

STOCKTON-ON-TEES BOROUGH COUNCIL

CABINET RECOMMENDATIONS

PROFORMA

Cabinet Meeting7th February 2013

1. Title of Item/Report

Employee Survey 2012 – Headline & Benchmarking Results

2. Record of the Decision

Consideration was given to a report on the Employee Survey 2012.

The report presented a summary of the Employee Survey 2012 headline results. It also offered a planned way forward for working with Service Groups and Service Areas, reports on benchmarking our results against other public sector organisations and private businesses and a plan for communicating the results to all relevant stakeholders.

The report and the appendices illustrated that despite the working environment the results remained positive overall both in terms of performance over time and comparatively with others. An important aspect that was noted when reading the results was that there was a significantly higher proportion of respondents who stated they neither agreed nor disagreed with the questions than in 2010 i.e. they took the middle road this had been taken into account in analysis and reasons for this were being explored via focus groups.

RESOLVED that:-

1. The report be noted.
2. The benchmarking results be noted.
3. The suggested actions with regard to communication and action planning be noted.
4. A further report be received following focus group work at a corporate level and within service groupings.

3. Reasons for the Decision

The recommendations and subsequent actions will ensure that Council

services can be improved by using the information contained in the report and that produced through further analysis. It will also inform communications on key issues

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

N/A

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

Midnight on Friday, 15th February 2013

Proper Officer
11 February 2013