



**MINUTES OF THE MEETING OF THE STAFFING COMMITTEE held on Wednesday, 27 March 2019 at Leadership Team Conference Room - Fire Service, Clemonds Hey at 12.00 pm**

**PRESENT:** Councillors B Rudd, S Nelson, D Flude, E Johnson, S Parker and M Tarr

**1 PROCEDURAL MATTERS**

**A Record of Meeting**

Members were reminded that this meeting would be audio recorded.

**B Apologies for Absence**

Apologies for absence were received from Councillor G Merry.

**C Declaration of Members' Interests**

There were no declarations of Members' interest.

**D Minutes of the Staffing Committee**

**RESOLVED:**

**That the minutes of the Staffing Committee held on 31<sup>st</sup> October 2018 be confirmed as a correct record.**

**2 STAFF ENGAGEMENT SURVEY CORPORATE ACTION PLAN UPDATE**

Consideration was given to a report from the Director of Transformation which provided an update on progress against the corporate action plan developed to address the outcomes of the 2017 Staff Engagement Survey.

Members were advised that following the 2017 Staff Engagement Survey, officers had undertaken an exercise to solicit feedback from across the organisation to determine if the results mirrored the experiences of the staff and to inform the development of an action plan aimed at dealing with key issues. This resulted in the development of both local action plans and a corporate action plan to address the findings of the Staff Engagement Survey.

Progress against the corporate action plan was monitored regularly at meetings of the Staff Engagement Group and it was agreed that progress against the corporate action plan would also be reported to Staffing Committee on a six-monthly basis.

Members discussed each of the key themes, namely, recognition and feeling valued; management accessibility and visibility; communication and change; and common

sense principles.

It was reported that the date for the 2019 Star Awards had now be set and would take place on Thursday 7<sup>th</sup> November 2019 at the Village Hotel in Warrington. The Chair encouraged all Members to attend the event. The Chief Fire Officer and Chief Executive advised that officers could assist Members with travel arrangements, where necessary.

It was reported that ahead of the launch of the next staff survey, scheduled for Summer 2019, a communications campaign and update newsletter would be delivered to provide information to staff on the changes made as a result of the survey. This would enable staff to see how their feedback and opinions have directly led to changes in a number of areas across the organisation. In response, a Member requested that following the survey could an item be included on each of the four UPG agendas to advise that the survey had taken place and to explain the outcomes that had taken place as a result of the survey at a local level. The Chief Fire Officer and Chief Executive welcomed the suggestion and confirmed that this would be actioned.

**RESOLVED: That**

**[1] The Staff Engagement Survey Corporate Action Plan Update be noted.**