



People, Performance and Development Committee  
9 June 2021

**Pulse Staff Survey: January 2021**

**Purpose of the report:**

To provide the Committee with a summary of the results of the first SCC Pulse Staff Survey, undertaken in January 2021.

**1. Recommendations**

- 1.1 It is recommended that the Committee note the contents of this report.

**2. Introduction**

- 2.1 In January 2021, the council launched its first Pulse survey. Surveys will be undertaken on a quarterly basis, inviting 25% of our workforce to complete the survey. All staff will have the opportunity to complete the survey and share their views and experiences of working for the council.
- 2.2 The presentation attached to this report shares the high-level results and highlights those themes which are particularly positive as well as areas for improvement. Local results have been shared with Directorate Leadership Teams.

**3. Conclusions:**

- 3.1 The results from the first Pulse Survey are generally very positive, particularly when considered in the context within which staff have been working over the last 12 months. It is reassuring to see that staff are reporting feeling happy at work and that they believe the council takes positive action on staff health and wellbeing matters.

**3.2** However, the results also identify a number of areas which require action, including the reported experience of BAME colleagues, a perception that the council does not always act fairly with regards to career progression, and the involvement of staff in decisions.

**3.3** As the surveys continue richer and more comprehensive data will become available. We will be sharing the collective results of subsequent surveys in leadership workshops and webinars, as well as with the council's employee reference groups and the Trades Unions. The results of each survey and longitudinal analysis will be shared with PPDC on a quarterly basis.

### **3.4 Equalities Implications**

The results of the Pulse Survey will feed directly into the council's Equality, Diversity and Inclusion Change Group and be used to inform and evaluate the impact of our actions in response to survey findings. The HROD team will work closely with the Employee Reference Groups to collaboratively agree priorities and actions in response to the results on an ongoing basis.

### **3.5 Implications for the Council's Priorities or Community Strategy**

N/A.

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**Sources/background papers:**