

Employment Matters Committee – Supplementary agenda No.1

A meeting of the Employment Matters Committee will be held on:

Date: 6 September 2023

Time: 7.00pm

Venue: Meeting Room 9 - Level 3, Gun Wharf, Dock Road, Chatham ME4 4TR

Items

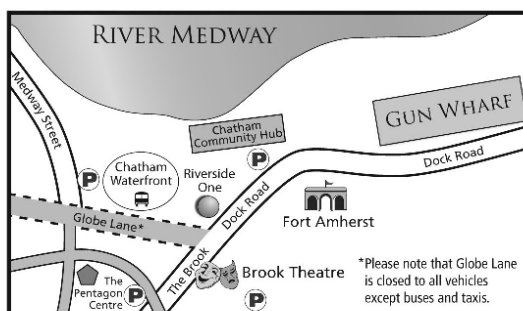
6 Employee Survey 2022

**(Pages
3 - 20)**

Please find attached a presentation which will be given at the meeting.

For further information please contact Wayne Hemingway, Democratic Services on Telephone: 01634 332509 or Email: democratic.services@medway.gov.uk

Date: 6 September 2023



This agenda and reports are
available on our website
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A summary of this information can be made available in other formats from **01634 333333**



Employee engagement survey 2022 Overall results and actions so far... Employment Matters Committee

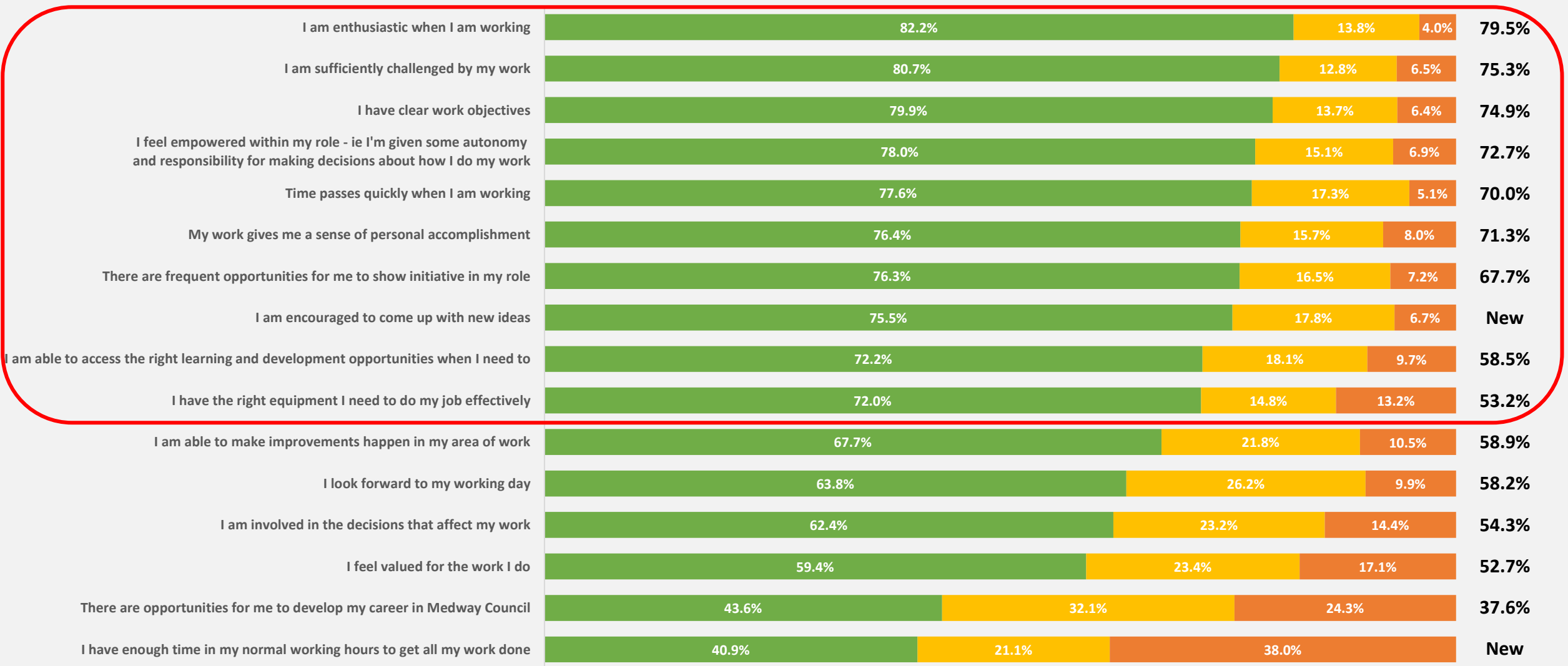


Agenda Item 6

You at work

■ Strongly agree/agree
 ■ Neither agree nor disagree
 ■ Strongly disagree/disagree

2019 result



Council plans and progress

■ Strongly agree/agree ■ Neither agree nor disagree ■ Strongly disagree/disagree

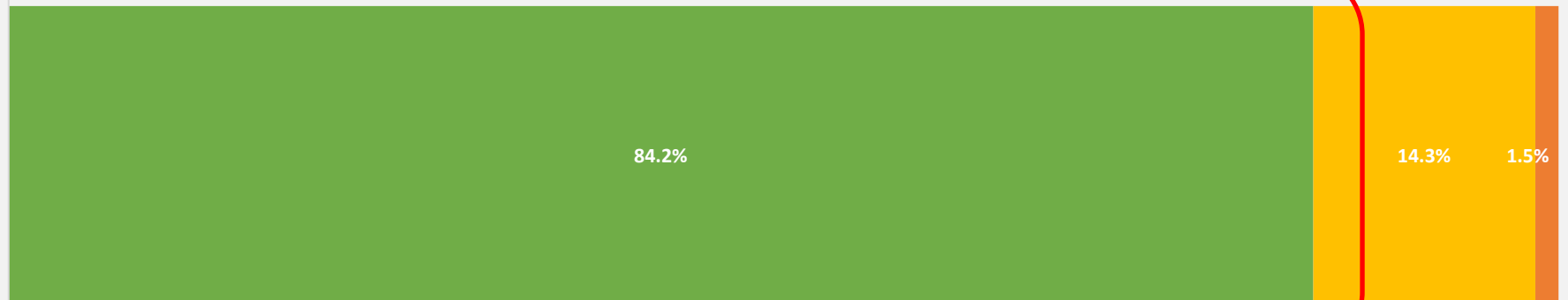
2019 result

I feel well informed about council plans and progress



46.8%

want to be informed about council plans and progress



86.0%

Your team

■ Strongly agree/agree ■ Neither agree nor disagree ■ Strongly disagree/disagree

2019 result

We are a good supportive team

88.1%

8.8%

3.2%

86.7%

The people in my immediate team work together to find ways to improve the service we provide

