

Appendix E

Priority: Our People					
P3.4 Investing in our workforce					
Measure and Reference	P3.4A Increase the level of staff engagement			Committee	F&M
Definition	Employee engagement is a combination of commitment to the organisation and its values and a willingness to help colleagues. Employee engagement also focuses on mutual gains in employment relationships, seeking the good of employees (well-being, job satisfaction and so on) and the good of the organisation they work for (performance, motivation, and commitment)			Why this is Important	Employee engagement is a workplace approach resulting in the right conditions for all staff to give their best each day, committed to the Council's Corporate Plan and values. An engaged workforce supports the achievement of our key priorities.
What Good Looks Like	This measure will be based on the number of staff who feel the Council has engaged with them throughout the year to support the Council's Corporate priorities and key aims. Engagement activity will include briefing sessions, employee forum, staff surveys and any type of Corporate consultation undertaken that has a direct impact on the workforce.				
History of this Indicator	New indicator – No recent history available				
2019/20 Baseline Data	New Indicator - first survey to take place in 2020				
Reporting Year	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2020/21	No target for year 1.	Reported annually in Q4	Reported annually in Q4	Survey postponed until 21-22	Survey postponed 22-23
2021/22	Annual Increase in the % of Staff completing the survey.	Survey postponed 22-23	Survey postponed 22-23	254 staff attended staff briefing sessions in September 2021	Target not achieved
2022/23	Establish baseline data.	Establish baseline data.	Establish baseline data.	Establish baseline data.	Establish baseline data.
2023/24	Annual increase in the number of staff who feel engaged with.	Reported annually in Q4	Reported annually in Q4	Reported annually in Q4	

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Measure and Reference	P3.4D The Council has a health and safety culture.		Committee	F&M	
Definition	<p>The Council will monitor and report on the following three key measures:</p> <p>1: The Council will have an up-to-date Health & Safety Policy.</p> <p>Target: The policy will be reviewed every three years or sooner if legislation requires.</p> <p>2: Delivery of mandatory Health & Safety Training.</p> <p>Target: Upward trend in delivery of training.</p>		Why this is Important	<p>The Council has statutory duties under the Health and Safety at Work Act 1974 to ensure the health and safety of the workforce. This measure will indicate how well the statutory duties and other non-statutory activities are being implemented.</p>	
What Good Looks Like	Both measures will need to be achieved at the end of the financial year to demonstrate the measure has been successful.				
History of this Indicator	New indicator – No previous history available				
2019/20 Baseline Data	New Indicator - No baseline data				
Reporting Year	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2020/21	Upward Trend	Reported annually in Q4	Reported annually in Q4	Reported annually in Q4	Postponed until early 22/23
2021/22	Upward Trend	Postponed until early 22/23	Postponed until early 22/23	Postponed until early 22-23	Postponed until early 22-23
2022/23	Establish baseline data	Establish baseline data	Establish baseline data	Establish baseline data	Establish baseline data
2023/24	Achieve both of the measures outlined in the definition.	Reported annually in Q4	Reported annually in Q4	Reported annually in Q4	