



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Employment Committee

Wednesday, 15th January 2025

Report of: The Leader of the Council:
Councillor Ashley Baxter

Cabinet Member for Finance, HR and
Economic Development

Employee Engagement Action Plan 2024

Report Author

Fran Beckitt, Head of Service – Human Resources and Organisational Development

fran.beckitt@southkesteven.gov.uk

Purpose of Report

This report updates the Employment Committee on the actions taken following the Engagement Survey 2024.

Recommendations

The Employment Committee is recommended to note the Employee Engagement Action Plan.

Decision Information

Does the report contain any exempt or confidential information not for publication? No

What are the relevant corporate priorities? Effective council

Which wards are impacted? (All Wards)

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: Paul Sutton (Interim Head of Finance and Deputy S151 Officer)

Legal and Governance

- 1.2 There are no specific legal implications arising from this report.

Completed by: Graham Watts (Monitoring Officer)

Mental Health and Emotional Wellbeing

- 1.3 Given the Council's priority of supporting mental health and wellbeing, the 2024 survey included wellbeing related questions asking about the wellbeing provision at the Council and specific questions about the respondents' own wellbeing. This produces a 'wellbeing index' which can be measured against last year's survey and compared across teams. This has provided direction and common themes for further discussion with colleagues which subsequently directed future wellbeing actions.

Completed by: Fran Beckitt (Head of Service – HR and Organisational Development)

2. Background to the Report

- 2.1 In June 2024, South Kesteven District Council undertook an employee engagement survey and invited all employees to participate.
- 2.2 502 colleagues (85%) took part in the 2024 survey.
- 2.3 The Engagement Index increased to 72. The Index is a measure of employee engagement 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.

2.4 The full survey results were shared with the Employment Committee in September 2024. This included the responses to each question, engagement levels by demographic, wellbeing index and common themes in the comments.

3. Engagement Action Plan

- 3.1 All the results were analysed, including a look at the highest and lowest scoring questions in each team to identify key focus areas for further discussion.
- 3.2 Team packs were assembled for every service across the Council which highlighted areas to celebrate, opportunities to improve and topics that needed further investigation.
- 3.3 Key focus areas include:
 - Communication and change
 - Teamworking
 - Training and Development
 - And wellbeing
- 3.4 Action plans have been developed as a result of team workshops across the Council. This includes individual team plans and Council-wide actions which are shown in Appendix 1.
- 3.5 Actions include a focus on manager training, career development opportunities, workload reviews and engaging all Council locations in wellbeing activities.

4. Consultation

- 4.1 Survey results and the action plan have been shared and discussed with the Trade Union Representatives who have inputted to the process.
- 4.2 Survey results have been shared with all employees and discussed in workshops held across the Council to build the action plan.

5. Appendices

5.1 Appendix 1 – Engagement Action Plan 2024/25