update from the External Auditor	Ian Gutsell, Chief Finance Officer
Internal Audit Progress Report	Internal Audit Progress report – Quarter 3, 2022/23 (01/10/22 – 31/12/22)	Nigel Chilcott, Audit Manager/Russell Banks, Chief Internal Auditor
Strategic Risk Monitoring	Strategic risk monitoring report – Quarter 3, 2022/23 (01/10/22 – 31/12/22)	Chief Operating Officer / Ian Gutsell, Chief Finance Officer
Committee Work Programme	Discussion of the future reports, agenda items and other work to be undertaken by the Committee.	Democratic Services Officer



**Report to:** Governance Committee

**Date of meeting:** 22 March 2022

**By:** Chief Operating Officer

**Title:** LMG Managers Pay 2021/22

**Purpose:** To appraise the Governance Committee on the considerations in relation to the LMG pay award for 2021/22.

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## RECOMMENDATIONS

**The Governance Committee is recommended to agree the pay offer to LMG Managers for the financial year 2021/22 as being 1.75%, in line with the national (NJC) award.**

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### 1. Background

1.1. LMG Managers' pay is locally negotiated with Unison and reported to the Governance Committee on an annual basis to approve the pay offer and any subsequent settlement. Two reports are therefore presented: the first seeking agreement to the offer and the second, finalising the offer following local negotiations with Unison who are recognised for the purposes of pay bargaining on behalf of LMG Managers.

1.2. The national (NJC) pay award is relevant to these local negotiations as the decision made regarding the local pay offer needs to take into account the impact on the wider workforce and organisation as a whole. In addition, there is an overlap between LMG1 and the top of the Single Status pay range (SS13) which applies to specialist professional posts, such as Senior Practitioners in Adult Social Care and Children's Services. It is therefore important to ensure that these two grades remain comparable and that the relativities do not widen too far.

1.3. Set against this background, the local pay award for LMG Managers has therefore historically mirrored the national award.

### 2. Supporting information

2.1. The annual Consumer Prices Index (CPI) inflation measures changes in the price level of consumer goods and services purchased by households. On 21 March 2017, the CPI was replaced by a new measure: the Consumer Prices Index, including owner occupier's housing costs (CPIH). This extends the CPI to include a measure of the costs associated with owning, maintaining and living in one's own home (owner occupiers' housing costs OOH), along with council tax. This is the most comprehensive measure of inflation. The CPIH rose by 4.9% in the 12 months to January 2022, up from 4.8% in the 12 months to December 2021. On a monthly basis, CPIH increased by 0.5% in December 2021, compared with a rise of 0.2% in December 2020 (Office for National Statistics). The Bank of England expects inflation to reach more than 7% by Spring.

2.2. In October to December 2021, growth in average total pay (including bonuses) was 4.3% and growth in regular pay (excluding bonuses) was 3.7%. Average total pay growth for the private sector was 4.6% in October to December 2021, while for the public sector, it was 2.6% (ONS statistical bulletin). The median pay award across the UK in the three months to the end of January rose to 3% a strong increase from 2% in the last three months of 2021 and the greatest since December 2008 (Xpert HR, 17 February 22)

2.3. The wastage figure for voluntary leavers among LMG Managers (e.g. resignations) for the half year period July to December 2021 is 3.87%. This is relatively high in comparison to previous years: for July to December 2020 it was 1.10% and for July to December 2019, 2.55% (nb the July to December 2020 period covers the Covid-19 pandemic so is unlikely to be reflective of the usual position).

## Pay Negotiations 2021/22

2.4. The national NJC local government services finally reached a pay deal on 28 February 2022 after a protracted period of negotiations, including the trade unions unsuccessfully balloting for industrial action. The pay deal provides for a 1.75% increase and covers the period 1 April 2021 to 31 March 2022.

2.5. LMG Managers received a pay award of 2.75% in 2020/21 to mirror the national NJC award. For each of the previous two years of 2019/21 and 2018/19, LMG Managers received a pay award that likewise mirrored the national NJC award.

## Benchmarking

2.6. In previous years, benchmarking information in relation to other Council's has been provided. It is important, however, to recognise that Councils do not have consistent staffing structures and it is therefore difficult to be confident that we are comparing on a 'like for like' basis. Alongside this, given the overlap between the top of the local East Sussex Single Status grades and bottom of the LMG grades, the national pay award needs to be mirrored for LMG1 and LMG2 in any event in order to maintain appropriate differentials.

2.7. Nonetheless, in order to provide the Committee with an understanding of the local market position, attached at Appendix 1 is an assessment detailing the comparison in relation to the key LMG grades and our closest neighbours. As can be seen from this, the LMG grades are within the lower to middle mean range of local authorities.

2.8. A further relevant factor is the context in which the Council has been operating over the previous 12 months. LMG Managers have played a critical role in shaping and managing the Council's response to Covid-19, often in a significantly changing landscape. This has included changing and adapting services to ensure they continue to meet the needs of our residents and these managers will continue to play a key role in the reset arrangements as we move beyond Covid-19.