86.8%

9.8%

3.5%

82.4%

The people in my immediate team are encouraged to come up with new and better ways of doing things

81.7%

13.2%

5.1%

74.9%

I feel a strong personal attachment to my team

79.6%

14.6%

5.8%

New

I feel a strong personal attachment to my service

73.2%

19.8%

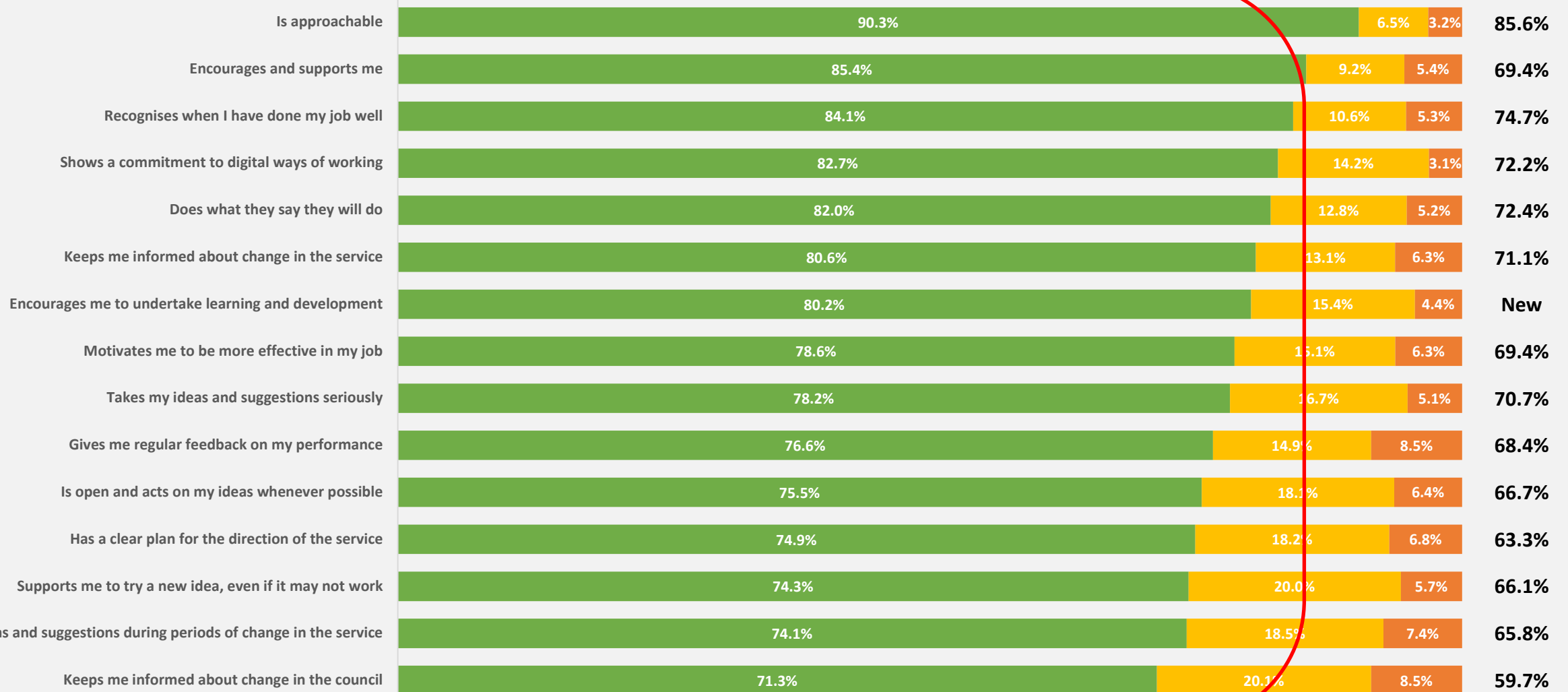
7.0%

New

Your line manager

■ Strongly agree/agree
 ■ Neither agree nor disagree
 ■ Strongly disagree/disagree

