

## REWARD, RECOGNITION AND CAREER PROGRESSION

### YOU TOLD US



You want to be recognised in your service for a job well done.

You're aware of the employee benefits but you do not often use them.

**28%** Satisfied with total pay & reward package

**44%** Agree there are opportunities to develop their career here

### WE COMMIT TO:

- Implementing a new pay and career progression scheme
- Providing more local recognition schemes
- Reviewing our employee benefits offer

## OUR WAYS OF WORKING POLICY

### YOU TOLD US



**92%** Of managers say their team is productive

**92%** Of managers say they are able to effectively communicate with their team

**77%** Of people say it supports a good work-life balance

#### However:

- Some think it's unfairly applied
- Some don't understand the four work styles
- We want to check if it's having an adverse effect on wellbeing

### WE COMMIT TO:

#### Undertake a review to address employee concerns to:

- Reduce uncertainty
- Check for fairness in use across the organisation
- Review any impact on employee wellbeing

## OUR CORE VALUES

We will review and develop the Core Values, and develop an action plan to embed them into our way of life.

**EMPLOYEE VOICE STRATEGY 2023-25**

Listening to you & taking action

Make your voice heard. **HAVE** your **SAY**

Employee Survey 2022

## EMPLOYEE COMMUNICATIONS

### YOU TOLD US



**61%** Believe they have enough opportunities to tell us what they think

**84%** Want to hear about council plans and progress

**45%** Say they feel well informed

### WE COMMIT TO:

#### Review current internal communications channels to:

- Be fit for purpose
- Make full use of digital systems.
- Provide a mix of two-way communication channels to make sure all staff have a voice

## SUPPORTING YOUR MIND HEALTH AND WELLBEING

### YOU TOLD US



**61%** Get the wellbeing support they need working here

**57%** Described their mental health as good

**48%** Had feelings of loneliness during each week

**69%** Of managers felt well supported to manage staff experiencing mental health issues

### WE COMMIT TO:

- Review support for those experiencing poor mental health and wellbeing
- Develop collaboration opportunities for staff feeling lonely at work
- Develop regular activities to support colleagues
- Provide managers with the skills they need to support staff experiencing poor mental health

## ENGAGING WITH SENIOR MANAGEMENT

### YOU TOLD US



**39%** Say their directorate management team act on staff feedback

**49%** Agree directorate management teams are sufficiently visible, 46% agree they are sufficiently accessible

**39%** Rated 2-way communication between Corporate Management Team and staff as good

### WE COMMIT TO:

Work to improve senior leadership visibility, accessibility, and engagement at both corporate and directorate level.



## WE'LL WORK TO IMPROVE HOW YOU FEEL ABOUT WORKING HERE

**62%** Are proud to tell others they work here

**62%** Would recommend the council as a place to work

**49%** Say the council motivates them to do the best in their job

**46%** Say the council motivates them to help it achieve its objectives

**79%** Care about the future of the council

**50%** Feel a strong personal attachment to the council