2.9. Given this background and other public sector pay settlements, it would seem appropriate to offer a 1.75% pay award to mirror the national NJC pay award.

## Financial Implications

2.10. The LMG pay bill is approximately £35.9m per annum including on-costs. If the national NJC pay award were mirrored it would cost approximately £0.6m including on-costs. Revenue budgets for 2021/22 have been prepared with provision for a pay award of 2% (£0.7m) and therefore fully cover a 1.75% pay award.

2.11. Unfortunately, as a consequence of the significant delay in the national agreement being reached, it is not now possible to make a pay award to LMG Managers in time for March salaries in light of both our governance arrangements and the Payroll deadline for March. This therefore means that any arrears of pay will be subject to the new 1.25% national insurance increase as a result of the government's new health and social care levy. In terms of sizing the impact, the arrears of pay due on a salary of £50,000 would be £875 gross. The additional amount in NI that would be paid on the arrears is approximately £10.94.

2.12. Attached at Appendix 2 is a copy of the current LMG salary scales showing the impact of a 1.75% uplift.

## **3. Recommendations**

3.1. The Governance Committee is recommended to agree the pay offer to LMG Managers for the financial year 2021/22 as being 1.75%, in line with the national NJC award.

**PHIL HALL**

**Chief Operating Officer**

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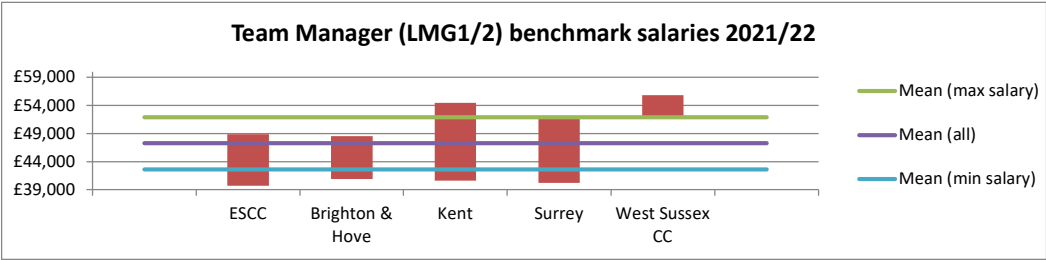
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# Comparison against neighbouring authorities

## Appendix 1

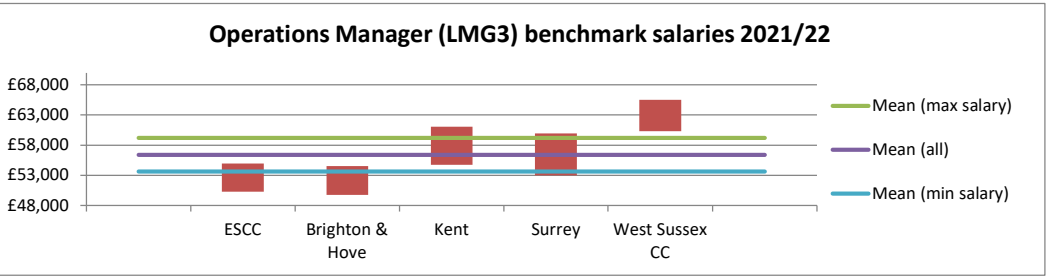
### Team Manager (LMG 1/2)

	Min Salary	Max Salary
ESCC	£ 39,713	£ 48,854
Brighton & Hove	£ 40,876	£ 48,552
Kent	£ 40,607	£ 54,463
Surrey	£ 40,227	£ 51,725
West Sussex CC	£ 51,764	£ 55,842



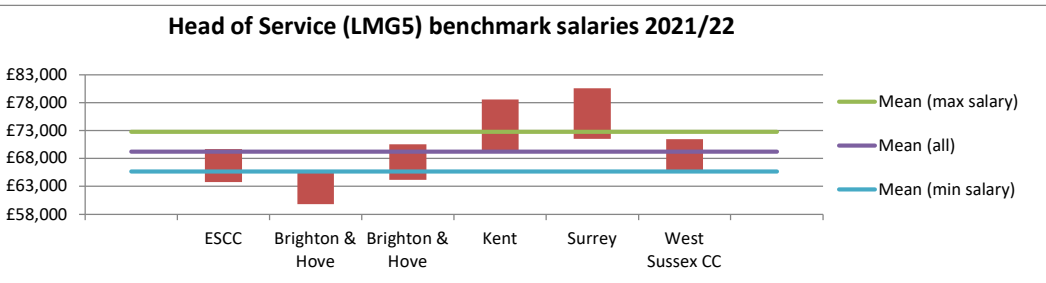
### Operations Manager (LMG 3)

	Min Salary	Max Salary
ESCC	£ 50,321	£ 54,990
Brighton & Hove	£ 49,765	£ 54,566
Kent	£ 54,735	£ 61,029
Surrey	£ 53,018	£ 59,964
West Sussex CC	£ 60,314	£ 65,505



