

CORPORATE SAFETY COMMITTEE - 22ND JANUARY, 2004

SUBJECT: EMPLOYEE SURVEY

REPORT BY: DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

1.1 To identify to Committee the results of the Employee Survey that relate to health and safety.

2. SUMMARY

2.1 The survey was undertaken over the period September - October 2003 and covered just under 5000 non-School based employees. Just over 1800 responses were received - a 1 in 3 response rate.

3. LINKS TO STRATEGY

3.1 The Employee Survey is a key part of the Council's HR Strategy and the Best Value recommendations arising from the Personnel Best Value Review.

4. THE REPORT

4.1 The key findings of the survey were that:-

- (a) Over 93% of employees rate workplace conditions as important to them.
- (b) Some 68.5% of employees agreed that they had pleasant working conditions.
- (c) Only 64% of employees felt that they had good workplace conditions, whilst 28.5% rated their workplace conditions as poor.
- (d) Just under 70% of employees considered their workplace to be a safe and healthy place to work. Conversely 24% (436 respondents) did not consider their workplace to be a safe and healthy place to work.

4.2 Overall there is a significant proportion of our employees (a quarter) who are not "*satisfied*" with the health and safety of their workplace spread across Directorates, Education & Leisure were the most satisfied with other Directorates being fairly consistently less satisfied.

4.3 Respondents were also given the opportunity to identify their health and safety issues and the top five were all building related. They were:-

Overcrowding	168
Temperature	126
Ventilation	106
General Disrepair	57
Lack of Facilities	48

4.4 More detailed analysis of the questions are attached as an Appendix.

5. FINANCIAL IMPLICATIONS

- 5.1 There will be financial costs to address some of the issues raised and these will need to be identified.

6. PERSONNEL IMPLICATIONS

- 6.1 The feedback exercise on the employee survey results has started and will need further consideration. One way of undertaking this may be via focus groups.

7. RECOMMENDATIONS

- 7.1 Committee are asked to note the report.

Author: R. Gough, Personnel Manager (Standards & Development),
goughr@caerphilly.gov.uk

Appendices:
Appendix 1 Data extracted from Employee Survey