

From: Bryan Sweetland – Cabinet Member for Communications, Engagement, People and Partnerships
Amanda Beer – Corporate Director People & Communications

To: Personnel Committee

Date: 30 March 2022

Subject: Staff Survey

Classification: Unrestricted

Summary: This paper introduces the results of this year's full staff survey.

Recommendation:

The Personnel Committee is asked to note progress and receive a presentation at the meeting on 30 March 2022.

1. Background

- 1.1 The organisation has undertaken 'pulse' surveys for the past couple of years during the pandemic, the results of which were shared and discussed at the Committee meeting in June 2021. In November 2021 we returned to the full staff survey format, last seen in 2019.
- 1.2 The survey was open to all staff from 22 November to 13 December 2021. Building upon experience and feedback attempts were made to maximise staff opportunity to participate in the survey, including circulating QR codes in buildings, providing direct emails and ensuring the survey could be accessed from any device. Detailed analysis has been undertaken by our colleagues in the Analytics Team.
- 1.3 Recognising the continuing challenges, numerous demands on staff, regular requests for feedback and engagement exercises, it was encouraging to have achieved a response of 3735 staff. This lower than our response rate in 2019, 4400 staff however this survey has followed four work and wellbeing surveys conducted between June 2020 and July 2021. Much of the analysis is based on direct comparison with the staff survey results of 2019. Such a level of response provides a reliable basis to progress priority actions and activities.
- 1.4 Headline results have been shared with the Corporate Management Team, Directorate Management Teams and Trades Unions. There were scheduled staff briefing sessions on 24 February, 01 March and 07 March. Whilst there are positive messages and reassuring endorsement of the organisations attempts to continue to improve the working experience of staff, clearly there are areas to improve. A presentation will be made to Committee that will

enable a better appreciation of the results and opportunity to explore in more detail.

2. Recommendation

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3. Contact details

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