2019 result



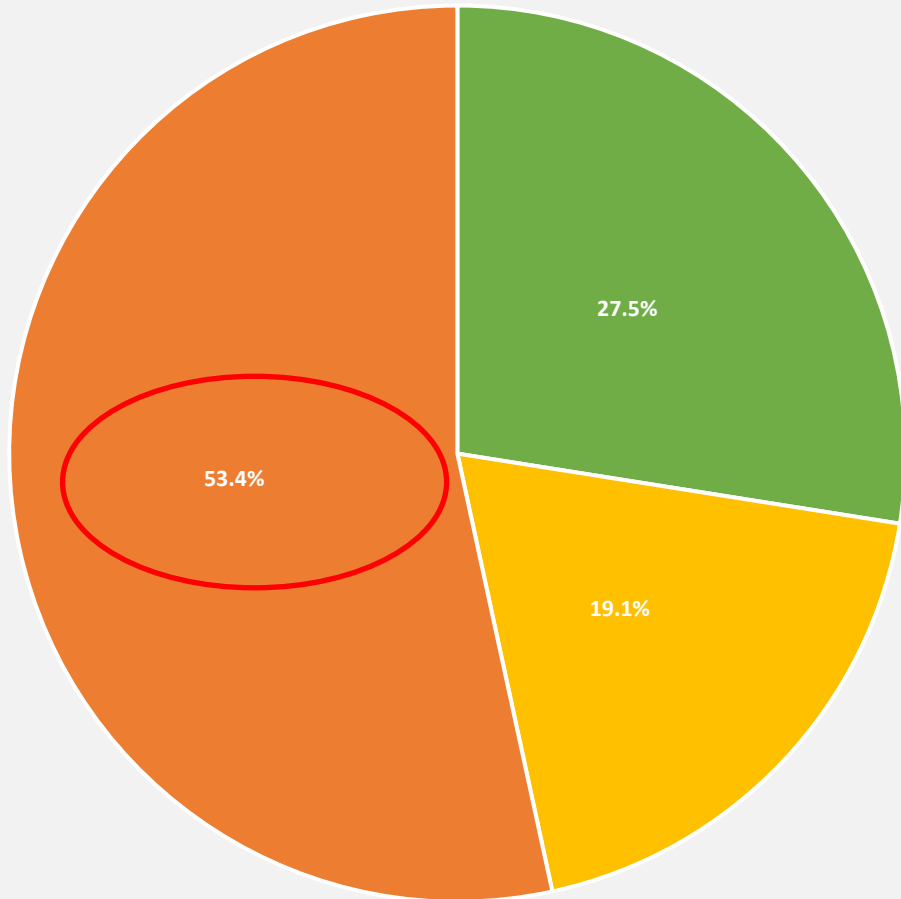
Your Pay

∞

I am satisfied with the total employee reward and benefits package

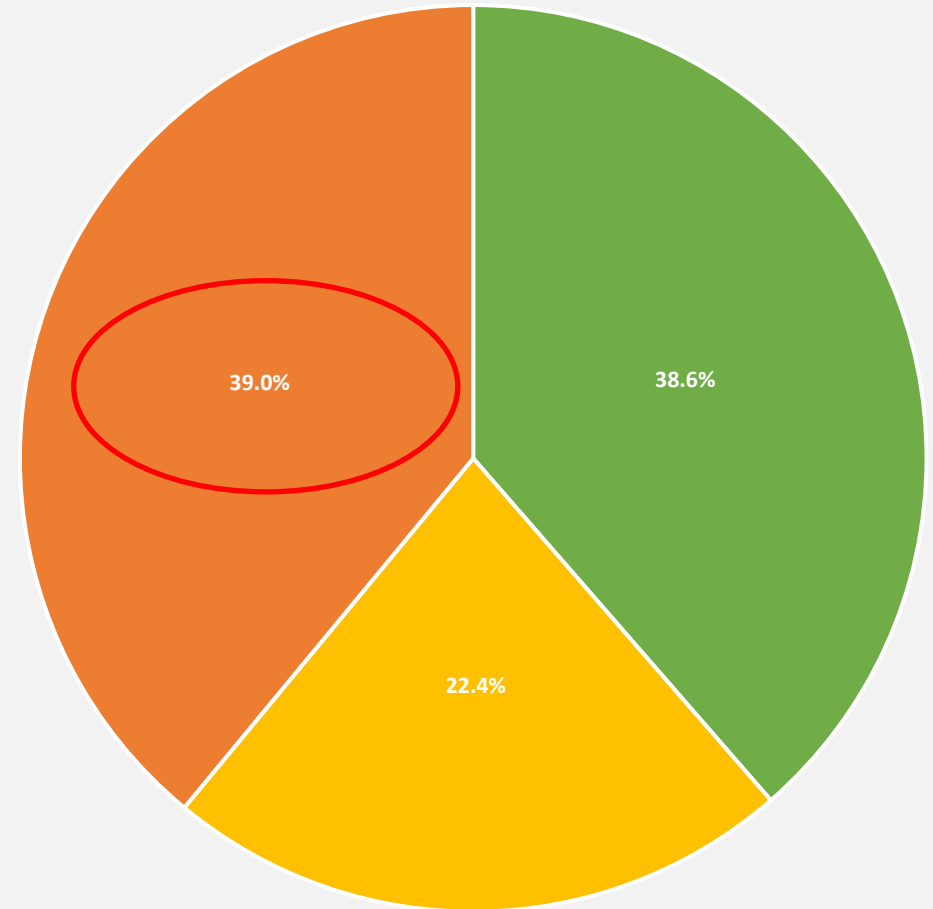
2022

■ Strongly agree/agree ■ Neither agree nor disagree ■ Strongly disagree/disagree



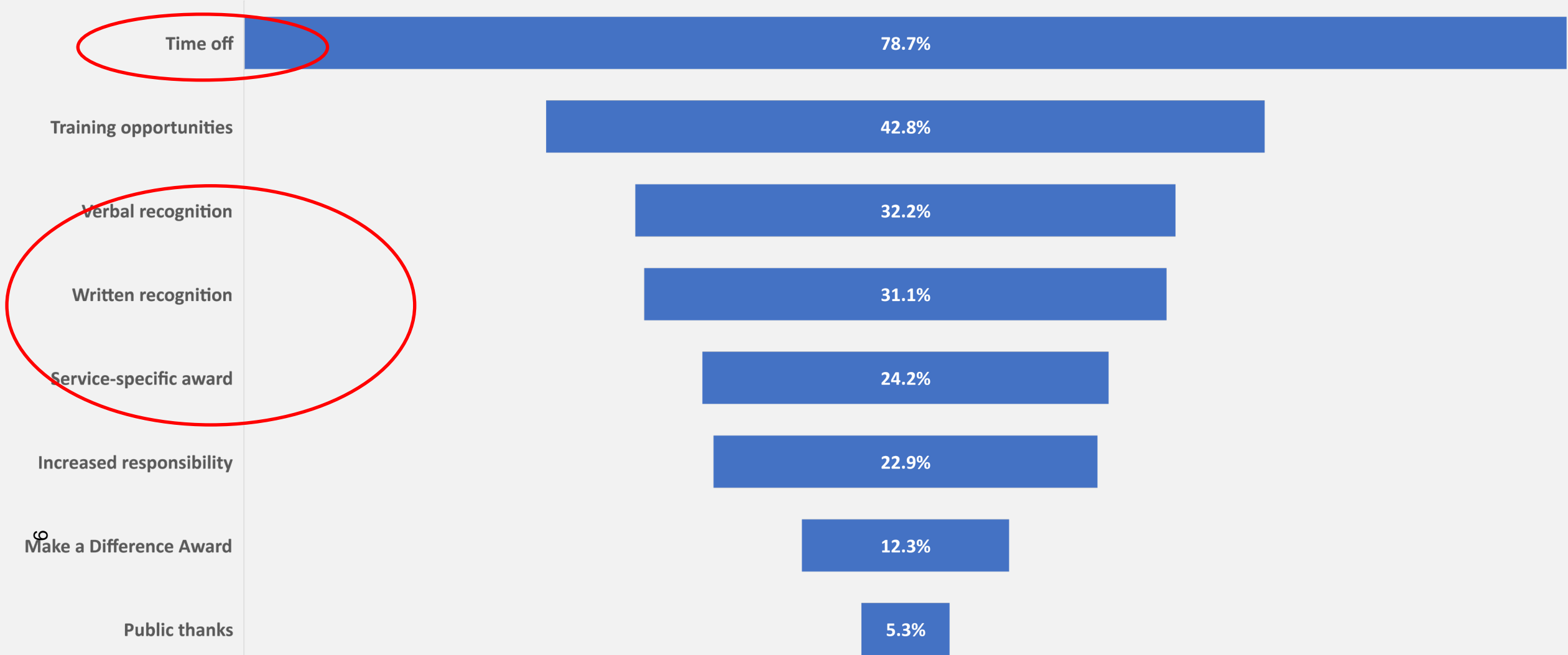
2019

■ Strongly agree/agree ■ Neither agree nor disagree ■ Strongly disagree/disagree



Recognition

Apart from pay, what other ways would you prefer your contribution to the council to be recognised



