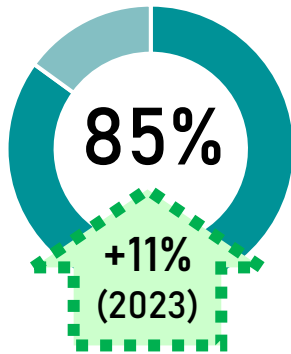

2024/25 SKDC Engagement Survey Action Plan



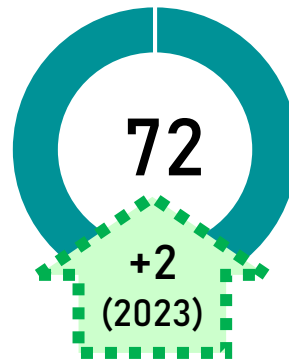
SOUTH
KESTEVEN
DISTRICT
COUNCIL

Results Recap

2024 RESPONSE RATE



ENGAGEMENT INDEX



88% said the people they work with treat them with respect

65% said different departments/services work well with their team.

	% who either agreed or strongly agreed to the statements.		
	2024	2022	Diff 22-24
I would recommend working for SKDC	78%	54%	24%
I am proud to be working for SKDC	72%	58%	14%
I am happy with my current job at SKDC	80%	67%	13%
I find the work I do interesting	80%	78%	2%
My job makes good use of my talents, skills and experiences	76%	70%	6%
Morale at SKDC is generally good	58%	32%	26%

79% plan to be with SKDC in 12 months time

49% said the Council introduces change effectively

Next steps



Understand

- Analyse results
- Create team breakdowns
- Identify key focus areas



Discuss

- Team sessions
- People Panel workshop
- Deeper understanding of results
- Brainstorm ideas for action plans



Action Plan

- Create team action plans
- Create Council action plan
- Take action



Keep it alive

- Keep revisiting the plans
- Communicate progress
- Share best practice

Action Plan

As a result of discussions and workshops with colleagues, the following areas were identified as important and actions built in response.



Teamworking



Communication
and Change



Training and
Development



Wellbeing



Other areas

Teamworking

Feedback	Action	Owner	Time-scale
We don't always know who is in different teams and what they do.	IT and HR to work together to implement current structures and contacts on new intranet.	IT/HR	Q4
	Continue Team Spotlights in 2025 and save these on the HR Hub for colleagues to look back at.	HR	2025
	Continue building opportunities that brings colleagues together and have this form a key part of the wellbeing strategy.	Wellbeing Team	Q3 and ongoing
Some teams want departmental seating in the Picture House to be able to sit together and collaborate.	Advised to agree dates for all team to be in office and book desks together.	Relevant teams	Ongoing

Communication

Feedback	Action	Owner	Time-scale
More involvement and communication about change. We have ideas and expertise which aren't always tapped in to.	Continue to comprehensively manage change programmes and review to build in more opportunities for stakeholder involvement from employees.	Relevant managers/ Projects team	Ongoing
Appreciate the comms from Karen in weekly email and all-hands calls. Some have commented the email could be split into essential and non-essential info.	Keep ensuring regular internal comms of key messages with a review of channels/content.	Comms	Q4
Internal communications largely focus on some teams and not others.	All teams are encouraged to share news, information and best practice with the Comms team for inclusion (some teams do this more than others currently).	All	Ongoing

Training and Development

Feedback	Action	Owner	Time-scale
We don't always know what options are available for development and training.	HR to attend team meetings when requested to discuss development planning and learning opportunities including training, apprenticeships, mentors, coaching, bitesize sessions, professional bodies, developing skills through projects etc.	HR/Teams	Ongoing
More support needed for managers who are new to role.	Manager induction being developed and deployed.	HR	Q4
	Line Manager Forum to be further developed and focused on key management skills.	HR	Q4
We'd like more career progression opportunities.	Review to implement more career grades, career pathways and build a development strategy on holistically building more opportunities for career development.	Managers, HR	Q4

Wellbeing

Feedback	Action	Owner	Time-scale
Employees who don't work at the Picture House would like further involvement and communications about wellbeing activities.	Communicate the forward plan for wellbeing on a poster for teams at other locations.	Wellbeing Team	Jan 25
	New wellbeing strategy to include focus on all locations.	Wellbeing Team	Jan 25
	Engage other locations more in wellbeing activities by inviting reps from relevant teams to be part of wellbeing team and ensure programme is inclusive.	Wellbeing Team	Jan 25
High workload in some teams affecting some colleague's wellbeing and enjoyment of role.	Workload review for relevant teams – priorities, forward plan, feedback on distribution of work.	Relevant Managers/Teams	Q3/Q4

Other

Feedback	Action	Owner	Time-scale
Some nervousness around the Local Authority Re-organisation and what this may mean for SKDC employees.	Chief Executive and CMT to keep colleagues fully updated of developments.	Chief Executive	Ongoing
Improve state of pool cars (sometimes being left dirty, low on fuel, keys not there etc.)	SLT to identify one point of accountability for Pool Cars.	SLT	Q4
Out of hours support – a few issues for colleagues working out of hours/returning late particularly relating to TPH access, pool cars	Out of hours working group to be set up to identify specific actions required.	Public Protection	Q4
Recruitment can take a while leaving gaps in the team and pressure on the remaining team members.	Explore a 'fast track' recruitment process for critical roles.	Managers and HR	Q4