



SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL



# Employment Committee

15 March 2023


Report of: Councillor Annie Mason

Cabinet Member for People and Safer  
Communities

## Employee Survey Key Findings (2023)

### Report Author

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### Purpose of Report

A presentation and discussion of the Employee Survey 2023 key findings and next steps.

### Recommendations

**That the Committee/Council:**

- 1. Notes the findings of the Employee Survey 2023.**

## Decision Information

Does the report contain any exempt or confidential information not for publication?	No
What are the relevant corporate priorities?	High performing Council
Which wards are impacted?	All

## 1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

### ***Finance and Procurement***

1.1 There are no specific financial considerations arising from this report.

Completed by: Richard Wyles, Chief Finance Officer

### ***Legal and Governance***

1.1 There are no specific legal implications arising from this report, but as an employer, the Council should ensure that issues affecting staff are understood and addressed.

Completed by: Graham Watts, Assistant Director of Governance and Monitoring Officer

### ***Mental Health and Emotional Wellbeing***

1.2 Given the Council's priority of supporting mental health and wellbeing, this year's survey introduced a new wellbeing related questions and the results of these combined, produced a 'wellbeing index'. This gives us a wellbeing measure, broken down by teams, which can direct future wellbeing actions and provide a benchmark.

Completed by Fran Beckitt (HR Manager)

## 2. Background to the Report

2.1 In January 2023, South Kesteven District Council undertook an employee survey and invited all employees to participate. The survey was open for a period of three weeks.

2.2 Colleagues were asked to rate 41 statements on a scale from 'strongly agree' to 'strongly disagree'.

2.3. Topics covered include:

- i) Teamwork.
- ii) Line Management.
- iii) Working Environment.
- iv) Innovation.
- v) Wellbeing.
- vi) Engagement and Trust.
- vii) Leadership.
- viii) Change Management.
- ix) Communication.
- x) Learning and Development.
- xi) Reward and Recognition.

2.4 A lot of activity has taken place across the Council in response to the Engagement Survey feedback last year. This has included:

- i) Establishment of the People Panel who analysed the results, got more feedback and worked with their teams to help build the action plan.
- ii) Feedback suggested recognising colleagues more, so we:
  - Built a new recognition strategy
  - Re-designed the long service policy to recognise more colleagues in a timely way
  - Introduced #TeamSK Awards
  - Introduced #TeamSK Thank You
- iii) Following feedback that colleagues wanted more opportunities to socialise with other teams, the Staff Celebration and charity events such as the Breast Cancer Awareness cake sale were organised.
- iv) The new office has addressed many concerns relating to the working environment and booking desks anywhere in the office supports collaboration between teams which was a lower scoring area.
- v) Colleagues said they wanted more communication so the monthly all-hands update calls were introduced.
- vi) Colleagues asked for more wellbeing support so a number of activities and initiatives were introduced including the steps challenge, menopause café, parent's forum and mental health workshops. We have also been conducting regular wellbeing pulse surveys and acting on the feedback provided.
- vii) A programme of bitesize development sessions were introduced to upskill on a range of topics suggested by colleagues.

### **3. Survey Results**

- 3.1 405 colleagues (74%) took part in the survey. This is an increase on previous recent years; 42% in 2021/22 and 64% in 2020.
- 3.2 The Engagement Index increased to the highest levels we have seen in recent years. The Engagement Index in this year's survey is 70, compared to 63 in the last survey and 66 in 2020.
- 3.3. The Engagement Index is a measure of employee engagement. It is based on the following 6 survey questions:
  - i) I would recommend working for SKDC
  - ii) I am proud to be working for SKDC
  - iii) I am happy with my current job at SKDC
  - iv) I find the work I do interesting
  - v) My job makes good use of my talents, skills and experiences
  - vi) Morale at SKDC is generally good.
- 3.4 The percentage of positive responses to all six of the Engagement Index questions improved year on year.
- 3.5 For further details of the survey results, please refer to Appendix A which outlines:
  - Engagement levels broken down by key demographics
  - Wellbeing Index consisting of 5 wellbeing questions
  - Highest scoring areas
  - Areas to focus on
  - Comments – common themes
- 3.6 A deep dive into what the results are telling us will take place with the People Panel on 27 March 2023, and following this, team sessions will take place across the Council to invite all colleagues to be involved in the discussion and action planning.

### **4. Consultation**

- 4.1 Results have been shared and discussed with the Trade Union Representatives who will continue to be involved in the communication and action planning stages.

### **5. Appendices**

- 5.1 Appendix A – Engagement Survey Results Presentation