

HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter: Staff Survey

Meeting/Date: Employment Committee – 16 September 2020

Report by: Strategic HR Manager

This brief report updates on the status of staff survey and the output that informs an action plan; and further sets out the changed approach for 2020/2021 due to Covid 19.

In a normal business year, HDC will have surveyed its employees around July and analysed those results in time for the Employment Committee Sept/Oct. The preparation for a survey would begin in May and involve our Data Analysis team, and HR. Then once the survey is live, all staff and managers would be involved in participating and getting a return, across our operational areas an offline process (hardcopy survey) would be used and the results would be manually entered.

This year, due to Covid 19, the organisation has not taken the normal approach. This is because both the resourcing of a normal survey would have been challenging and the pressure on the staff to complete surveys would have impacted on results. Especially across our operational areas, where working practices were adapted; or the workforce was temporarily redeployed due to temporary closed facilities.

The Strategic HR Manager is formulating a proposal for a different approach for checking in with staff. This proposal will be shared with employment committee offline once recommendations are reviewed by senior Leadership team.

The aim will be to complete a staff engagement survey which is likely to be shorter and focused on the last few months, as well as understanding expectations of staff from HDC as an employer in the coming year. There will be some themes that can map back to our engagement measures.