

**STOCKTON-ON-TEES BOROUGH COUNCIL**

**CABINET RECOMMENDATIONS**

**PROFORMA**

Cabinet Meeting .....8th July 2010

1. Title of Item/Report

Employee Engagement

2. Record of the Decision

Members considered a report detailing a range of measures, currently in place or in the process of development, which had been designed to promote Stockton-on-Tees Borough Council as an employer of choice and improve the working lives of its employees.

The importance of engaging employees had been well researched and showed that those organisations that were annually ranked as being the best to work for were also ranked among those that were the most profitable with lower absenteeism, greater productivity, lower employee turnover and greater efficiency savings. Being perceived as a good employer was also important in terms of recruitment and retention, particularly in areas where there were increasing workload pressures such as in Children's social care. Members noted measures that were part of a long term core strategy taking a balanced approach to developing a range of measures for employees, which would provide good value for money. Measures included

- Back Care Programme and Physiotherapy Service
- Flexible Working
- Salary Sacrifice
- Long Service Awards
- Employee suggestion scheme

Members requested that all members be advised of staff receiving long service awards. It was also suggested that names appear in Keeping You In Touch.

RESOLVED that the report be noted.

3. Reasons for the Decision

The People Strategy (2010 – 2013) included as one of its 5 strategic priorities, the need to engage employees to ensure they were committed

to the Council's goals and values and motivated to contribute to the Council's success. This was to be achieved through a range of measures which supported employee's health, safety and well being at work as well as developing and communicating a range of employee benefits. The report summarised the benefits which were in place or which had recently been or were in the process of being developed.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

Not applicable

7. Date and Time by which Call In must be executed

By midnight on Friday 16 July 2010

Proper Officer  
12 July 2010