

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE – 9 JUNE 2005

EMPLOYEE ATTITUDE SURVEY

Report by Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE OF REPORT

The purpose of this report is to advise members that an employee attitude survey will be carried out within the Council during June.

2. BACKGROUND

In 2001 the Council carried out an Employee Attitude Survey as part of its commitment to work life balance. It is recommended as good personnel practice that such surveys should be carried out regularly in order to gauge the workforce's attitudes and opinions on a range of issues. In addition, regular surveys build upon the Council's ongoing commitment to employee consultation through mechanisms such as the JCC structure.

3. PROPOSAL

Tom McGlew of the University of Edinburgh has been appointed to carry out a survey of all employees. Mr McGlew has considerable experience in carrying out such surveys and has worked extensively within local government and the wider public sector as well as the private sector. He has carried out work with CoSLA and the survey will include certain core questions which will allow benchmarking with other Councils. Benchmarking is a key aspect of EFQM which contributes to the overall Best Value process.

The survey will seek employees' views on a wide range of issues including communication, training and development, motivation and morale. The results of the survey will be analysed and employee focus groups will be established in order to address the issues raised.

The survey will be completely confidential and completed forms will be returned to the University of Edinburgh for analysis following which they will be destroyed.

4. TIMETABLE

The survey will be carried out mid-June and analysis should be completed by mid August.

5. TRADE UNIONS

The Trade Unions have been consulted and are supportive of the survey.

6. RECOMMENDATION

The Committee is asked to:

- a. note the report; and
- b. note that further reports will be submitted to the Committee with the results of the survey.

Elizabeth Morton
Depute Chief Executive/
Executive Director of Corporate Support

23rd May 2005

BACKGROUND PAPERS

Nil

Anyone wishing further information should contact Martin Rose, Head of Personnel,
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