

# CHESHIRE EAST COUNCIL

## Staffing Committee

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**Date of Meeting:** 16 January 2014  
**Report of:** Head of People and OD  
**Subject/Title:** HR and Organisational Development Update

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### **1.0 Report Summary**

1.1 To update the Committee on progress with Human Resource and Organisational Development (OD) issues.

### **2.0 Recommendations**

2.1 To note the report.

### **3.0 Reasons for Recommendations**

3.1 To ensure Members are kept up to date with HR and OD developments.

### **4.0 Wards Affected**

4.1 No specific wards affected.

### **5.0 Local Ward Members**

5.1 Not applicable.

### **6.0 Policy Implications**

6.1 No significant implications.

### **7.0 Financial Implications**

7.1 No direct implications arising from this report.

### **8.0 Legal Implications**

8.1 No direct implications arising from this report.

### **9.0 Risk Management**

9.1 No significant risks identified as a result of this update report. Risks relating to specific issues will be dealt with separately.

### **10.0 Employee Recognition**

Wednesday 18 December saw the aspire4excellence "Best of the Best" celebratory event at Crewe Hall. This event recognised the outstanding

efforts and achievements of all colleagues who have been nominated for an aspire4excellence award during 2013.

The winner of the prestigious Employee of the Year was Michelle Blacoe an outstanding Administrative Assistant from Childrens and Families. In addition eight winners were announced for the individual aspire value categories alongside 3 team awards. More than 150 people attended this event which included individuals and teams nominated for an award, their nominators, and representatives from Cabinet and the Corporate Leadership Board. Described by attendees as an inspiring, humbling, fun and morale boosting event, further information can be found [Centranet](#).

A review of our approach to recognition has been commissioned by the Leader and Chief Executive to ensure this scheme reflects what matters most as we continue to transform. Details will be shared in the coming months with a view to a new scheme being operational from 1st April 2014.

### **10.1 Employee survey**

An employee survey will run for three weeks from Monday 13th January 2014. It will be distributed to non schools employees, including those due to transfer to the ASDV's. The survey is being managed by our partners Survey Solutions and will be emailed to all employees with an email address on Monday 13th January 2014, and posted to all employees without an email address to their home address on Friday 10th January 2014, with a view to all employees receiving it on the same day.

The full survey results will be available in **April** and will include an overall measure of employee engagement alongside other indicators about change, communication, management and leadership. The results will be benchmarked internally and externally, using public and private sector norm groups.

### **10.2 Staff road shows**

A series of staff road shows will commence on 16<sup>th</sup> January and will run through to 13<sup>th</sup> Feb. Entitled **“one direction, many pathways.”** key speakers will be the Leader of the Council and Chief Executive. The objectives are to:

- To keep staff informed on the direction, priorities and successes of the council
- To build confidence in and commitment to our ambitious plans for the future
- To engage staff around a review of our core organisational values so that they provide the foundation for success

### **10.3 Senior Management Review**

The HR team continues to support the Senior Management Review and the final phase is now underway with consultation taking place with staff and

Trade Union colleagues at service /team level. It is anticipated that phase 3 will end no later than 31<sup>st</sup> March 2014.

## **11.0 Access to Information**

11.1 The background papers relating to this report can be inspected by contacting the report writer:

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