

Employee Survey Corporate Action Plan for BDC/NEDDC

<u>Theme</u>	<u>Action</u>	<u>Timescales</u>	<u>Lead</u>
<u>Leadership & Management</u>	Resurrect Service Managers Forum or similar knowledge sharing, discussion on priority issues, relevant updates etc - 3 times a year	June 2017	HR & SAMT
	Improve SAMT connectivity with wider staff – SAMT attend team meetings on occasion, SAMT monthly updates to all staff such as an SAMT Blog	Sept 2017	SAMT & Comms
	Introduce BDC/NED Leadership Development Programme – utilising skills and knowledge of internal officers to deliver the training, identify talent	January 2018	HR
<u>Communication & Culture</u>	“You said we did” communication published on comments from employee survey	May 2017	HR & Comms
	Improve Councils Intranets – have a staff working group to support this	July 2017	Comms
	Ensure regular team meetings occur – rep from SAMT to attend twice a year	July 2017	JAD’s
	Review of Reward, Recognition & Retention	April 2018	HR
<u>Systems & Processes</u>	Review of how staff views are sought – combined short survey & site visits	March 2018	HR
	HR to support JAD’s in developing service specific action plans	August 2017	JAD’s
	L&D decisions and budgets devolved to JAD’s	April 2017	JAD’s & HR
	Embed seeking of staff suggestions through various channels e.g. 1:1’s, team meetings, relevant cross service working groups	April 2017	JAD’s & Service Managers
<u>Working Environment</u>	Covered in “You said we did” communication	May 2017	HR & Comms
	Support for more social activities will be incorporated into Health and Wellbeing Champions Group	Sept 2017	H&W Champions