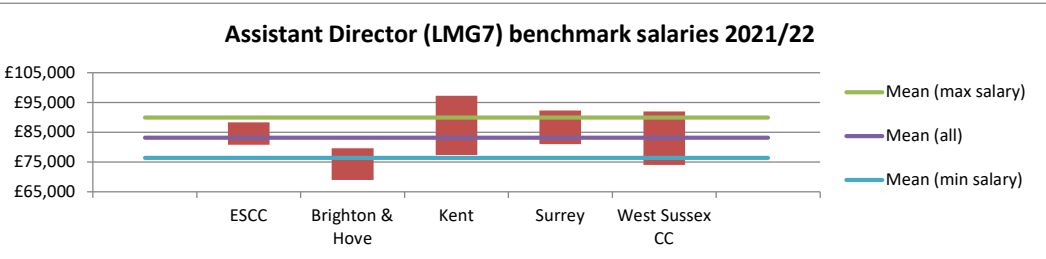
### Head of Service (LMG 5)

	Min Salary	Max Salary
ESCC	£ 63,768	£ 69,683
Brighton & Hove (M5)	£ 59,776	£ 65,639
Brighton & Hove (M4)	£ 64,164	£ 70,519
Kent	£ 69,435	£ 78,549
Surrey	£ 71,525	£ 80,586
West Sussex CC	£ 65,460	£ 71,467



### Assistant Director (LMG 7)

	Min Salary	Max Salary
ESCC	£ 80,787	£ 88,288
Brighton & Hove	£ 68,985	£ 79,598
Kent	£ 77,394	£ 97,251
Surrey	£ 80,977	£ 92,278
West Sussex CC	£ 74,000	£ 92,000



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**Local Managerial Grades (LMG)**  
**salary scale**



<i>Grade</i>	<i>Scale point</i>	<i>01/04/2020</i>	<i>Proposed 1.75%</i>
LMG 1	5	£39,713	£40,408
	6	£40,905	£41,620
	7	£42,130	£42,867
	8	£43,398	£44,157
LMG 2	9	£44,701	£45,483
	10	£46,044	£46,850
	11	£47,429	£48,259
	12	£48,854	£49,709
LMG 3	13	£50,320	£51,201
	14	£51,832	£52,739
	15	£53,394	£54,328
	16	£54,990	£55,952
LMG 4	17	£56,648	£57,639
	18	£58,347	£59,368
	19	£60,097	£61,148
	20	£61,903	£62,987
LMG 5	21	£63,768	£64,884
	22	£65,670	£66,820
	23	£67,654	£68,838
	24	£69,683	£70,903
LMG 6	25	£71,781	£73,037
	26	£73,932	£75,226
	27	£76,150	£77,483
	28	£78,430	£79,803
LMG 7	29	£80,787	£82,201
	30	£83,215	£84,671
	31	£85,721	£87,221
	32	£88,287	£89,833
LMG 8	33	£90,935	£92,527
	34	£93,670	£95,309
	35	£96,484	£98,172
	36	£99,384	£101,123

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**Report to:** Governance Committee

**Date of meeting:** 22 March 2022

**By:** Chief Finance Officer

**Title:** Local Government Pension Scheme Investment Pooling:  
Appointment of a substitute Fund representative to the Joint Governance Committee

**Purpose:** To appoint a substitute Pension Fund representative to the ACCESS Joint Governance Committee

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## RECOMMENDATIONS

**The Governance Committee is recommended to appoint Councillor Redstone as the East Sussex Pension Fund's substitute representative on the ACCESS Joint Governance Committee for the period until May 2025**

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### 1. Background

1.1 The UK Government has sought to improve the efficiency of funds within the Local Government Pension Scheme by requiring them, where possible, to unite their buying power in the acquisition of investment managers.

1.2 As a result, 8 investment pools were set up across England and Wales to meet this requirement. The East Sussex Pension Fund (ESPF) is linked with the ACCESS investment pool.

1.3 The ACCESS investment pool's governance is overseen by the Joint Committee with each of the 11 participating funds being represented by a single person. The Joint Committee takes the key decisions around how the pool operates.

1.4 The County Council appointed Councillor Fox as its representative on the Joint Committee in May 2021. If Councillor Fox is unable to attend a meeting this would leave ESPF without a voice as a substitute representative has not been appointed.

1.5 The Pension Committee's Terms of Reference call for it to make recommendations to the Governance Committee around who should attend the ACCESS Joint Committee.

### 2 Appointment of a substitute

2.1 The Pension Committee has agreed that a substitute should be appointed for Councillor Fox so the Council can be represented at the Joint Committee.

2.2 At its meeting on 24 February 2022, the Pension Committee agreed to propose that Councillor Redstone be appointed as the substitute.

### 3. Conclusion

3.1 The Governance Committee is asked to approve the appointment of Councillor Redstone to act as the nominated substitute for Councillor Fox, should Councillor Fox be unable to attend a meeting of the ACCESS Joint Committee.

**IAN GUTSELL**  
**Chief Finance Officer**

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