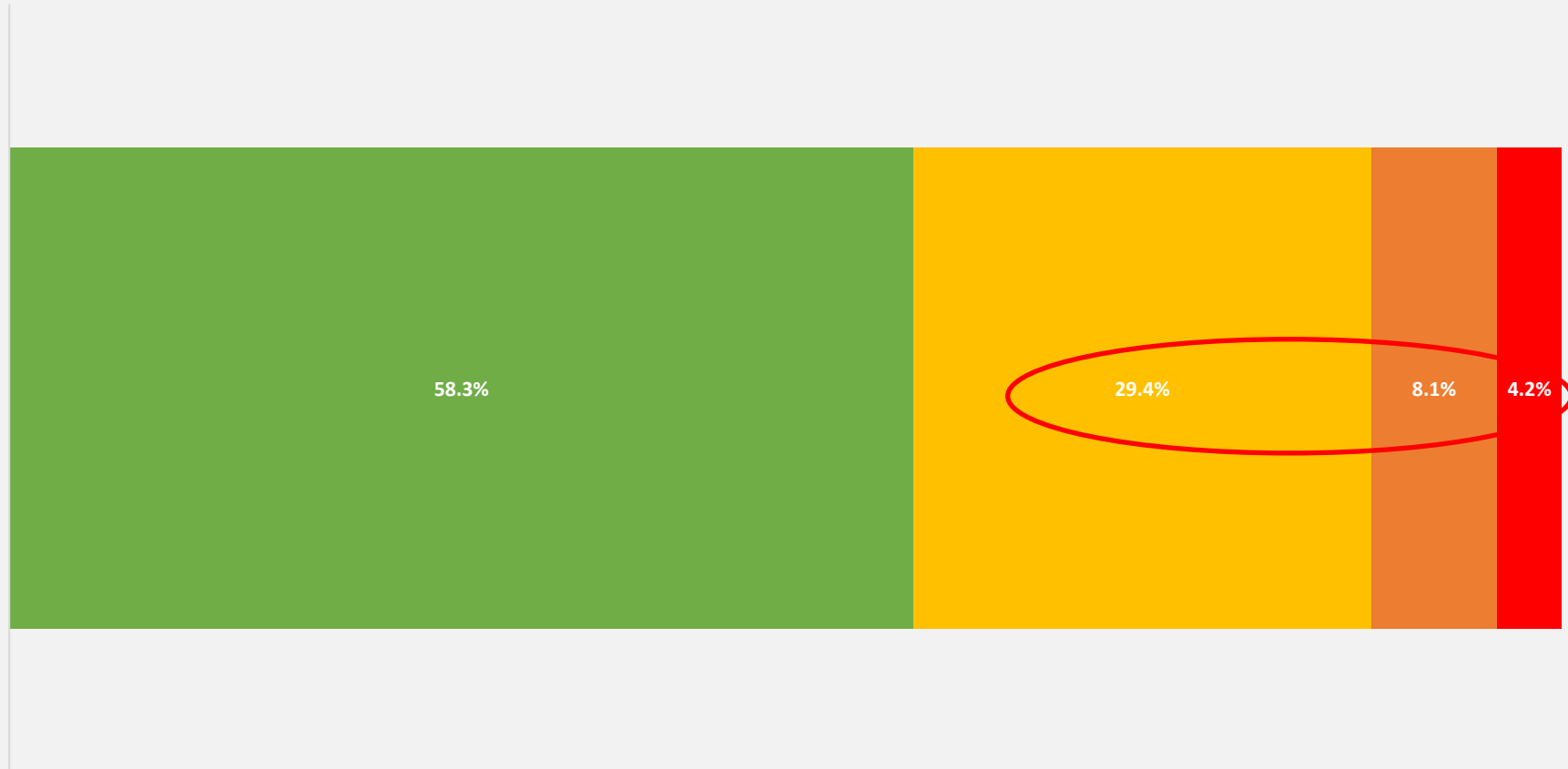
Your future with Medway Council

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Which of the following statements most reflects your current thoughts about working for Medway Council:

- I want to stay working Medway Council for at least the next three years
- I want to stay working for Medway Council for at least the next year
- I want to leave Medway Council within the next 12 months
- I want to leave Medway Council as soon as possible

