

REPORT TO	ON
Council	17 January 2018

September 2017



TITLE	REPORT OF
Scrutiny's review of Staff Morale	Interim Monitoring Officer

Is this report confidential?	No
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## 1. PURPOSE OF THE REPORT

To inform Council of the work of a Scrutiny Committee Task group into the issue of staff morale.

Further to inform Council of Cabinet's response to this piece of work at its meeting on the 25<sup>th</sup> of October

## 2. RECOMMENDATIONS

That Council notes the Scrutiny Committee Review of Staff Morale and the Cabinet response to it

## 3. CORPORATE PRIORITIES

The report relates to the following corporate priorities:

Clean, green and safe		Strong and healthy communities	
Strong South Ribble in the heart of prosperous Lancashire		Efficient, effective and exceptional council	X

## 4. BACKGROUND TO THE REPORT AND DETAILED CONSIDERATION

**4.1** Members will find appended to this covering report the following documents:

Appendix – Cabinet report dated the 25<sup>th</sup> of October 2017

Appendix A – Action Plan

Appendix B – Report of the Scrutiny Committee Task group – Review of Staff Morale.

**4.2** The full background to this matter is set out in the earlier Cabinet report. In summary Scrutiny Committee had been very concerned at the outcome of a staff survey into morale that was conducted in November 2016.

**4.3** Accordingly Scrutiny Committee set up a Task Group to look into this issue.

**4.4** The key findings of the Task Group are set out at page 8 of Appendix B. In summary the Task Group found that there had been a significant amount of work undertaken since the employee survey results had been published in January 2017 which had been very positive. However, it was early days with more to be done to engage staff and embed the outcomes. Key concerns included the need for continued improvement in communications, the need to address a perception that staff at the depot were treated differently and the concern that the behaviour of some members had resulted in an adverse impact on staff morale. The Group also recognised that the appointment of a new Chief Executive had been positive with the proposed restructure of the Management Team seen as an opportunity to improve the managerial leadership.

**4.5** The Scrutiny report was subsequently reported to the Cabinet meeting on the 25<sup>th</sup> of October. At that meeting Cabinet decided to accept all of the recommendations of the Scrutiny Committee.

## **5. WIDER IMPLICATIONS AND BACKGROUND DOCUMENTATION**

### **5.1 Comments of the Statutory Finance Officer**

There are no direct financial implications arising from the report. If there are any actions in the Action Plan which cannot be funded from existing budgets then additional budget provision will need to be approved

### **5.2 Comments of the Monitoring Officer**

There are no legal implications arising from the report.

<p><b>Other implications:</b></p> <ul style="list-style-type: none"> <li>▶ <b>Risk</b></li> <li>▶ <b>Equality &amp; Diversity</b></li> <li>▶ <b>HR &amp; Organisational Development</b></li> <li>▶ <b>Property &amp; Asset Management</b></li> <li>▶ <b>ICT / Technology</b></li> </ul>	<p>The importance of having a happy and well- motivated staff should not be underestimated. The organisation is unlikely to be at its most efficient or productive if staff morale is low.</p> <p>There are no specific Equality implications here</p> <p>Please see the comments above against Risk. In addition to those comments the council has a general duty of care to its employees.</p> <p>There are no property implications</p> <p>There are no ICT implications</p>
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## **8. BACKGROUND DOCUMENTS (or there are no background papers to this report)**

None

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Job Title Interim Monitoring Officer

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