

**STOCKTON-ON-TEES BOROUGH COUNCIL**

**CABINET RECOMMENDATIONS**

**PROFORMA**

Cabinet Meeting .....7th March 2019

1. Title of Item/Report

Employee Survey 2018

2. Record of the Decision

Consideration was given to a report that provided a summary of the 2018 Employee Survey results.

In overview the results continued to be extremely positive with 34 of the 36 questions yielding a positive agreement rate of 50% or more and 22 questions scoring an agreement rate over 70%. Results for 32 of the 36 questions were either up or level with the 2016 results.

Whilst of course there were areas which were identified for improvement, these results should be celebrated, particularly when they were read in the context of ongoing significant change and continually rising work pressures. The 21% reduction in the number of Full Time Equivalent (FTE) employees over the last eight years continued to put a pressure on staff to deliver more and in new ways and these results demonstrated that the Council had a workforce that remained committed and proud to serve the people of the Borough and continued to believe that this is great place to work.

Action was underway to make use of the results:

- a. Council-wide results had been shared with employees through KYIT and team briefings and an ongoing programme of communication on action taken on the survey will continue.
- b. Directorate and team results had been shared with Directors and individual action plans were being developed to address specific concerns or areas for development.
- c. A Council-wide action plan was under development with input from the 420 employees who attended the February Setting the Standard sessions. Employees were asked to identify and vote for specific improvement initiatives and to describe further why they recommend the Council as a great place to work. Volunteers also signed up to share these thoughts in a film to be produced for recruitment purposes.
- d. Demographic analysis had been shared with the staff forums for

further analysis.

e. The results had been shared with the Trade Unions and would be discussed in more detail at the next Local Joint Consultative Panel.

f. Talent Network team would be established to explore the management of poor performance in the organisation and to look for ways this can be improved.

g. Further work would be undertaken with employees to explore how more support could be provided those with caring responsibilities. The option of establishing a Carers Staff Forum would be tested.

RESOLVED that:-

1. The positive results of the 2018 Employee Survey be noted.

2. The actions set out in paragraph 17 of the report be supported.

3. Reasons for the Decision

To update cabinet on the Employee Survey 2018 results.

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, 15 March 2019

Proper Officer  
11 March 2019