

Report on	Staff Engagement Survey
Reporting Officer	Ursula Mezza
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Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	x

1.0	Purpose of Report
1.1	The report details the proposals to undertake a staff engagement survey.
2.0	Background
2.1	In April 2015, Mid Ulster District Council was formed from the merger of three councils and the transfer of a function and staff from central government.
2.2	In the intervening period, the Council has focussed efforts on building a sense of unity among employees (in line with its Corporate Plan themes and priorities), and having completed two years as a new organisation, it is now appropriate to undertake a staff engagement survey.
3.0	Main Report
3.1	The proposed survey is intended to provide a picture of how staff view the organisation and their role in it and will provide a baseline for the development of an action plan as well as a baseline against which future results can be benchmarked.
3.2	<p>The survey is not a satisfaction survey or an opportunity for complaint and unconstructive comment, but rather a means for the Council to:</p> <ul style="list-style-type: none"> • Assess how staff view the organisation and their part in it. • Assess how well we communicate with our staff. • Assess how well staff feel they are able to feedback their views. • Assess how valued they feel as employees. • Identify areas for change
3.3	The survey is structured to reflect 9 core questions which are recommended by Investors in People (IiP) and use a Likert Scale (which measures attitudes and behaviours using answer choices that range from one extreme to another).
3.4	Employees will be encouraged to complete the survey online, with hard copies made available to those staff who do not have access to the intranet or email.

4.0	Other Considerations
4.1	<u>Financial & Human Resources Implications</u> Financial: N/A Human: N/A
4.2	<u>Equality and Good Relations Implications</u> N/A
4.3	<u>Risk Management Implications</u> None
5.0	Recommendation(s)
5.1	That the Committee approves the staff engagement survey.
6.0	Documents Attached & References
	Draft Staff Engagement Survey