

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 17 OCTOBER 2012

REPORT BY HEAD OF PEOPLE, ICT AND PROPERTY SERVICES

EMPLOYEE ENGAGEMENT ACTION PLAN

WARD(S) AFFECTED: None

Purpose/Summary of Report

- To approve the Employee Engagement Action Plan

<u>RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE: That:</u>	
(A)	HUMAN RESOURCES COMMITTEE consider and approve the Employee Engagement Action Plan

1.0 Background

1.1 The latest staff survey was undertaken in November 2011 and the Council following an Investors in People (IiP) review, was awarded the IIP standard for a further three years.

1.2 The staff survey results and the IIP report highlighted a few areas for improvement.

1.3 In May 2012 the Engagement & Partnership Team and HR convened a staff focus group to obtain feedback on the key issues arising from the staff survey and the IIP review. The feedback was presented to Corporate Management Team (CMT) for consideration.

1.4 CMT agreed that a an Employee Engagement Action Plan should be devised which captured the actions arising from both the Staff Survey and IiP report and took into consideration the staff focus group feedback. This report presents the draft action plan.

2.0 Report

- 2.1 Combining the issues arising from the survey and IIP review the following key themes were identified:
- Corporate Communications (including Core Brief)
 - Senior Management Engagement (Corporate Management Team and Senior Management Group)
 - Line Management, Performance Development Reviews and Identifying Training Needs
 - Change Management
 - The perception of East Herts as an Employer
- 2.2 The staff focus group concentrated on the first three areas and their suggestions have been incorporated into the action plan.
- 2.3 The actions for Change Management and the Perception of East Herts as an Employer have been devised based on the Staff Survey feedback, IIP feedback and suggestions from CMT.
- 2.4 If approved progress will be reported back to CMT and the Human Resources Committee on a quarterly basis, or as required.
- 2.5 Please see *Essential Reference Paper B* for the draft Employee Engagement action plan.
- 3.0 Implications/Consultations
- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

- East Herts Council Staff Survey 2011 Report (CMT, 31 January 2012)
- Investors in People East Herts Council Report (HRC, July 2012)
- Staff Survey and Investors in People Review Feedback Report (CMT, 17 July 2012)

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ESSENTIAL REFERENCE PAPER 'A'

IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives (delete as appropriate):	People This priority focuses on enhancing the quality of life, health and wellbeing of individuals, families and communities, particularly those who are vulnerable.
Consultation:	<i>This report is based on consultation with staff through a staff focus group. The report has been shared with those who attended the focus group. This group includes representation from Unison. This report has been shared with Unison</i>
Legal:	<i>None</i>
Financial:	<i>None.</i>
Human Resource:	<i>As detailed in the report</i>
Risk Management:	<i>The aim of this report is to produce an action plan arising from the staff survey and Investors in People (IiP) review. Should an action plan not be produced this may effect staff engagement and subsequent IiP reviews</i>