



EMPLOYMENT COMMITTEE – 23 OCTOBER 2013

STAFF SURVEY 2012 – ACTION PLAN UPDATE

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of Report

1. The purpose of this report is to provide the Committee with an update on the delivery of the Action Plan, which addresses the issues raised in the 2012 Staff Survey.

Background

2. On 18 October 2012, the Committee considered the results of the 2012 Staff Survey and agreed an Action Plan to address the issues raised.
3. On 7 March 2013 and 11 July 2013, the Committee considered reports which provided an update on the progress made with the agreed Action Plan.

Update summary

4. The Action Plan, (at Appendix A) has been updated to detail progress against the agreed actions. Amendments to target completion dates are shown in italics.

Equalities Action Plan

5. The first meeting of the Corporate Wellbeing Initiatives Group was recently held. This will be a quarterly meeting which enables employee representatives to shape the Council's approach to wellbeing and influence activities.
6. A review of communication channels for employees who do not have access to ICT has been undertaken and recommendations made accordingly. The paper is now going through internal approval before being presented at the next meeting of this Committee, in December.

Car Parking

7. During the summer, additional car parking was made available to staff. Early indications were that these additions are making a positive impact on the ability for staff to park. Now, at the end of the summer holiday period, it does appear that the additional capacity is still adequate. This is being monitored before feeding back to staff how we have acted on their views.

HR Policy Development

8. The Organisational Change Policy was revised and agreed in September 2013. Additional feedback was provided in the final stages of the drafting and it was therefore important to revisit the whole policy to ensure the new revision was as comprehensive as possible. The Policy is planned to be ready for sign off in December 2013.
9. The Dignity at Work Policy was due to be revised and agreed in September 2013. Due to the volume of policy development there was not capacity to agree this with the trade unions for September sign-off. The Policy will now be due for sign-off in December 2013.

Recommendations

10. It is recommended that the Committee notes the contents of this report and provides any feedback as necessary.

Background Papers

Staff Survey 2012 – Action Plan (18 October 2012)

Staff Survey 2012 – Action Plan Update (7 March 2013)

Staff Survey 2012 - Action Plan Update (11 July 2013)

Circulation under the Local Issues Alert Procedure

None

Officers to Contact:

Andrea Denham, HR Business Partner
Tel: 0116 3055261
Email: andrea.denham@leics.gov.uk

Equal Opportunities Implications

Equalities issues are addressed within the Action Plan

Appendices

Appendix – Staff Survey Action Plan 2012