

EMPLOYMENT AND APPEALS COMMITTEE

6 February 2018

STAFF ENGAGEMENT SURVEY 2017

Report of the Director for Resources

Strategic Aim:	Sound Financial and Workforce Planning	
Exempt Information	No	
Cabinet Member(s) Responsible:	Mr O Hemsley, Portfolio Holder for Growth, Trading Services and Resources (excluding Finance)	
Contact Officer(s):	Debbie Mogg, Director for Resources	01572 758358 dmogg@rutland.gov.uk
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Ward Councillors		

DECISION RECOMMENDATIONS

That Employment and Appeals Committee:

1. Note the results of the Employee Engagement Survey 2017
2. Note the proposed actions/direction of travel.

1 PURPOSE OF THE REPORT

- 1.1 To inform Employment and Appeals Committee of the outcome of the Employee Engagement Survey 2017 and comparisons to the 2015 survey.
- 1.2 To advise the Committee on the Council's approach to responding to the results and the specific programmes of work and action to be followed.

2 BACKGROUND

- 2.1 The Council undertook a staff survey in February 2015, the purpose of which was to gauge how staff feel in their role as an employee of Rutland Council and to identify any areas of our working life that can be improved. The level of response was just under 64%.

- 2.2 We re-ran the survey in September/October 2017 with a response level of just under 70%. This further survey has enabled us to not only obtain the current views and feelings of staff, but also compare them to 2015 and understand where the actions we put in place in 2015 have been successful.

3 SUMMARY SURVEY RESULTS

- 3.1 The key outcomes and results are shown in a presentation to be delivered to Committee on 6 February 2018 by the Head of Human Resources. A summary representation will be delivered to all staff on 7 February 2018 by the Chief Executive.

- 3.2 Headlines:

- a) More staff responded to the survey than in 2015 – just under 70%
- b) Overall, there is a more positive response – the ‘favourable’ indicator of positive scores and response has increased by 3% to 68% - in fact of the 83 questions, 62 increased in favourable score.

4 NEXT STEPS

- 4.1 There is a lot of data in the reports for us to work through and understand – staff also provided a range of open comments. Directorate management teams have received their specific Directorate reports so they can further work through more local changes and interventions they can make.
- 4.2 Some headline actions are identified in the presentation but these will be worked on and evolve over time. Specifically our approach will be through employee led groups – focus groups, engagement sessions and also organisation led initiatives such as a review of our Workforce Development Strategy, Core Skills Programmes, Performance Management Frameworks, Leadership Development.

5 CONSULTATION

- 5.1 No formal consultation is required on this issue. The Council has shared the results with Unison.

6 ALTERNATIVE OPTIONS

- 5.1 Not applicable – the report and presentation outline the statistical results of the staff survey.

7 FINANCIAL IMPLICATIONS

- 7.1 Any decisions and actions that have a financial implication will follow the appropriate Finance Procedure Rules and decision making as provided within the Council’s delegations/Constitution.

8 LEGAL AND GOVERNANCE CONSIDERATIONS

- 8.1 No Legal and Governance issues.

9 EQUALITY IMPACT ASSESSMENT

- 9.1 All proposals and actions will full consider the Council's Equality Statement and ensure equity and fairness to all staff.

10 COMMUNITY SAFETY IMPLICATIONS

- 10.1 There are no Community Safety implications arising from this report.

11 HEALTH AND WELLBEING IMPLICATIONS

- 11.1 The Council has an overall duty of care to its employees which means taking all steps which are reasonably possible to ensure their health, safety and wellbeing.
- 11.2 The survey contains a specific section on Health and Wellbeing – the results of which have been provided to our employee led H&WB group who have led many developments and interventions in this area, including H&WB days.

12 ORGANISATIONAL IMPLICATIONS

- 12.1 Employee engagement and wellbeing is key to enabling staff to give their best in their role and make a positive contribution to the delivery of our strategic aims and objective.

13 CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

- 13.1 It is rewarding to see such a positive level of engagement from staff in contributing to the survey. We have continued to have a lot of change and development over the last couple of years.
- 13.2 The responses give a strong indication of the success of our employee contribution and our vision as an Employer of Choice.
- 13.3 From this Survey, we will take the opportunity to take periodic 'temperature checks' against the areas identified for improvement so we can track our progress.

14 BACKGROUND PAPERS

- 14.1 There are no additional background papers to the report.

15 APPENDICES

A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.