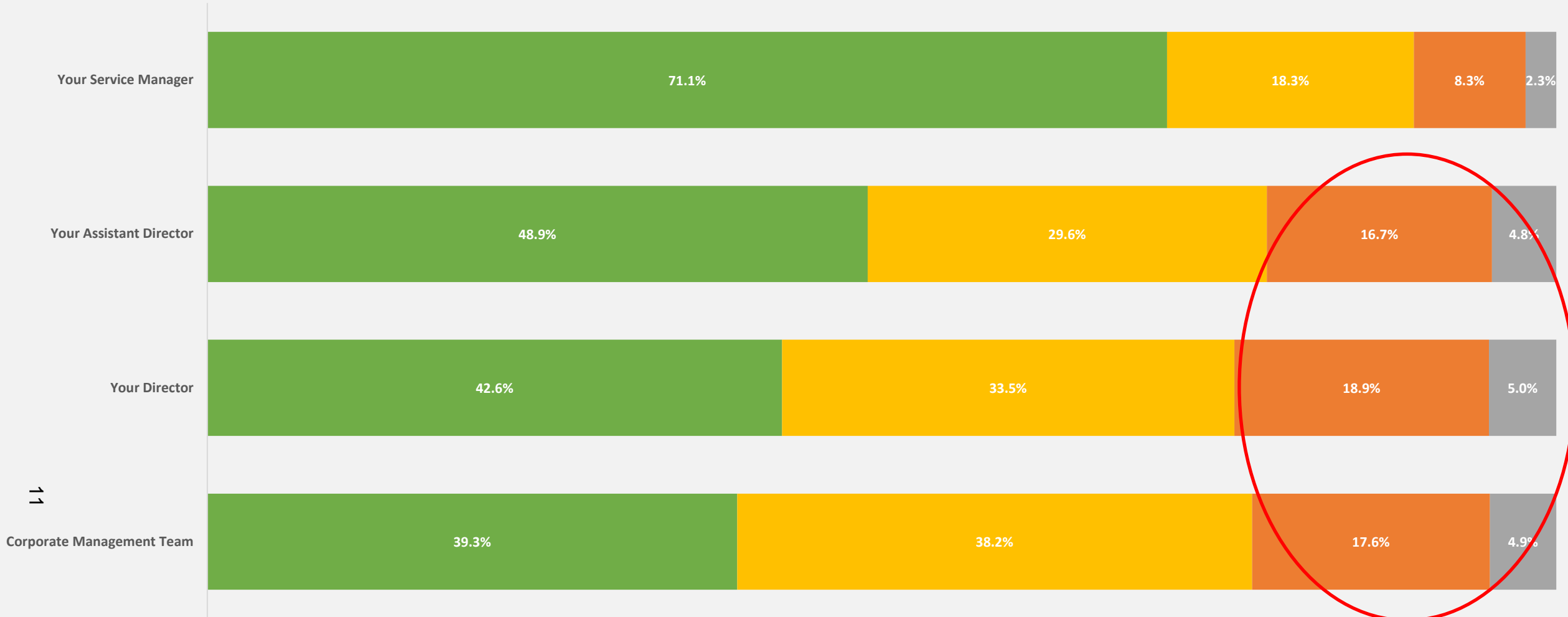
What are your current thoughts about working for Medway Council?



Senior leadership

How would you rate the two-way communication between employees and:

Very good/good Neither good nor poor Very poor/poor Don't know



Managing employees

Strongly agree/agree Neither agree nor disagree Strongly disagree/disagree

2019 result

I feel well supported to manage staff experiencing mental health issues



New

I feel well equipped to do my job



68.0%

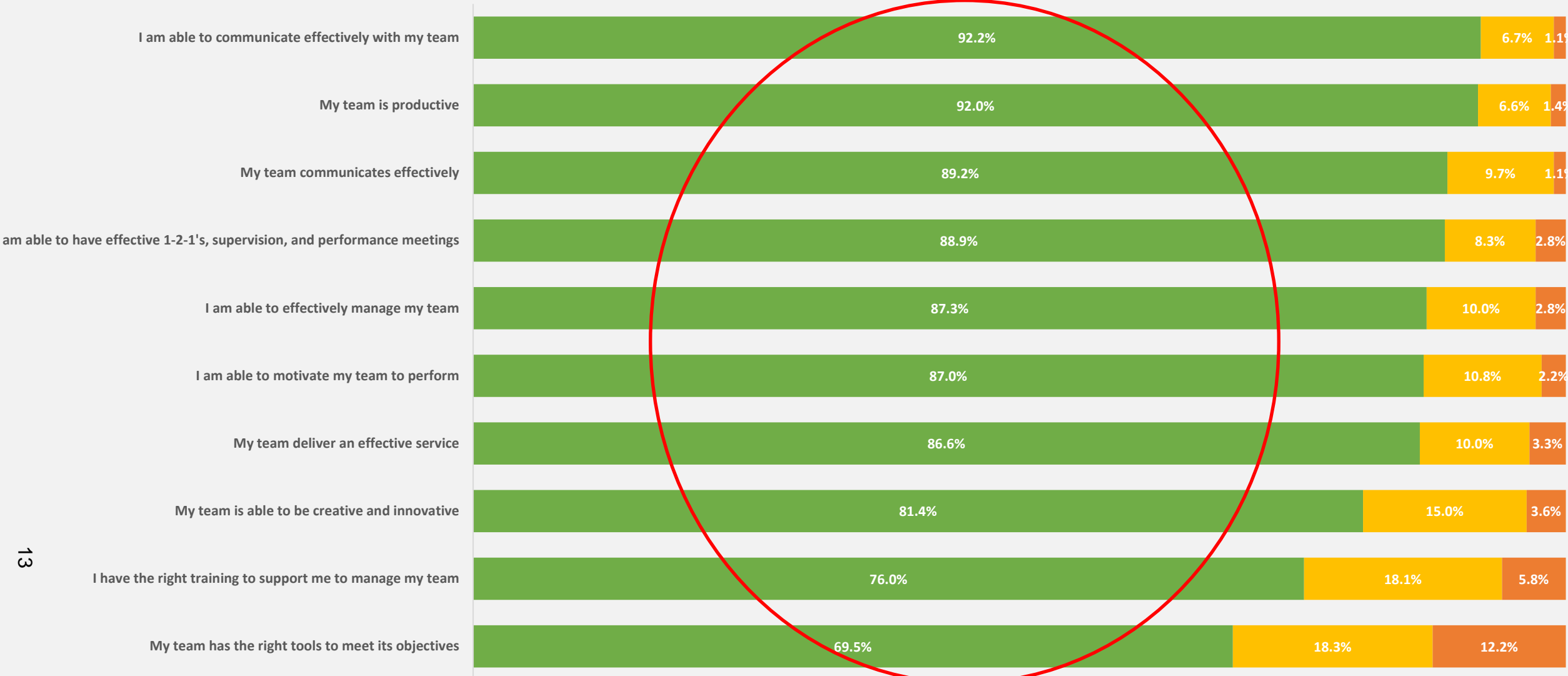
I feel well-informed about matters that affect my work



