

**STOCKTON-ON-TEES BOROUGH COUNCIL**

**CABINET RECOMMENDATIONS**

**PROFORMA**

Cabinet Meeting .....12th November 2015

1. Title of Item/Report

Employee Survey 2014 Update

2. Record of the Decision

Consideration was given to a report that presented an update on the Employee Survey 2014 including the benchmarking of the Council results by ORC International. The Council survey results were positive and most areas had improved since 2012. From an external, multi-sector benchmarking perspective, the Council had been advised that the performance was in the vast majority of cases better than other Local Authorities and, in the majority of areas covered by our survey, Stockton outperform other organisations in the private, public, charities/not for profit, housing association sectors central Government and UK employers overall. The purpose of the report was to provide further analyses of the results and to outline actions taken to date and proposals for next steps.

With regard to the next steps the HR service and the SBF workstreams were making sure that the findings and recommendations outlined within the report were included in HR policies, strategies and initiatives that covered these issues.

With Cabinet approval work to develop a methodology for administering the Employee Survey 2016 would start in November 2015.

RESOLVED that:-

1. The report and the positive results particularly in the areas of significant improvement and in the benchmarking be noted.
2. The next steps including endorsing the start of work to plan for Employee Survey 2016 be approved.

3. Reasons for the Decision

To obtain support through Cabinet for the approach to the Employee

Survey.

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 20th November 2015

Proper Officer  
16 November 2015