



# Employee Survey RESULTS

We recently asked you to tell us your thoughts about working at Broxtowe and what we can do to improve as an employer.

# 44%

of you took part and here's some of the things you said . . .

## Benchmarks

linked to the Communications and Engagement Strategy

90% employees are aware of the values

68% employees are aware of the Council's vision and long term goals

77% employees understand how the Council's vision and values relate to the work they do

57% employees feel informed



## Benchmarks

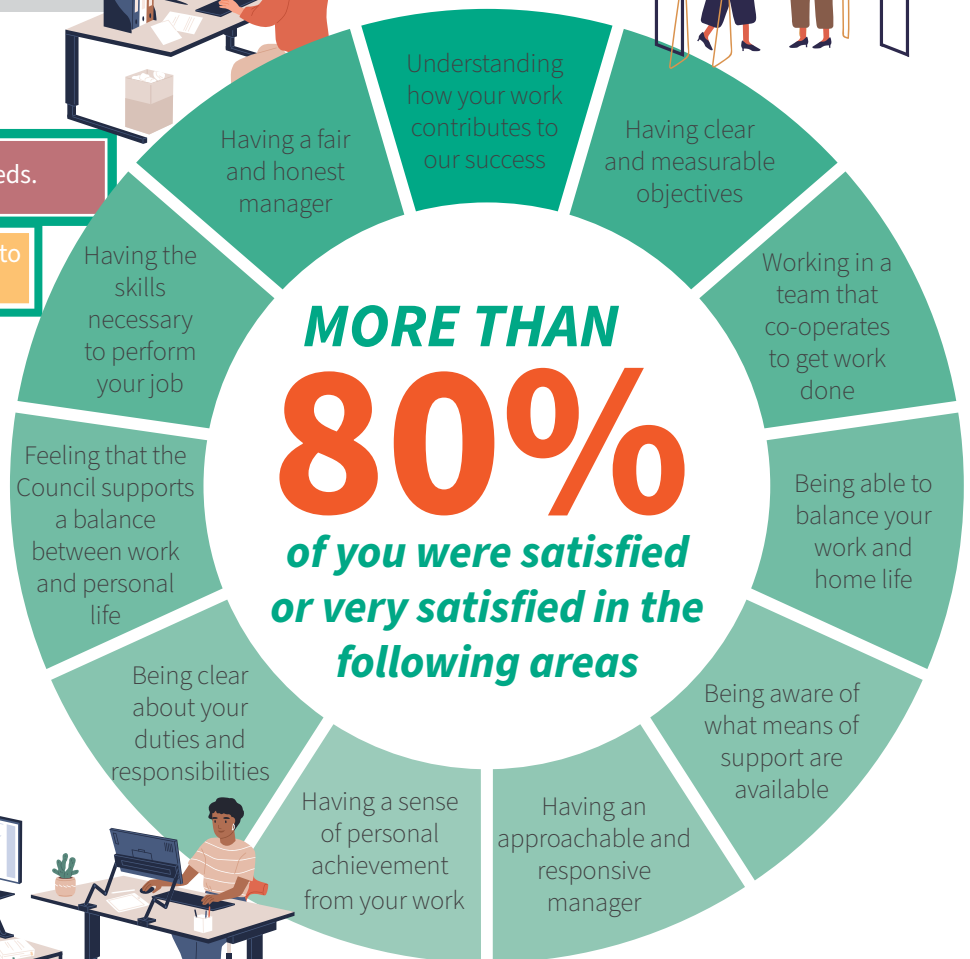
linked to the People Strategy

95% are aware of their own training needs.

83% feel that the Council is committed to equality and values diversity.

Some of the areas which we will focus on improving are:

1. Managing change effectively
2. Co-operation between teams
3. Employees feeling informed
4. GMT being more visible and approachable



35 employees used the survey as an opportunity to give positive feedback including:



Fantastic people



Rewarding

Best place to work

Positive and collaborative workplace

Appreciates its staff



Lovely place to work

They must be doing something right

Love the staff

GREAT TEAM

PROUD TO WORK HERE

SUPPORTIVE

Good employer

Very happy with how I was helped. Thank you

Kind and helpful



EMPLOYEES ARE ITS GREATEST ASSET

Love working here

Nice working environment

enjoy working here

Everyone feels valued

## YOU SAID

## WE DID

### An outdoor breakout area for when the weather is nice

Yes - We'll look into the best place for this and update you with the plans.

### Share minutes and decisions from GMT and SMT

Key topics and decisions discussed at GMT will be shared more regularly through Broxtowe Employee News, the intranet and email. Managers will be asked to share this with non-office based employees. The SMT briefing is circulated via email after each meeting.

### Social activities that bring employees together

We'll ask the Employee Forum to consider how we could introduce this. We'll also ask them to think about how we could make the Employee Awards presentation more of a social activity

### Reception area needs refurbishing

We are working on plans for this at the moment.

### Wellbeing initiatives such as fitness and mindfulness classes

We'll ask the Mental Health Champions to look at how we could implement this. Don't forget - all employees can take advantage of discounted membership at our leisure centres. We are also developing a Wellbeing Room as part of New Ways of Working which will be available shortly.

### Better pay

25 employees have received a regrading or internal promotion in the last year. Many of these decisions have come to GMT to approve. We also took a pay review to Personnel Committee and a 2.75% pay increase has been agreed by employers for the 2020/21 budget.

### More employee benefits

We're currently looking into schemes such as a car leasing scheme for electric vehicles and an additional voluntary contribution pension scheme. We've recently run a programme of free wellbeing checks for employees. Visit [intranet.broxtowe.gov.uk/employeebenefits](http://intranet.broxtowe.gov.uk/employeebenefits) to find out more about our existing schemes.

### More 'back to the floor' days

Back to the floor events will take place with GMT and Heads of Service regularly. We'll check this is taking place through the appraisals process.

### Better communications

We'll be looking at how we can improve existing communications, more face to face events and ways to keep Line Managers better informed, as well as new approaches like video.

### GMT to visit us more often

GMT will come to Team Meetings within their Department once a quarter to speak to employees and update them about corporate initiatives.

### GMT to visit Kimberley Depot more often

GMT Meetings will be held at Kimberley Depot on a regular basis

### Provide washing up liquid and sponges

Yes - we will arrange this.

### More training opportunities

In the last year, 31 employees have started vocational training and 9 employees have started apprenticeship training courses. This is in addition to 485 users who have completed e-learning courses. If you'd like to develop your skills speak to your Manager.