73.8%

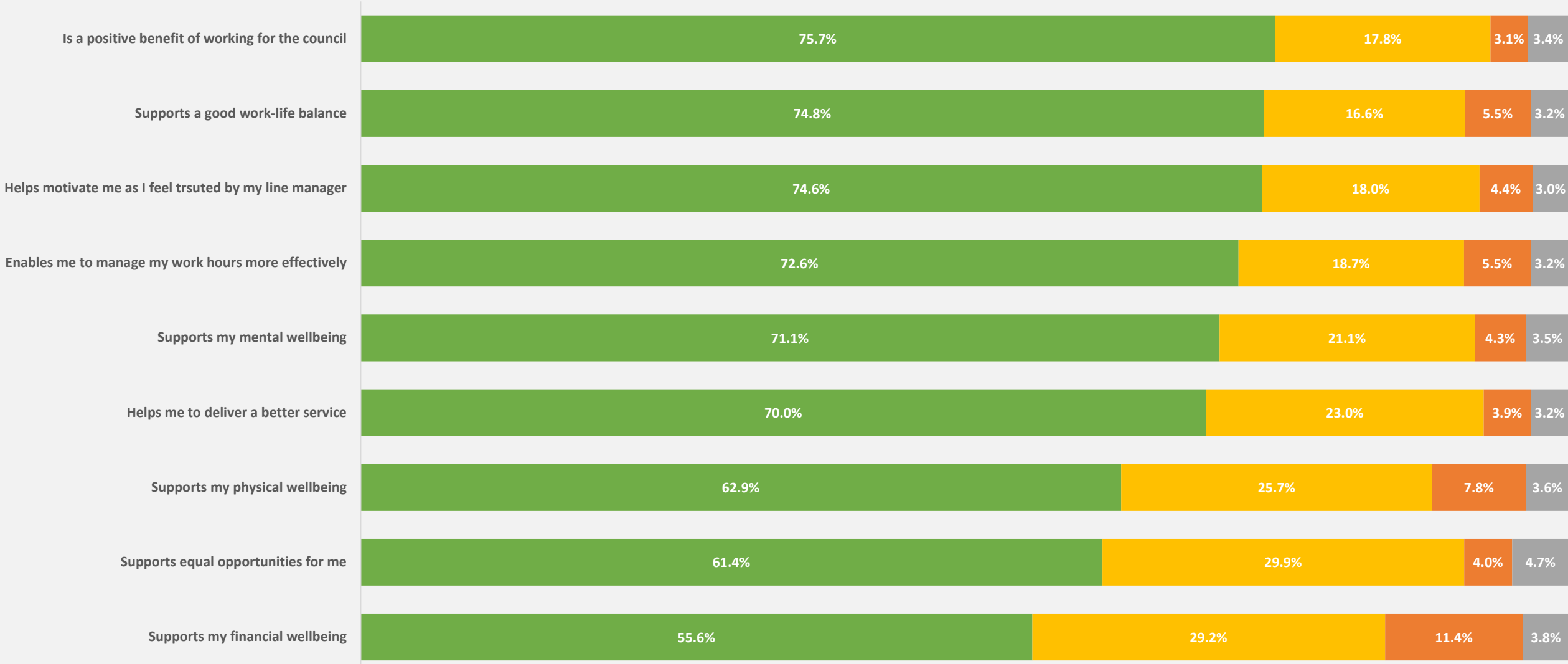
Our Ways of Working (OWOW) – Managers

■ Strongly agree/agree
 ■ Neither agree nor disagree
 ■ Strongly disagree/disagree



OWOW – Employees

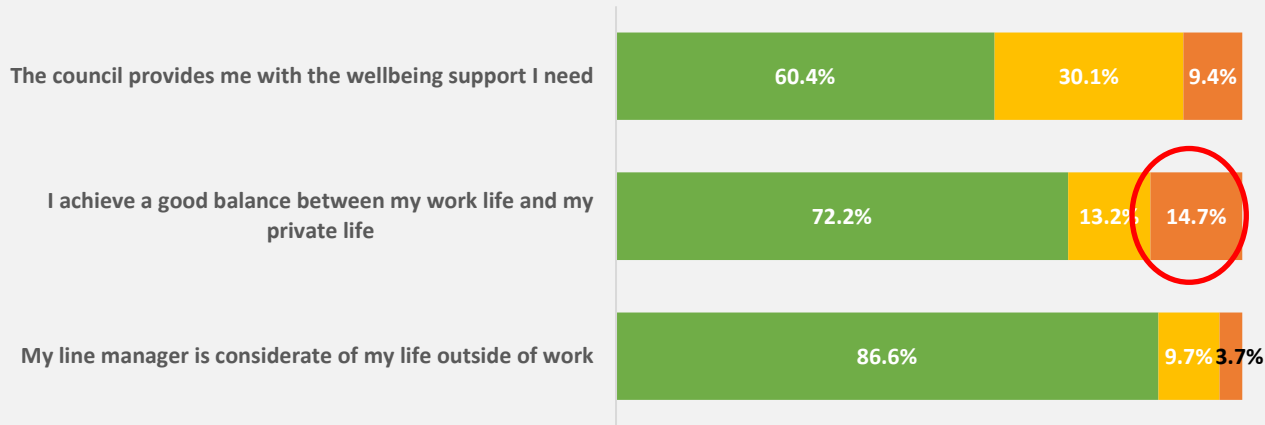
■ Strongly agree/agree ■ Neither agree nor disagree ■ Strongly disagree/disagree ■ Don't know



Your wellbeing

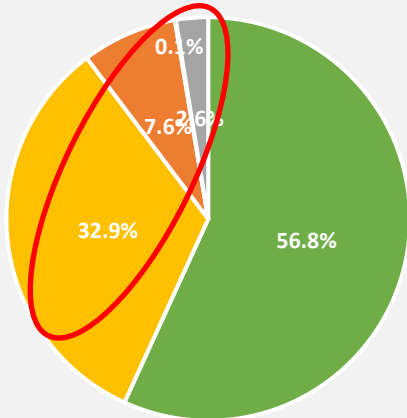
■ Strongly agree/agree
 ■ Neither agree nor disagree
 ■ Strongly disagree/disagree

■ Yes
 ■ No
 ■ Don't know



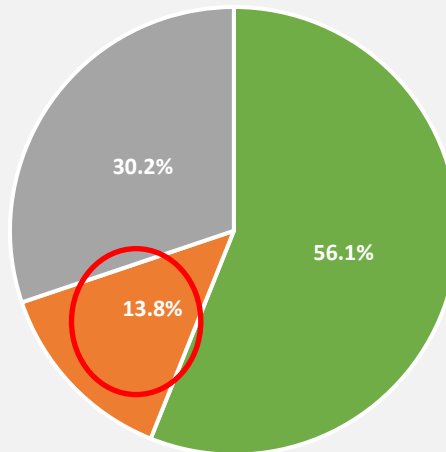
How would you describe your current mental health?

