

# **North Devon Council Report Date: Monday, 11<sup>th</sup> March 2025**

**Topic: Employee Survey Results**

**Report by: Nikki Gordon, Head of Organisational Development**

## **1. INTRODUCTION**

1.1. Governance Committee, at its meeting on 23<sup>rd</sup> September 2024, requested that the results of our employee survey be shared with Members.

1.2 This report details the summary results of our regular, light touch Pulse survey as well as our 2024 Wellbeing survey.

## **2. RECOMMENDATIONS**

2.1. That Members note the report.

## **3. REASONS FOR RECOMMENDATIONS**

3.1. Members requested to view our employee survey results.

## **4. REPORT**

4.1. In September 2023 a 12 month pilot of a monthly light touch Pulse survey was introduced to establish how officers are feeling at that moment in time; the survey is not just about how individuals are feeling at work, but also how they are feeling generally as, clearly, both can have an impact on our overall wellbeing. The survey can be completed through a variety means, to encourage participation.

4.2. The Pulse survey results cover the period September 2023 to November 2024 (Appendix 1).

4.3. In September 2024 the pulse survey questions were captured within the wider Wellbeing survey. In October 2024, a review of the pulse survey was undertaken (the end of the 12 month pilot) to determine how helpful the results were and if there was a need to amend the questions. It was agreed that the Pulse survey should continue as the results show us a snapshot in time, as well as ongoing trends.

4.4. The annual, wider survey, to explore more fully how our staff are feeling, was undertaken in 2024. Prior to publishing, the survey was revised with input from the Organisational Development Group; this group is made up of a number of employees from different service areas across the Council. The survey results are given at Appendix 2.

4.5. SMT has seen the survey results and, together with our Organisational Development Group, they are being captured and worked into an action plan.

## **5. RESOURCE IMPLICATIONS**

5.1. The wellbeing support sessions/training is generally funded through our learning and development budget, although there are a small number of organisations who will and do provide sessions for free to support general health and wellbeing.

5.3. There is a separate budget for our Occupational Health and Counselling Service.

## **6. EQUALITIES ASSESSMENT**

6.1. An Equalities Impact Assessment (EIA) is not required for this report.

## **7. ENVIRONMENTAL ASSESSMENT**

7.1. There are no environmental impacts

## **8. CORPORATE PRIORITIES**

8.1. People Matter

## **9. CONSTITUTIONAL CONTEXT**

9.1. Part 3, Annex 1, Paragraph 5(f)

## **10. STATEMENT OF CONFIDENTIALITY**

This report contains no confidential information or exempt information under the provisions of Schedule 12A of 1972 Act.

**11. BACKGROUND PAPERS** The following background papers were used in the preparation of this report: Survey results

**12. STATEMENT OF INTERNAL ADVICE** The author confirms that advice has been taken from all appropriate Councillors and Officers.