

Executive Committee

17th January 2017

STAFF SURVEY RESULTS

Relevant Portfolio Holder	Cllr. John Fisher
Portfolio Holder Consulted	Yes
Relevant Head of Service	Deborah Poole, Head of Business Transformation
Wards Affected	None
Ward Councillor Consulted	No
Non-Key Decision	

1. SUMMARY OF PROPOSALS

- 1.1 This report is to update to Members in respect of the Staff Survey.
- 1.2 The survey has highlighted areas where further work will be needed and also areas of good practice that the organisation will wish to build on. The report (attached at Appendix 1) also outlines the approach that has been adopted to address the top three issues at both a service and corporate level.
- 1.3 The survey has provided an opportunity to gauge employee morale, culture, workplace relationships and communication. The survey has been completed by 246 employees which equates to a response rate of 25%. Whilst this is lower than the last response rate of 33%, it is still sufficient to provide meaningful results as it included a good mix of staff across the organisation. A breakdown of the percentage response rate by service area is attached at Appendix 2.
- 1.4 The 2016 survey used the same questions as in the previous survey so a comparison could be made. A copy of the full results for the 2016 Staff Survey have been made available to the relevant Heads of Service to enable them to address issues at a departmental level.

2. RECOMMENDATIONS

The Committee is asked to NOTE the report and its attachments.

3. KEY ISSUES

Financial Implications

- 3.1 There are no direct financial implications as a result of the staff survey. However, there may be some issues that require financial resource to fix them e.g. training needs. It is anticipated that costs such as these will be covered from within existing budgets.

Service / Operational Implications

There are no direct operational issues arising from the staff survey. However, there may be some issues relating to certain service areas that will need to be addressed. It is anticipated that, if this is the case, the outcome of addressing any issues would be a positive one

Customer / Equalities and Diversity Implications

None

4. RISK MANAGEMENT

- 4.1 There are no risks to the organisation as a consequence of this survey.

5. APPENDICES

Appendix 1 – Staff Survey Approach

Appendix 2 – Percentage of staff who responded

Appendix 3 - Full results

6. BACKGROUND PAPERS

None

AUTHOR OF REPORT

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