

## PLYMOUTH CITY COUNCIL

<b>Subject:</b>	Staff Survey “The View from You”
<b>Committee:</b>	Place and Corporate Overview and Scrutiny Panel
<b>Date:</b>	25 and 26 January 2017
<b>Cabinet Member:</b>	Councillor Riley
<b>CMT Member:</b>	Lesa Annear (Director for Transformation and Change)
<b>Author:</b>	Dawn Aunger (Assistant Director of Human Resources and Organisational Development and Interim Head of Transformation Portfolio)
<b>Contact details</b>	Tel: 01752 307746 email: dawn.aunger@plymouth.gov.uk
<b>Ref:</b>	Staff Survey Scrutiny Report v3
<b>Key Decision:</b>	No
<b>Part:</b>	I

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### **Purpose of the report:**

Every year since 2010 we have run a staff survey to ask employees their views on working for the Council. During November and December 2016, employees were asked to respond anonymously to an online questionnaire.

This report shares the high level results from the survey.

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### **The Corporate Plan 2016 - 19:**

In order that Plymouth City Council can lead in achieving its vision of a Pioneering, Growing, Caring and Confident city, we need a ‘motivated, skilled and engaged workforce’. Our People Strategy is our high level medium term plan for how we will ensure we achieve that aim by focussing on three workforce themes: Talent, Leadership and Culture (TLC).

The staff survey helps us measure our progress towards a motivated, skilled and engaged workforce through our plans as outlined in the People Strategy. It highlights areas of success and good practice, as well as where we need to focus on improving. It therefore both informs and measures the progress of the People Strategy on an ongoing basis.

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### **Implications for Medium Term Financial Plan and Resource Implications: Including finance, human, IT and land:**

HR and OD manage and run the staff survey and produce the results.

Following the publication of results, leaders and managers across the Council will be discussing the results with their departments and teams. These discussions then enable managers and employees to identify potential improvements and put action plans in place.

Other council-wide interventions for improvement will be led by HR and OD.

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

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**Equality and Diversity**

Has an Equality Impact Assessment been undertaken? No, although the equalities questions and data collected through the Staff Survey is reviewed as part of the data analysis and informs the Council's work in this area.

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**Recommendations and Reasons for recommended action:**

Awareness of the results of the staff survey and support its role in working towards a motivated, skilled and engaged workforce.

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**Alternative options considered and rejected:**

N/A

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**Published work / information:**

N/A

**Background papers:**

N/A

Title	Part I	Part II	Exemption Paragraph Number						
			1	2	3	4	5	6	7

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**Sign off:**

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Originating SMT Member: Dawn Auger													
Has the Cabinet Member(s) agreed the contents of the report? Yes													