

## 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>	1 March 2017
<b>Cabinet Member:</b>	Councillor Riley
<b>CMT Member:</b>	Dawn Auger (Joint Interim Strategic Director for Transformation and Change (Transformation))
<b>Author:</b>	Guy Dickson (Head of Organisational Development and Talent)
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<b>Ref:</b>	Staff Survey Scrutiny Report v3
<b>Key Decision:</b>	No
<b>Part:</b>	1

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

This report was originally prepared for the Place and Corporate Overview and Scrutiny Panel on 26 January 2017. At the request of the panel, it is returning for further discussion, with more detailed information on 1 March 2017, alongside the People Strategy. The original overview report shared on 26 January is included. The additional detail provided is a table showing the detailed responses against every question, for the Council as a whole and for individual directorates; changes against questions since last year; and comparisons to other similar Councils.

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 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													