

**EMPLOYMENT COMMITTEE – 18 OCTOBER 2012**

**STAFF SURVEY 2012 – ACTION PLAN**

**REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

**Purpose of Report**

1. The purpose of this report is to agree with the Employment Committee a corporate Action Plan which addresses the issues raised in the Staff Survey 2012.

**Background**

2. Since 2006, the County Council has conducted a Staff Survey, and since 2008 this has been on a bi-annual basis. The 2012 Staff Survey was carried out between 16 April and 18 May 2012. 1924 members of staff responded to the survey, which represents 27% of the workforce.
3. The results of the Staff Survey have been discussed with trade unions, the Equalities Board, the People Strategy Board and the Council's Corporate Management Team.
4. A presentation of the Staff Survey 2012 results will be delivered at the meeting.

**Issues to address**

5. The Staff Survey results highlighted a number of issues which require action. Some of these issues highlighted run through the whole of the Council and others are more particular to departments.
6. The "whole Council" issues fall into the following categories:
  - Managing change;
  - Stress;
  - Recognition;
  - Career development;
  - Speaking up;
  - Work/life balance;
  - Physical environment;
  - Bullying and harassment;
  - Equalities;
  - Survey response rate; and
  - Demonstrating action.

7. The Action Plan at appendix A details actions under each of these headings. Each action has been allocated a lead officer and in each case the lead officer has agreed the specified completion target date.
8. Actions which have been allocated to Departmental Management Teams are in addition to any department specific actions they identify.

### **Recommendation**

It is recommended that the Employee Committee notes the findings of the Staff Survey 2012 and approves the appended Action Plan.

### **Background Papers**

None

### **Circulation under the Local Issues Alert Procedure**

None

### **Officers to Contact:**

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### **Equal Opportunities Implications**

Equalities issues addressed within the Action Plan

### **List of Appendices**

Appendix A – Staff Survey 2012 Action Plan