

**Appendix A- Draft staff survey action plan**

<b>Survey issue</b>	<b>Action</b>
Increase in workload / pressure	Understand workload pressures/ talk to staff to quantify workload pressures and be specific about what we are doing -Extended Leadership Team (ELT) to report back to 10/02 ELT- could possibly be overtaken with recent staff updates
Increase in workload / pressure	Use the COVID-19 recovery internal audit to identify where workload impacts are and whether we have a plan for them to return to normal
Decrease in agreement we have a clear vision	Corporate plan refresh to set clear vision, link to staff through their objectives (including Equality, Diversity and Inclusion) – run regular training on this
Decrease in agreement we have a clear vision	Reviewing the objectives set within our Equality, Diversity and Inclusion policy, highlighting this in our Corporate Plan
Decrease in agreement we have a clear vision	Future Ways of Working visioning, including flexible working (one pager)
Decrease in agreement we have a clear vision	Set service and team visions and link to corporate priorities -formatted service plan
Decrease in agreement we have a clear vision	Set staff individual objectives
Decrease in agreement we have a clear vision	Set vision for future ways of working - staff group to feedback to Corporate Leadership Team (CLT) and CLT to set vision
Decrease in staff agreeing they develop at Maldon District Council	Skills audit survey –Analysis of succession policy work and capturing training needs
Decrease in staff agreeing they develop at Maldon District Council	Reviewing our Equality, Diversity and Inclusion (EDI) policy and the objectives (making sure inclusion is at the forefront of our policy) Survey to be carried to understand staff's views and how valued they feel.
Decrease in staff agreeing they develop at Maldon District Council	Put together an all-staff annual training timetable for the year /Human Resources business partner working with the Tier 2 Managers to identify specific training needs.- Note - specific discussion to take pace around how we develop this, possible high level, and then individual objectives fed in

**APPENDIX A**

<b>Survey issue</b>	<b>Action</b>
Decrease in staff agreeing they develop at Maldon District Council	Suggest an additional Performance and Value Outcome for the Corporate Plan 'Our Workforce'
Increase in staff feeling Maldon District Council support wellbeing	Continue the schedule of events for wellbeing/ having additional Mental Health First Aiders within Community Enforcement Officer and Parks team/ making sure the Health Champions meet regularly/supporting staff with tech issues allowing them to log on to remote wellbeing sessions/ continuing to work with Provide, reviewing our working well accreditation.
Increase in workload / pressure - Member specific feedback	Bring members in- match expectations to resource available - present the survey to fortnightly leaders meeting and start the discussion