

From: Shellina Prendergast – Cabinet Member for Communications and People
Paul Royel – Director of HR & OD

To: Personnel Committee

Date: 8 March 2023

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 8 March 2023.

1. Background

- 1.1 After the 'pulse' surveys during the pandemic the Council returned to a full survey format in November 2021, previously having done so in 2019. This was undertaken again in 2022.
- 1.2 The survey was open to all staff from 03 to 24 October 2022. 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 4155 staff. This was an even greater response rate than we saw in 2021. Much of the current analysis is based on direct comparison with the staff survey results of 2021. Such a level of response provides a reliable basis to progress priority actions and activities.
- 1.4 We have taken a different approach this year to sharing the results of the survey to allow Corporate Directors to lead the discussions with their Directorate Teams. Rather than a whole council briefing we are supporting Directorate Briefings and action planning that will directly link to the voices of staff.
- 1.5 Headline results have been shared with the Corporate Management Team, Directorate Management Teams, and Trades Unions. There have been/are

scheduled individual staff briefing sessions in each Directorate led by the Corporate Director. 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 and to note the planned action planning process.

2. Recommendation

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3. Contact details

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