

EXTRACT

THE CABINET

MEETING, 20TH OCTOBER, 2014

Councillor Morris	Executive Cabinet Member
Councillor Adia	Executive Cabinet Member
Councillor Peel	Executive Cabinet Member

Cabinet Members

Councillor J. Byrne	Culture and Youth
Councillor Cunliffe	Public Health
Councillor Chadwick	Highways and Transport
Councillor McKeon	Education and Schools
Councillor Bashir -Ismail	Community Services
Councillor Peacock	Adult Social Care
Councillor Zaman	Development and Regeneration
Councillor Lewis	Housing and Social Inclusion

Other Members in Attendance

Councillor Murray	
Councillor Greenhalgh	
Councillor Mrs. Fairclough	
Councillor Cox	
Councillor Allen	
Councillor Hayes	
Councillor Richardson	(as deputy for Councillor Parkinson)

Officers

Mr. S. Harriss	Chief Executive
Mrs. H. Gorman	Borough Solicitor
Ms. S. Johnson	Borough Treasurer
Mr. A. Jennings	Democratic Services Manager

Councillor Morris in the Chair.

Apologies for absence were submitted by Councillors D. Burrows, A. Ibrahim, Jones, Parkinson and Mrs Thomas.

12. MINUTES

The minutes of the proceedings of the meeting of the Cabinet held on 18th August, 2014 were submitted and signed as a correct record.

13. MINUTES OF AGMA/COMBINED AUTHORITY

The Minutes of the meeting of AGMA/Combined Authority held on 29th August and 26th September, 2014 were submitted for information.

Resolved – That the minutes be noted.

14. CORPORATE STAFF SURVEY AND IIP FEEDBACK 2014: RESULTS AND ACTION PLAN

The Chief Executive submitted a report that set out the key conclusions from the Council's recent IiP re-assessment and bi-annual staff survey, together with a continuous improvement action plan.

It was explained that the combined feedback from the two pieces of research provided a strong endorsement of the Council's approach to leading and managing people. Results across staff satisfaction, motivation and engagement measures

were all at least as, or more, positive than the last set of assessments.

The key messages highlighted were that:

- Staff felt there was a clear strategic vision; staff knew how they contributed and were well motivated at work;
- Staff were aware of and understood the need for change, although the latter had fallen since 2012;
- Staff wanted to do their job well, were clear what they were expected to achieve and had a good relationship with their colleagues. There were concerns about pay levels, job security and development opportunities;
- Line managers were seen positively across all areas; and
- Training and development was prioritised and robust and had improved since 2012.

Detailed analysis against each piece of research was set out in the report.

The following improvement actions were proposed:

- Maintain and expand the current communications strategy, including management cascade briefings, to ensure all staff had the information about the Council's operating challenges; the savings strategy and the leadership response;
- Review the current "staff suggestion scheme" format and profile, to identify more effective ways through which people could feed in their ideas to make cost savings/work differently and ensure the scheme was accessible to staff from all groups;
- Continue to seek to raise awareness of Bolton's Best and seek views from staff as to other recognition arrangements that would further recognise their contributions as appropriate;
- Review and revisit the Leadership and Management Competency Framework to ensure it remained valid and relevant to the changing climate; and
- Develop a Council Health and Wellbeing Strategy.

Resolved - That the response to the results of the corporate staff survey and IIP feedback be agreed.