

**WILTSHIRE COUNCIL**

**Extract from the Minutes of the Staffing Policy Committee**

**6 November 2013**

45 **Workforce Information - Update on Levels of Employee Engagement**

The Committee considered a report by the Associate Director, People & Business Services which provided an update on current levels of employee engagement based on available information and data.

It was noted that recently some concerns about the current levels of employee engagement had been raised by some members and the branch office of UNISON, against a backdrop of significant change including a recent council wide voluntary redundancy programme and increases to senior management pay.

At a meeting of the Overview & Scrutiny Management Committee on 8 October 2013, a review of staff engagement and morale levels using an external provider was proposed and discussed. That Committee agreed that instead the data available internally should be used to provide an update on current employee engagement levels to this Committee.

The Committee noted the number of initiatives that had been taking place to maintain employee engagement and also the challenges that the Council had been facing since it became a unitary authority in 2009. Each of these challenges had and would continue to shape initiatives aimed at reducing the impact on staff to ensure employee engagement could be maintained during unsettling periods.

Members were pleased to note that despite the lengthy periods of change that had been taking place, employee engagement had improved with the information suggesting that employees were more engaged with the Council now than when monitoring began in 2011.

After further discussion,

**Resolved:**

- (1) To note the contents of the report.**
- (2) To note that the analysis of all the available data showed that concerns about staff morale could not be substantiated.**
- (3) To conclude that all of the available data suggested that, despite the changes that had been taking place and the challenges being faced, employees were engaged.**