

Overview & Scrutiny Recommendation Response Pro forma

Under section 9FE of the Local Government Act 2000, Overview and Scrutiny Committees must require the Cabinet or local authority to respond to a report or recommendations made thereto by an Overview and Scrutiny Committee. Such a response must be provided within two months from the date on which it is requested¹ and, if the report or recommendations in questions were published, the response also must be so.

This template provides a structure which respondents are encouraged to use. However, respondents are welcome to depart from the suggested structure provided the same information is included in a response. The usual way to publish a response is to include it in the agenda of a meeting of the body to which the report or recommendations were addressed.

Issue: Employee Engagement Survey

Lead Cabinet Member(s): Cllr Neil Fawcett, Cabinet Member for Community and Corporate Services

Date response requested:² 23 January 2024

Response to report:

Enter text here.

Response to recommendations:

Recommendation	Accepted, rejected or partially accepted	Proposed action (if different to that recommended) and indicative timescale (unless rejected)

¹ Date of the meeting at which report/recommendations were received

² Date of the meeting at which report/recommendations were received

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<p>That the Cabinet monitors the actions and progress made in relation to the measures requested of the Head of Paid Service. ³</p>		
<p>That the Cabinet provides to the Committee as part of its response to this recommendation a statement outlining the</p>		

³ These are:

That the Head of Paid Service, along with other relevant officers, undertake the following:

- a) That the staff engagement survey is repeated, in full, on an annual basis
- b) That fuller comparative data is requested from Best Companies of the Council's performance against other local authorities and report against this data accordingly in future
- c) That future staff engagement surveys are able to differentiate between responses from full and part time staff
- d) That questions be added to future surveys over whether staff consider their work to be of value, and whether they feel it is valued.
- e) That work is undertaken to convey the inherent value of staff's work, and the value the organisation places on it.
- f) That the Council develops measures to understand whether it is achieving its intention to become less hierarchical and more of a matrix-working environment
- g) That mechanisms are developed to support and develop psychological safety, whereby junior staff feel enabled to challenge senior staff respectfully or pose alternative courses of action in safety without fear of repercussions and that an additional question is added to the survey relating to this
- h) That solutions are developed to address the twin needs of moving to a hybrid working model whilst also ensuring that relationships are developed between more junior and senior staff
- i) That means are developed to allow work which does not deliver value to be dropped, rather than consistently adding to expectations on staff
- j) That stronger steps are taken to clarify expectations of staff members around working outside standard office hours
- k) That further work is taken to understand and unlock the skills which the staff members believe are not being utilised

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<p>actions they are taking from a political perspective to align the Council's objectives, values and priorities with the Cabinet's strategic objectives.</p>		
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