■ Very good/good
 ■ Moderate
 ■ Very poor/poor
 ■ Don't know
 ■ I prefer not to say



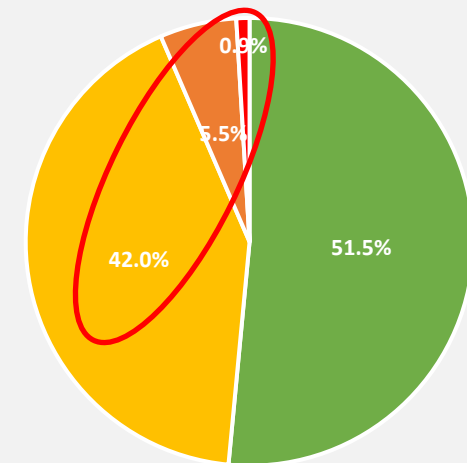
How well does the council support employees who experience mental health problems?

■ Very well/ fairly well
 ■ Not very well/not at all well
 ■ Don't know



In a typical working week do you experience feelings of loneliness and/or social isolation?

■ Never
 ■ Sometimes
 ■ Often
 ■ Always



Your physical wellbeing

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■ Strongly agree/agree ■ Neither agree nor disagree ■ Strongly disagree/disagree

I have a comfortable and quiet space to work in

73.0%

15.6%

11.4%

I feel encouraged to take regular active breaks from screen based work throughout my working day

47.7%

26.2%

26.1%

The council provides enough support to employees to help maintain good physical wellbeing

46.5%

39.6%

13.9%

Our new ways of working have had a positive impact on my physical wellbeing

60.8%

29.0%

10.2%

■ Always ■ Often ■ Sometimes ■ Never ■ Not applicable

In a typical working week do you take regular breaks from a sitting position

10.2%

25.9%

56.1%

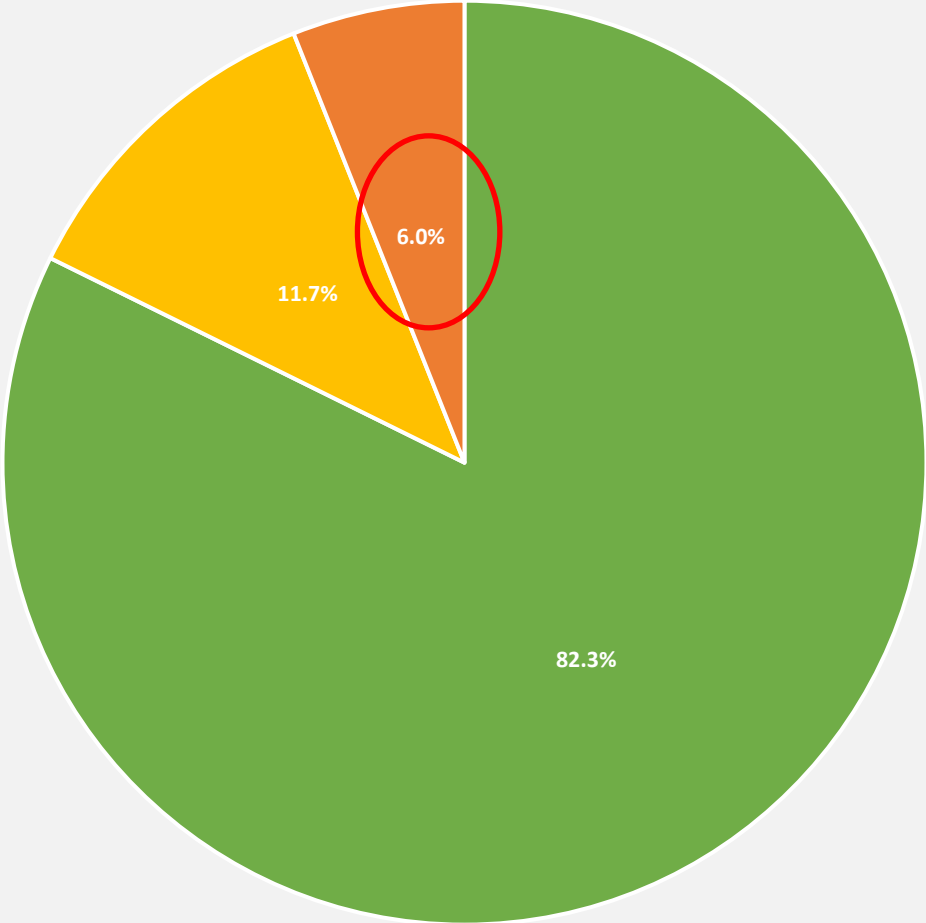
6.6%

1.1%

Inclusion and fair treatment

I feel comfortable to be myself at work without fear of discrimination

Strongly agree/agree Neither agree nor disagree Strongly disagree/disagree

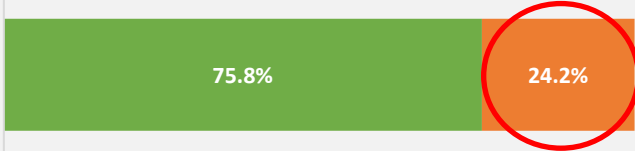


Yes No

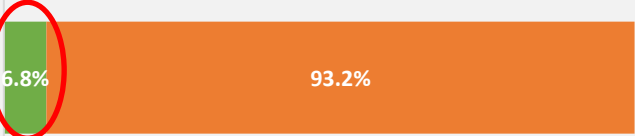
Are you aware of the Fair Access and Inclusion Policy?



Would you know who to contact if you were experiencing discrimination, bullying or harassment at work?



