



People, Performance and Development Committee  
22 September 2020

**“Our Conversation” Staff Engagement**

**Purpose of the report:**

To provide the Committee with a summary of the results of the “Our Conversation” staff engagement activity undertaken over the past few months.

**1. Recommendations**

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

**2. Introduction**

- 2.1 The Staff Survey report presented to the Committee at its meeting on 11 June 2020 provided an overview of our approach to conducting cross organisation staff surveys going forward.
- 2.2 The first phase as outlined in the previous report to Committee comprised a series of virtual staff focus groups alongside an organisation-wide survey, both of which were designed to gather feedback from our staff’s experience working through the Covid-19 pandemic as well as to create opportunities for reflection and to discuss innovation and future ways of working, including readiness for agile working.
- 2.3 The presentation attached to this report summaries the outcome of this engagement activity, as well as the actions we are taking in response.

### **3. Conclusions**

- 3.1 Capturing the views of staff as well as critically, responding to their feedback, is vital to our objective of continually improving employee experience and as a result, organisational performance.

### **4. Financial and value for money implications**

- 4.1 Costs associated with this initial Our Conversation survey (using a reputable provider for design, administration and analysis) amounted to £10,000. Ongoing costs for four quarterly services a year equate to £26,000 per annum. All costs are met from existing HROD budgets.

### **5. Equality and Diversity implications**

- 5.1 Surveys include embedded demographic questions to enable detailed analysis and actions on outcomes as appropriate to relevant staff groups.

### **6. Risk Management implications**

- 6.1 None arising directly from this report.

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**Report contact:** Jackie Foglietta, Director of HR&OD

**Contact details:** Tel: 01483404648 Mobile: 07976 112409  
Email: [jackie.foglietta@surreycc.gov.uk](mailto:jackie.foglietta@surreycc.gov.uk)