

ANGUS COUNCIL**PERSONNEL AND PROPERTY SERVICES COMMITTEE - 1 SEPTEMBER 1998****REPORT BY DIRECTOR OF PERSONNEL****EMPLOYEE ATTITUDE SURVEY REPORT****ABSTRACT**

This report outlines the findings of the Employee Attitude Survey and seeks the agreement of Personnel and Property Services Committee to the implementation of an action plan to address issues arising from the Survey.

1 RECOMMENDATION

It is recommended that Personnel and Property Services Committee:

- i note the outcome of the Employee Attitude Survey and the content of a briefing paper issued to all Council employees
- ii agree to the action plan appended to the report.

2 BACKGROUND

At Personnel and Property Services Committee on 10 June 1997 it was agreed that an Employee Attitude Survey should be undertaken in order to establish employees' attitudes on a range of issues affecting their employment with Angus Council. To this end, a Steering Group was established involving representatives from the trade unions, management and employees. They appointed a consultant, developed the questionnaire (Appendix 1) and oversaw the work undertaken by the consultant. A company called Ashbrook, Research and Consultancy was appointed and all survey forms returned in March of this year were forwarded directly by employees to this organisation. The data received by Ashbrook was then analysed and a report submitted on the findings.

3 OUTCOME OF THE SURVEY

The survey form was issued to all Angus Council employees with their February payslips. It is encouraging to note that 55% (2394) of employees completed the survey which is understood to be a high level of response to an all employee survey of this scale.

Of those surveyed 84% indicated that they enjoy their jobs and 86% believe that the Council is a good employer, however the survey did highlight some issues that require to be addressed. Appendix 2 is a summary of the outcome of the survey which is being forwarded to all employees of the Council with their August payslip. This reflects the general level of satisfaction with the terms and conditions of employment and the view that there is a high level of support from line managers and an excellent degree of co-operation from colleagues in other departments. It also outlines the areas which require attention and what Chief Officers intend to do both on a corporate and departmental basis to address these issues.

A fuller document which provides a comprehensive view of the findings which has been drawn together by David Brooks of Ashbrook Research and Consultancy is attached at Appendix 3. Those employees wishing to see this more comprehensive document will have access to it through their departmental supervisor or via the internet. This document also includes a more detailed action plan prepared to address issues arising by the Chief Officers' Management Team. This includes specific targets along with timescales. Issues affecting individual departments will be addressed on a departmental basis in line with the targets outlined in the action plan.

4 CONCLUSION

The Employee Attitude Survey is the first comprehensive survey undertaken by a consultancy on behalf of Angus Council to elicit the views of all Council employees. It is encouraging that 55% of employees used the opportunity to express their views which in general were positive. The Survey has however flagged up some areas in need of attention and there is a strong corporate commitment to address these issues as outlined in the attached Action Plan.

5 CONSULTATION

The Chief Executive, Director of Finance and Director of Law and Administration have been consulted on this report.

6 FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

Janice Torbet
Director of Personnel
August 1998
JT

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

REPORTS/SEPT/SURVEY
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