

# Performance, Finance and Customer Focus Overview and Scrutiny Committee



Date of meeting: 30 November 2022  
Title of Report: Employee Engagement Survey 'The Big Listen'  
Lead Member: Councillor Mark Shayer (Deputy Leader)  
Lead Strategic Director: Andy Ralphs (Strategic Director of Customer and Corporate Services)  
Author: Kim Brown  
Contact Email:  
Your Reference:  
Key Decision: No  
Confidentiality: Part I - Official

## **Purpose of Report**

To share the main finding of 'The Big Listen' and appraise members of the approach in engaging and communicating with the workforce to address the findings.

## **Recommendations and Reasons**

Scrutiny Management Board is asked to note the report as update from Staff Feedback Survey.

## **Alternative options considered and rejected**

None the report is for information purposes

## **Relevance to the Corporate Plan and/or the Plymouth Plan**

Linked to the People Strategy

## **Implications for the Medium Term Financial Plan and Resource Implications:**

No implications for either

## **Financial Risks**

None directly arising from the recommendations within this report.

## **Carbon Footprint (Environmental) Implications:**

None directly arising from the recommendations within this report.

## **Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

None Staff Survey, organisation will respond to individual queries raised in response to feedback.

## Appendices

\*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Big Listen Employee Engagement							
B	Equalities Impact Assessment (if applicable)							

## Background papers:

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

## Sign off:

Fin	DJN. 22.2 3.30 1	Leg	EJ/38 851/2 5.11.2 2	Mon Off		HR		Assets		Strat Proc	
Originating Senior Leadership Team member: Kim Brown											
Please confirm the Strategic Director(s) has agreed the report? Andy Ralphs Date agreed: 25.11.22											
Cabinet Member approval: This was agreed verbally by Councillor Shayer Date approved: 25.11.22											

