

EMPLOYMENT MATTERS COMMITTEE

31 JANUARY 2018

STAFF SURVEY

Report from: Carrie McKenzie, Assistant Director Transformation

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Summary

This report provides the Committee with a breakdown of the results of the 2017 staff survey.

1. Background

1.1 At the November 2016 meeting of the Employment Matters Committee. Members requested an annual report on the results of the Staff Survey.

2. Advice and analysis

2.1 The 2017 staff survey was open during the period Monday 3 July to Friday 28 July 2017. Staff were given the opportunity to complete the survey via hard copy or by accessing an online version through the intranet.

2.2 There was an overall response rate of 39%, a 2% increase from the 2016 survey.

2.3 The results were shared with Corporate Management Team in September 2017. During October and November, the Council's Employee Engagement Manager met with the respective Directorate Management Teams to present the results. A series of further meetings were then arranged with Assistant Directors in order to discuss their own divisional level results.

2.4 Following these meetings action plans for addressing any areas which need further investigation were developed. In divisions or services where Assistant Directors or Service Managers have asked to look in more depth at their results 'Pulse Surveys' have been introduced. For example in the Finance division the Finance Engagement Forum have been asked to assist in the development of a Pulse Survey which will look into topics such as personal development, communication within teams and preferences for recognition.

3. Consultation

3.1 There is no requirement to consult on this matter.

4. Risk Management

4.1 There are no risks associated with this matter.

5. Financial and legal implications

5.1 There are no financial or legal implications.

6. Recommendation

6.1 That the Employment Matters Committee notes the report.

Lead officer contact

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Appendices:

Appendix 1 – Results of Employee Engagement Survey 2017

Background papers:

None