

# INFORMATION ITEM

| REPORT OF                     | MEETING                         | DATE          | ITEM NO |
|-------------------------------|---------------------------------|---------------|---------|
| OFFICE OF THE CHIEF EXECUTIVE | FINANCE AND DEMOCRACY COMMITTEE | 20 MARCH 2017 | 10      |

## EMPLOYEE SURVEY 2016

### PUBLIC ITEM

This item is for consideration in the public part of the meeting.

#### SUMMARY OF INFORMATION

Every year the Council carries out an employee survey to determine levels of satisfaction with various aspects of the organisation and to identify areas where improvements can be made to enhance the experience of working at Fylde for every employee. The survey provides an opportunity for all staff to have their say by giving feedback on their work place whilst at the same time influencing future decisions about their work environment.

The outcomes from the survey are published and an Action Plan agreed that is aimed at making improvements for employees based on the analysis of what they have said. The overall level of employee satisfaction from the 2016 survey is exceptionally good with a significant majority of employees 98.4% indicating they enjoy what they do and they are proud to work for Fylde. This is consistent with previous surveys over the last few years providing a strong evidence base for the outcomes.

Regular employee engagement and taking action in response to feedback from surveys are part of good management in any organisation and it is the responsibility of senior officers to facilitate and lead continuous improvement. The survey is designed to canvass anonymously the majority views although the opportunity for individual comment is provided, the individual comments are analysed and discussed by employee working groups with any clear themes drawn out for further action.

#### SOURCE OF INFORMATION

Employee survey 2016, the data is taken from the completed responses to the questionnaire.

#### WHY IS THIS INFORMATION BEING GIVEN TO THE COMMITTEE?

The information is reported every year to members to provide an overview of the current views and opinions of the workforce and to provide an indication of the current levels of employee satisfaction which reflect the management and leadership at the council.

#### FURTHER INFORMATION

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## ATTACHED DOCUMENTS

Appendix 1: Employee Survey Report

Appendix 2: Employee Survey Action Plan