

# Scrutiny

22 February 2016

## Staff Survey Action Plan

**Cabinet Member** Cllr Margaret Squires  
**Responsible Officer** Head of Human Resources & Development

**Reason for Report:** To provide an update the progress of the Staff Survey Action Plan giving members information relating to action taken so far.

**RECOMMENDATION:** That the actions taken in respect of the Staff Survey are noted.

**Relationship to Corporate Plan:** Staff wellbeing and interactions in order to build a better and more resilient workforce are important – a staff survey was undertaken and actions taken will impact on delivery of the Corporate Plan to ensure a happier workforce.

**Financial Implications:** None.

**Legal Implications:** None.

**Risk Assessment:** No risks identified at present but failure to deliver may mean the Council will not achieve due to staff dissatisfaction.

### 1.0 Introduction

1.1 This report highlights the actions necessary as a response to the production of the Staff Survey done in late 2015.

### 2.0 Background to the report

2.1 At the meeting of the Scrutiny Committee held in October last year it was reported that an action plan would be produced to support the delivery of the key elements of the Staff Survey action plan with dates and milestones. The Scrutiny Committee asked for an update of issues raised and action taken.

### 3.0 Issues highlighted

3.1 The staff survey has resulted in a number of issues being raised which will be addressed via the action plan, some of these include management training and highlighting the route staff should take in some areas. However personal responsibility is identified as something that all staff need to address. Everyone has a right to raise issues and there are mechanisms in place to ensure action can be taken but unless they are prepared to raise issues they cannot then complain when things are not corrected.

3.2 A pilot programme is being rolled out in Housing to enlist the views/thoughts of staff in respect of the survey. This is a more grass roots approach

as there will be no managers involved. Information coming forward will then be passed to managers to consider. It is hoped that this will be a useful way to ascertain the concerns of staff and to feed this into the process. A report on the progress will be given to Management Team in six months' time and if this has proved to be useful it could be used as a template for the rest of the Council.

3.3 The main issues are shown as Appendix 1.

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**Circulation of the Report:** Cllr Margaret Squires, Management Team