

Agenda Item No: 7 **Report No:** 110/15
Report Title: Staff Survey Results
Report To: Scrutiny Committee **Date:** 10 September 2015
Cabinet Member: Councillor Elayne Merry
Ward(s) Affected: All wards
Report By: Alan Osborne, Director of Corporate Services
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Purpose of Report:

1. To update the Committee regarding an issue raised at the last meeting, relating to the 2014 Staff Survey.

Officers Recommendations:

2. To consider whether there are any recommendations the Committee wishes to make to the Employment Committee regarding the staff survey and its findings.

Reasons for Recommendation

3. The Employment Committee has responsibility for overseeing the staff survey and considering its findings each year.
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Information

- 1 At its meeting on 18 June 2015, the Scrutiny Committee expressed concern regarding a performance indicator which was presented to them, where the figures were from the staff survey undertaken in October 2014. The performance indicator stated that the proportion of staff who indicated in the survey that they felt they were treated with fairness and respect at work was 57%. The Committee felt that this was a low figure, and wished to find out what was being done to address this.
- 2 The Director of Business Strategy and Development explained that this data was taken from the Council's annual staff survey which contained a number of questions which together gave a much fuller range of staff views.
- 3 The results of the staff survey were examined by the Employment Committee on 23 February 2015, and are appended to this report as Appendix A.

- 4** An Action Plan has been put together to ensure that areas such as this are being addressed within the Council. The Head of Organisational Development will be available at the Committee meeting to update the Committee and to answer any questions on this issue.

Financial Appraisal

- 5** A financial appraisal is not required for this report.

Legal Implications

- 6** In considering the recommendations of this report, the Committee should adhere to the Scrutiny Procedure Rules set out in part 4 of the Council's constitution.

Risk Management Implications

- 7** There is no requirement for an analysis of risk.

Equality Screening

- 8** An equalities impact assessment is not considered necessary at this stage.

Background Papers

- 9** None

Appendices

- 10** Appendix A – Staff Survey results 2014