

EMPLOYEE SURVEY 2016 ACTION PLAN

Ref	Description of Required Action/Control	Responsible Lead Officer	Corporate Objective Link	Priority H/M/L	Due Date
SECTION 1 – YOUR PERFORMANCE					
1.1	Agreed actions from performance appraisals or discussions about employee development must have clear responsibility and a target for completion. Agreed actions must be followed up.	Management Team	Value for Money	H	March 2017
SECTION 2 – YOUR VOICE					
2.1	A comprehensive review of communications aimed at ensuring the right information is provided to the right people in the right way at the right time. A cross departmental working group will be established to carry out the review.	Management Team	Value for Money	H	June 2017
SECTION 3 – YOUR MANAGER					
3.1	Training and development on management and leadership will be focused on developing a consistent approach across the council that supports the behaviours that shape the culture at Fylde.	Management Team	Value for Money	H	December 2017
SECTION 4 - YOUR COUNCIL					
4.1	The key messages and behaviours associated to the competencies that shape the culture of the council need to be reinforced through simple but effective methods i.e. posters, screensavers, stories.	Management Team	Value for Money	H	September 2017
SECTION 5 – THE CULTURE					
5.1	Employees that are not satisfied with Fylde as a place to work will be encouraged to consider what they can do to change the situation and be given any support they require from the Council.	Management Team	Value for Money	H	September 2017