



Meeting	Performance and Resources Board	Agenda no.	10
Meeting Date	28 July 2022		
Report Authors:	Katherine Hill Head of People Operations and Jenny Smith - People Partner		
Presented By	Colette Black, ACEO – Director of People Services		
Subject	Engagement Survey		
Type of Report:	Information		
Action Point No.	n/a	For publication	Yes

RECOMMENDATIONS

The Board is asked to note the proposed timescales contained in this report.

EXECUTIVE SUMMARY

The service remains on track for the survey to open on 31 October 2022 as agreed.

BACKGROUND

As approved in February 2022 SLT, the service is commissioning an employee engagement survey of 24 questions with follow up engagement, through planned workplace sessions to ensure the qualitative view of the responses is obtained.

OPTIONS AND ANALYSIS

Timeline for implementation:

Date	Activity
30 September 2022	Data cut off for populating the tool:
1 October 2022	Pre-launch communication begins
31 October 2022	Survey opens
13 November 2022	Survey closes
Late December 2022	Results available
January – February 2023	Manager visits take place
March 2023	Feedback to SLT

This work was approved by SLT on 15 February 2022 and P&R Board on 23 February 2022 after consideration of other options, including that of not conducting a survey. In light of the focus on culture, within ECFRS and by HMICFRS, it was agreed on the continued importance of engaging in this way.

RISKS AND MITIGATIONS

The survey is a control measure against SRR150019. The employee survey is an enabler for our employees to feel safe and valued, encouraged to speak up, and listened to. There is a risk that employees do not feel that the survey approach addresses these needs. To mitigate this, extensive feedback has been sought from all levels of the organisation and used to create the proposals as above.

LINKS TO FIRE AND RESCUE PLAN

The employee survey is noted in the People Strategy and contributes to the positive culture described within the Fire and Rescue Plan.

FINANCIAL IMPLICATIONS

Included within 2022/23 budget, c. £10,000 for use of People Insights.

LEGAL IMPLICATIONS

None

STAFFING IMPLICATIONS

There are no direct staffing implications. This activity is a key part of our employee engagement and is intended to provide insight to support the continued development of our Service.

EQUALITY AND DIVERSITY IMPLICATIONS

Is this decision anticipated to have an impact on any of the following protected groups as defined within the Equality Act 2010:

Race	no	Religion or belief	no
Sex	no	Gender reassignment	no
Age	no	Pregnancy & maternity	no
Disability	no	Marriage and Civil Partnership	no
Sexual orientation	no		

The survey will be offered to all employees regardless of whether they are currently in the workplace or not.

The Core Code of Ethics Fire Standard has been fully considered and incorporated into the proposals outlined in this paper.

HEALTH AND SAFETY IMPLICATIONS

It is an employer's duty to protect the health, safety and welfare of their employee's wellbeing – this provides an opportunity to identify and respond to workplace stressors that impact on mental health and wellbeing

CONSULTATION AND ENGAGEMENT

The survey will be accompanied by extensive engagement with our employees. This will be via Workplace, The Shout, 60 second briefings; with managers via Manager Briefing, and shared with all our representative bodies. Additionally, there will be focussed engagement with OnCall via the On Call Liaison Officer's to increase take-up for this 'hard to reach' group.

FUTURE PLANS

This action links to ongoing delivery of our People Strategy Action Plan.

LIST OF BACKGROUND PAPERS AND APPENDICES

None.