

HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter: Employee Survey 2018 Action Plan Update
Meeting/Date: Employment Committee – 22 May 2019
Executive Portfolio: Cllr Darren Tysoe
Report by: Corporate Team Manager
Ward(s) affected: All

Executive Summary:

To update Employment Committee on progress of the Action Plan developed in response to the results of the Employee Survey undertaken in July and August 2018. This presentation is the first update of the 2018 Action Plan, sharing progress made against the themes in Phase 1 and introducing the themes in Phase 2. Currently 15 of the 27 actions are rated as green status and have either been delivered or are on target to be delivered. The 11 actions at Amber status have started but have some work to do to achieve the intended outcomes, 1 remaining action is not yet due.

Recommendation(s):

Employment Committee are asked to acknowledge and comment on the progress made in completing the Action Plan.

1. PURPOSE OF THE REPORT

- 1.1 To inform the committee how the Council addressed the issues resulting from the Employee Survey 2018 and to provide a presentation of an update on our progress.

2. BACKGROUND

- 2.1 Following the Employee Survey completion, an analysis of the results was undertaken and a series of presentations took place for staff across our sites. In November 2018, the Committee received a report on the approach to deliver solutions based on the results from the survey. The People Group were tasked to review the results and develop a series of 'themes' and a range of actions to create an Action Plan. The Corporate Team and Human Resources then formed a working group to further develop these actions and the Action Plan was subsequently approved by the Senior Leadership Team.
- 2.2 Phase 1 of the Action Plan is devised around the following key themes and the presentation contains updates made against these actions since they have been implemented:
- Skills and Resources
 - Working for HDC
 - Leadership
 - Work Stress
- 2.3 Phase 2 of the Action Plan is devised around the following key themes :
- Working for HDC
 - About Managing Change and Transformation
 - About Your Line Manager
 - About Taking Action On Survey Results
- 2.4 The Phase 1 Update and Phase 2 Actions have been shared with staff in presentations during April and May 2019.

3. WHAT ACTIONS WILL BE TAKEN/TIMETABLE FOR IMPLEMENTATION

- 3.1 A further update based on progress against the actions set out in the plan will be provided to the Committee.

4. LINK TO THE CORPORATE PLAN, STRATEGIC PRIORITIES AND / OR CORPORATE OBJECTIVES

- 4.1 The Action Plan supports the Council's Corporate Plan through the Action: Becoming a more Efficient and Effective Council.

5. REASONS FOR THE RECOMMENDED DECISIONS

- 5.1 The Action Plan supports the development of and our engagement with our staff, to help make the Council a better place to work.

BACKGROUND PAPERS

None

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