



**Chester-le-Street**  
District Council

**REPORT TO:** Executive  
**DATE OF MEETING:** 4<sup>th</sup> February 2008  
**REPORT OF:** Director of Corporate Services  
**SUBJECT:** Draft Employee Survey Results  
**ITEM NUMBER:** 7

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## **1 PURPOSE AND SUMMARY**

- 1.1 The purpose of this report is to advise Members of the draft results of the employee survey. The Council conducted an employee survey at the end of last year. A draft report has only recently been received. The headline results show a general improvement in employee satisfaction. The next step is to receive the final report and produce a detailed analysis with a view to reporting this back to the Executive and reviewing the employee action plan
- 1.2 Members are recommended to:
1. Note the headline results of the survey
  2. Agree to a detailed analysis of the Final Report once received.
  3. Agree to a further report to be provided to Executive once this has been achieved

## **2. CONSULTATION**

- 2.1 The draft results have been discussed at Extended Corporate Management Team.
- 2.2 No other consultations were considered necessary at this stage including external consultations or engagement.

## **3. CORPORATE PLAN AND PRIORITIES**

- 3.1 The proposals are not considered to be contrary to any corporate plan priority or proposal.

## **4. IMPLICATIONS**

### 4.1 Financial implications and value for money

It is not considered that there are any financial or value for money issues arising out of this report. Work on detailed analysis will be undertaken within existing budgets.

### 4.2 Legal

There are considered to be no direct legal issues of significance arising out of this report.

### 4.3 Personnel

The report clearly has Human Resource implications but the headline indicators generally show a positive trend in what employees feel about working at the council.

### 4.4 Other Services

There are no specific issues for individual services at this stage.

### 4.5 Diversity

It is not considered that this report raises any significant equality issues at this stage in the survey results analysis.

### 4.6 Risk

It is not felt that there are any significant risks resulting from recommendations within the report

### 4.7 Crime and Disorder

There are no crime and disorder issues of relevance to a decision on the report.

### 4.8 Data Quality

Every care has been taken in the development of this report to ensure that the information and data used in its preparation and the appendices attached are accurate, timely, consistent and comprehensive. The Council's Data Quality Policy has been complied with in producing this report.

#### 4.9 Other Implications

The report does not relate to a key decision. It is considered that the information can be communicated to employees once a full analysis has been undertaken.

### 5. **BACKGROUND, POSITION STATEMENT AND OPTION APPRAISAL**

5.1 The council re-commissioned its annual employee survey during last year and a draft report has just recently been received which includes headline results. Capita People Development Survey Unit carried out the work on the council's behalf. A final report is expected shortly. It has not been possible yet to undertake a full analysis of the results to assist the review of the Employee Survey action plan. This cannot be achieved until the formal report is received. It is suggested that this detailed analysis and action plan review is undertaken once the detailed report is received.

5.2 It is considered that there remains value in reporting the headline information to Members at this stage. Results are generally positive and reflect positive changes in the health of the organisation. A summary of the top 15 key indicators is attached in Appendix 1. The key positives to be drawn from this in comparison to last year's survey are:

- more staff feel the council is managed well;
- more staff are aware of the council's vision and objectives
- more staff feel senior officers have a clear vision;
- more staff are satisfied with their roles and responsibilities;
- more staff have had a PDP in the last 12 months;
- more staff feel the council communicates well with them;
- more staff are satisfied with training and development; and
- less staff feel more needs to be done to equip staff for change.

5.3 There are some negative comparisons with last year including more staff wanting to leave the organisation, more feeling harassed or bullied and more feeling unduly pressured. Capita do not feel that these negative results are statistically significant.

### 6. **RECOMMENDATIONS**

6.1 Members are recommended to:

1. Note the headline results of the survey
2. Agree to a detailed analysis of the Final Report once received.
3. Agree that a further report be provided to Executive once this has been achieved

7. **BACKGROUND PAPERS / DOCUMENTS REFERRED**

7.1 Employee Survey Draft Report January 2008

**Ian Forster**  
**Director of Corporate Services**  
**24th January 2008**  
**Version 1.0**

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**Appendix 1**  
**Employee Survey Key Indicators**

This shows year on year comparisons for key indicators in the survey detailing whether any improvements or deteriorations are statistically significant.

<b>Question</b>	<b>2007 positive %</b>	<b>2006 positive %</b>	<b>Difference +/-</b>	<b>Statistically significant</b>
Change within the Council is managed well	72%	50%	+22%	Yes
Overall, the organisation is a good place to work	83%	78%	+5%	No
My motivation at work is generally high	89%	84%	+5%	No
I am aware of the Council's vision and objectives	94%	79%	+15%	Yes
I feel the Chief Executive and the Chief Officers have a clear vision of where the Council is going	86%	70%	+16%	Yes
I am satisfied with my current role and level of responsibility	77%	65%	+12%	Yes
My manager/supervisor keeps me informed about things I should know about	75%	71%	+4%	No
My line manager has given me a PDP performance appraisal in the last 12 months	85%	56%	+29%	Yes
I am fairly paid for the work I do	59%	53%	+6%	Yes
At present do you feel unduly pressured due to work?	74%	72%	+2%	No
Are you currently being harassed or bullied at work?	5%	4%	+1%	No
I feel the Council communicates well with employees	76%	56%	+20%	Yes
I am satisfied with my current level of training and development	61%	52%	+9%	Yes
Are you actively seeking to leave the employment of the Council?	27%	23%	+4%	No
More could be done to help employee prepare for and cope with change	70%	81%	-11%	Yes

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