

## **EAST HAMPSHIRE DISTRICT COUNCIL AND HAVANT BOROUGH COUNCIL**

At a meeting of the Joint Human Resources Committee held on 9 February 2016

Present

Councillor: K Carter (Chairman)

Councillors: G Blackett (Vice-Chairman), P Buckley, T Hart and G Shimbart

### **19. Apologies for Absence**

Apologies were received from Councillors N Noble, J Onslow, D Patrick, C Satchwell, R Saunders and I Thomas.

### **20. Chairman's Announcements**

There were no Chairman's announcements.

### **21. Confirmation of Minutes**

The minutes of the meeting held on 21 October 2015 and the extraordinary meeting held on 5 January 2016 were agreed and signed as correct records.

### **22. Staff Survey Results 2015**

The committee considered a report on the 2015 staff survey results, following an introduction by Caroline Tickner, Service Manager (Human Resources).

The committee was pleased to note improvements at both councils, although aired concerns regarding results in the communication section and that the return rates had been lower than the previous survey in 2013. The reason for the lower return rate needed to be understood in order to ensure as high a completion rate as possible for future surveys. In response to a question, Mrs Tickner confirmed that consideration was being given to a 2016 survey, although surveys such as these would only usually be undertaken every other year.

The committee noted the different responses from each council and questioned whether this reflected the different corporate strategies of the councils. It would also be interested in the return rate and results for the Havant Borough Council survey following the introduction of the NORSE contract. Moving forward, Mrs Tickner explained that the two councils required different cultures in order to deliver their corporate strategies.

Social activities for officers were discussed, as it was felt that this softer, 'human' side of management was beneficial to wellbeing.

JOINT HUMAN RESOURCES COMMITTEE  
9 February 2016

Following the discussion, the committee NOTED the content of the report and RESOLVED that the Chief Executive be thanked for the good work illustrated by the staff survey results. However, there were still opportunities for improvement and the committee wanted to see results improve and the survey response rate increase to 90%, which it felt was achievable. In addition, the committee would like to see improvements to the 'human' side of management.

**The meeting commenced at 4.00 pm and concluded at 4.48 pm**

.....  
Chairman