Board meeting

25 September 2024

Staff Survey Results 2024

Purpose of paper

For information

Board action required

The Board is asked to discuss the staff survey results for 2024 and the trend data from the last 2 years

Brief summary

Response rates for our engagement survey have settled at a level which is considered standard across industry and public sector. This gives us considerable confidence in the results as a true reflection of the engagement levels across the organisation.

The trends from the last 3 years of staff survey data are showing a mostly stable position in terms of the key indexes and our overall engagement score. Mostly, the results remain good overall.

There are some areas for improvement, related to mainly to personal development and stress levels due to work demands. These scores have not improved over the last 3 years. There have been dedicated organisational level initiatives aimed to address these areas. We are now working on focussed directorates level action plans aim to address these issues at a local level and supporting managers to engage in meaningful dialogue with their teams to understand the specific issues that may be affecting stress levels and development opportunities and co-creating solutions to address them at a local level.

Board sponsor

Helen Brown, Chief People Officer