

<b>Agenda item:</b>	11
<b>Attachment:</b>	A

## HRA Board Cover sheet

### 20 July 2022

<b>Title of paper:</b>	Staff Survey Action Plan
<b>Summary of paper:</b>	<p>The HRA undertakes an annual staff survey which provides the organisation with valuable feedback from our workforce. Our staff are vital to our ability to deliver our mission. Having an engaged and motivated workforce is key to all high performing organisations.</p> <p>In May the Board received a presentation of the survey findings from BMG, the research company contracted to carry out the staff survey to cover the 21/22 period. These were discussed at Board with Staff Forum representatives in attendance. The outputs of these discussions then formed the basis of further conversations with Staff Forum, People Group, with the Joint Negotiating Committee and the ED&amp;I Steering Group. These staff survey results have also been shared with all staff.</p> <p>This action plan is the result of listening to all the comments and discussions on the findings from these various groups. These discussions led to agreement to prioritise the following areas for focus this year under the following themes:</p> <ul style="list-style-type: none"> <li>• Valuing people</li> <li>• Developing ourselves</li> <li>• Looking to do things better</li> </ul> <p>You may also notice that the proposed actions also align with plans in our People strategy and EDI strategy in terms of planned activities and initiatives.</p>
<b>Reason for submission:</b>	For approval
<b>Further information:</b>	n/a

<b>Budget / cost implication:</b>	n/a
<b>Dissemination:</b>	Publish internally and track progress on actions via People Group
<b>Time required:</b>	10 mins