

PEOPLE GROUP EMPLOYEE FORUM

Agenda items, attendees and apologies for meeting 12th July 2016

Agenda items for meeting 12th July 2016

People Group Key Issues &
GLT Feedback

Jim Graham's email 15.6.2016

Staff Suggestion Scheme

Any Other Business

Future Agenda Items

Present:

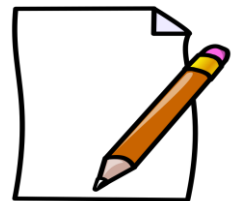
Mike J Wood
Gill Campbell
Sinead O'Malley
Wendy Chaplin

Apologies:

Marie Seaton
Judith Nicholls
David Sherwood
Emma Walker
Alison Mann
Anandjit Boparai
Michelle Pitchford
Imelda Cooke -
Cannon
Sandra Donnelly
Lizzie Walsh

Minutes and notes:

Notes taken
& produced by
Gill Campbell, Chair



People Group Key Issues and GLT Feedback

Mike Wood delivered the update in Marie Seaton's absence.

Budgets

GLT continue to focus their work on the One Organisational Plan 2020 (OOP2020) incorporating the necessary savings.

Staff Survey 2016 *'Your Say'*

GLT ask that all staff make every effort to complete the current staff survey.

As at 7th July over 300 employees within the People Group, have completed the Your Say survey. If you haven't done so yet, please set a few minutes aside to complete it as soon as you can so that you can share your views by 21st July 2016 when it closes. The results of the survey are used throughout the Group to develop action plans; building on the positives and making improvements.

If you are concerned about confidentiality, please be assured that the information you provide about yourself is held separately to the survey data and is not passed on. We ask you to answer these questions to see if there are any common issues across groups of staff and then we can work with you to come up with ideas and solutions.

Jim Graham's invitation to engage in dialogue with staff (his email 15.6.2016)

"Dialogue with people about how they view the proposals going forward"

A discussion took place around the content of the email.

Whilst the initiative expressed in the communication was appreciated, it was felt that staff might not take up this invitation for several reasons. Firstly staff have very little time for anything other than their day to day workload. Secondly, staff may feel vulnerable in the current climate and be reluctant to draw attention to themselves/their teams.

It was questioned whether this model of interaction was practical if there were a high number of requests for meetings with Mr Graham; also what scope for change could he offer.

The group were unclear what 'the proposals' mentioned were. If relating to OOP2020, much is still unknown.

Thought was given to what model(s) could offer more effective interaction.

It was acknowledged that the Question time/briefings worked well for staff who are able to attend the venues, particularly those based in Warwick, however noted that staff in other areas are in practice less likely to attend the Question time/briefings offered across the county.

To focus the dialogue on particular theme(s) was felt to be a useful aid to encouraging response as was using a short, survey monkey mechanism.

The existing Corporate Staff Suggestion Scheme is an underused tool, and staff could be encouraged to use this; again perhaps the use of themes would direct staff to particular subjects.

**PLEASE LET US HAVE YOUR THOUGHTS ON THE
INVITATION FROM JIM GRAHAM?**

HAVE YOU/YOUR TEAMS RESPONDED TO HIM?

Staff Suggestion Scheme

The Staff Suggestion Scheme panel is made up of a representative from each Employee Forum. [People Group Rachel Franklin]

They contribute to responses to suggestions on broad themes and where the suggestions are Group specific bring them to the Employee Forum for discussion, together with liaising with the manager appropriate to the suggestion.

The Staff Suggestion Scheme panel meets 3-4 times a year; where possible they carry out their work electronically. Suggestions raised and their progress is recorded on a shared google sheet for ease of access.



Promote the Staff Suggestion Scheme amongst your teams

[Staff Feedback and Suggestion Scheme - WCC Intranet](#)

Employee Forum Membership

Please encourage your colleagues to become members.

There are vacancies in particular for representation from Strategic Commissioning.

For more information on the People Group Employee Forum please contact the 'Forum Chair on

01926 742491

or email

gilliancampbell@warwickshire.gov.uk

[People Group Employee Forum - WCC Intranet](#)

Reminder - Corporate Employee Engagement

A working group to look at work on staff engagement, including:

- embedding the engagement strategy
- employee voice - how to get the group forums and staff networks involved, linking to the staff suggestion scheme, etc.
- the role of the "engaging manager"
- links to wellbeing

Allison Lehky will be chairing the group and it will include communications, HR Business Partner's, Wellbeing, etc. Gill Campbell is to join the working group to represent People Group Staff Forum.

Any Other Business

- Mosaic implementation
A brief update took place in which it was noted teams across People Group are at different stages of implementation; some implemented November 2015 and others at planning stages. Suggest carry item forward to future agenda when more members present.
- Call for articles: People Group Core Brief (deadline Monday 18th July at 4pm)
Please ask your teams to submit ideas, e.g. 'Day in the Life of'

Future Agenda Items

**13.9.2016 John Coleman,
Service Manager, Multi Agency Safeguarding Hub (MASH)**

**6.12.2016 Sarah Harris,
Principal Social Worker & SEND Children's Social Care Service Manager**

If you would like a particular colleague to attend a Forum meeting please send your suggestions to
gilliancampbell@warwickshire.gov.uk

Dates of future People Group Employee Forum meetings

13.9.2016	TUES	2.00 - 3.30	SB3 1F MR4
27.10.2016	THUR	10.00 - 11.30	SB3 1F MR5
6.12.2016	TUES	10.00 - 11.30	SB3 1F MR4