

Proposed Staff Engagement Actions 2023

Action Area	Activity	Outcomes
Staff Survey outcomes	<ul style="list-style-type: none"> • Disseminate results of 2022 survey to staff through SLT who then can take any necessary appropriate action • Conduct further research into areas of the staff survey with a negative score of 20% or more and feed the findings into the engagement strategy and communications plan. <p>Initial resulting actions:</p> <ul style="list-style-type: none"> ○ Consider staff survey results/feedback when conducting the review of hybrid working ○ Increase awareness of the Occupational Health Initiatives in response to staff survey results/feedback ○ Introduce regular themed pulse surveys ○ Increase the promotion of the survey in an attempt to increase the level of response in 2024 	Action will be taken to address areas for improvement and positives arising from the survey will be strengthened.
Staff Engagement Strategy and Communication Plan	<ul style="list-style-type: none"> • Draft and communicate a Staff Engagement Strategy that includes how change is communicated. 	A Strategy and Communications Plan for staff engagement will develop a considered and consistent approach, but still allow Functions to engage with staff in ways that are appropriate to them. This will also support delivery against the Communications and Engagement National Fire Standard.
Organisational learning and shared good practice	<ul style="list-style-type: none"> • Where good examples of engagement (on an individual, team or Service level) are identified, ensure these are written up and communicated to all, to ensure the spread of good practice. There is potential for the Learning Management System to be used for this. 	All staff will benefit from good practice as it is identified and shared.
Recognition and Reward	<ul style="list-style-type: none"> • Ongoing work within the People Plan will support recognition and rewards approaches that will have a positive impact on engagement 	Existing planned work will have a benefit in relation to staff engagement.
Learning and Development	<ul style="list-style-type: none"> • Ongoing work within the People Plan will support learning and development approaches that will have a positive impact on engagement 	Existing planned work will have a benefit in relation to staff engagement.