During the last 12 months, have you personally experienced bullying or harassment whilst working here?

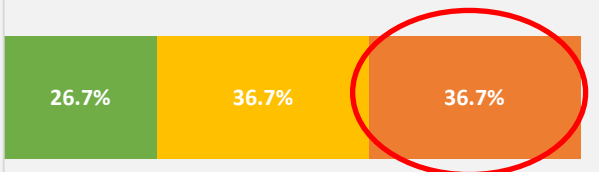


If yes, did you report the bullying and harassment?



Very satisfied/satisfied Neither satisfied nor dissatisfied Very dissatisfied/dissatisfied

If you reported the bullying and harassment how satisfied were you with the outcome

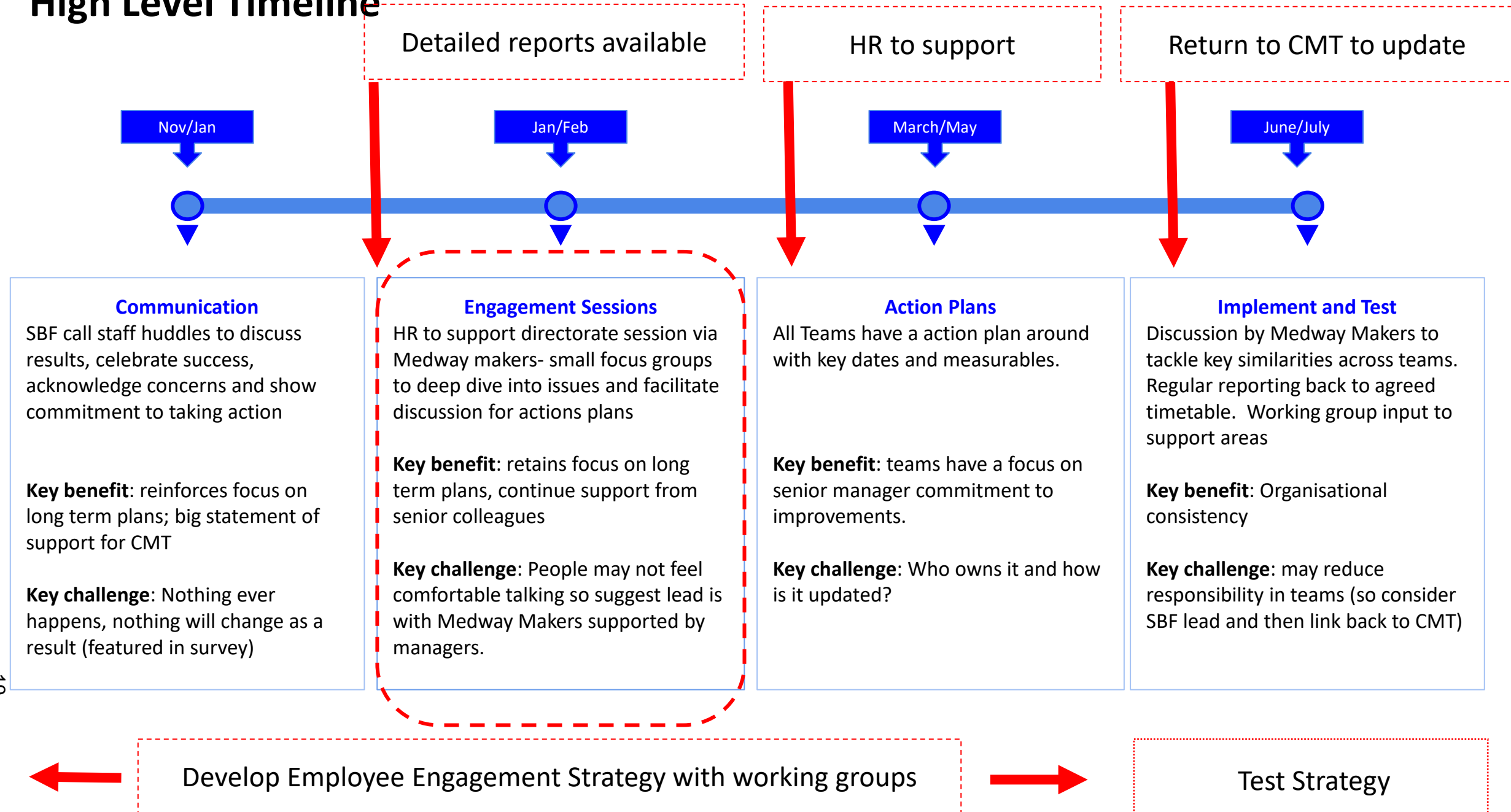


Summary

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Positives	Areas for Improvement
Line Managers are doing a great job	Visibility and engagement at a Senior Level
People are aware of most of the support available to them	Communication on Council Plans and Projects
People feel equipped to do the job	Pay and Benefits
Line Managers Communications and Support	Reward and Recognition
Productivity	Bullying/Harassment/Discrimination
Flexible working	Council Values refresh
PDRs and Targets	OWOW policy refinement
Induction	Creativity and Innovation – talk about it more
Supportive Teams	Turnover - Risk
Talk about Mental Health	Mental Health Support

High Level Timeline



Actions so far...

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Areas for Improvement

- CMT reflection session, core programmes and working groups established;
 - Visibility and engagement at a Senior Level
 - Communication inc Council Plans and Projects
 - Pay and Benefits ,Reward and Recognition
 - Bullying and Harassment
 - Council Values refresh
 - OWOW policy review
 - General engagement with a focus on retention
 - Mental Health Support
- Service Manager, DMTs with SM session
- CE engagement and communication plan, broadens into Senior leaders
- Phoenix – OWOW policy review
- Wider all staff sessions and engagement. Medway Makers on directorate/service concerns to help formulate action plans and share ideas and good practices.
- A healthy Mind and Wellbeing Working Group
- New core values established TBA
- Engagement programme on New Council plan and strategy
- Deeper dive into data –High level results/reflection at Equality Board, share with Trade Unions and members via Employer Matters committee and Overview & Scrutiny
- Conclusion of Medpay pilot – full role out
- CMT agreed on the final action plan and Employee Engagement Strategy in QT1 (paper)
- Embed into BAU - ongoing
- Next survey May 24