

Staff Survey themes, implementations and future plans.

Theme	What was already in place	What has been done	What's coming	What you can do
Communication	<ul style="list-style-type: none"> • Weekly Newsletter by CEO • Member of CLT attends BBC's ELT Meeting • Staff briefings • OneTeam Voice Employee Engagement Group 	<ul style="list-style-type: none"> • Weekly update on the Intranet highlighting the discussions and actions that take place at CLT • Additional updates on key themes such as OneTeam and Human Resources • CLT Tea and Talks • Greg Campbell regular walk arounds at both Brentwood Town Hall and South Street to discuss OneTeam • Staff Conference • More visibility of CLT at both locations 	<ul style="list-style-type: none"> • Printed version of the weekly newsletter by CEO and update for those employees who don't have access to emails • Director's consistently participating in regular team meetings with their Services • Member of CLT to attend RDC's ELT/Middle Managers meeting • 'One You' Conversations 	<ul style="list-style-type: none"> • Take time to read the weekly newsletters and other updates • Attend and participate in staff briefings, tea and talks and future staff conferences • Actively ask questions that can come via the range of communication channels to encourage two way communication • Put forward suggestions of over ways you feel communication could improve • Participate in future staff surveys
Resources	<ul style="list-style-type: none"> • Opportunities to discuss concerns around resources with Line Managers as individuals or as a team • IT Help Desk to log issues • Service Reviews have taken place for some Services, which have looked at resources required 	<ul style="list-style-type: none"> • Consistent approach to Service Plans to ensure there is clear direction of objectives for the coming year, linking these to the corporate priorities • Service Reviews continuing as per the roadmap • Issues related to printers have been identified and resolved • Joint IT Service Desk was launched in June 2023 • A focus on document retention spring clean at South Street and Warley Depot 	<ul style="list-style-type: none"> • 'One You' Conversations • Work continues in exploring options for relocating South Street Offices and Warley Depot 	<ul style="list-style-type: none"> • Actively engage in your 'One You' Conversations with your line managers and discuss if you feel resource issues are having an impact on you being able to deliver on your outcomes • Continue to log any issues you are having via the joint IT Service Desk • Raise any resources concerns as they become apparent and do not wait. Consider solutions you may have to these with your line manager

Workloads	<ul style="list-style-type: none"> • Opportunities to discuss concerns around workloads with Line Managers as individuals or as a team • Service Reviews have taken place for some Services 	<ul style="list-style-type: none"> • Service Reviews continuing as per the roadmap • Consistent approach to Service Plans to ensure there is a clear direction set for the coming year, linking these to the corporate priorities and minimising changing priorities 	<ul style="list-style-type: none"> • 'One You' Conversations to ensure you have a clear set of objectives that link to the service plan and wider corporate objectives. Also providing the opportunity to create that space to have a two way conversation to discuss concerns you may have with workloads and what support or solutions can be explored 	<ul style="list-style-type: none"> • Actively engage in your 'One You' Conversations with your line managers and discuss if you you're your workload is having an impact on you being able to deliver on your outcomes • Raise any workload concerns as they become apparent and do not wait. Consider solutions you may have to these with your line manager
OneTeam	<ul style="list-style-type: none"> • Weekly Newsletter by CEO • Member of CLT attends BBC's ELT Meeting • Staff briefings • OneTeam Voice Employee Engagement Group • Creation of OneTeam Values by the OneTeam Voice Employee Engagement Group 	<ul style="list-style-type: none"> • Focussed area on the OneTeam Intranet, with regular updates • Resilience and Change lunch and learn sessions held via teams • CLT Tea and Talks • Greg Campbell organises regular walk arounds at both Brentwood Town Hall and South Street to discuss OneTeam • Staff Conference – launching and embedding the One Team values 	<ul style="list-style-type: none"> • Focussed area on the OneTeam Intranet with regards to health & wellbeing with a hub of information that can be viewed and accessed. A review of health & wellbeing across OneTeam • Review of the lunch and learn sessions and also gathering the information from 'One You' Conversations to explore what further training or resources may be required • OneTeam Voice Employee Engagement Group to pick up on the behaviours that sit behind the values and suggestions within the survey and how these can be explored 	<ul style="list-style-type: none"> • Take time to read the weekly newsletters and other updates on the Intranet • Attend and participate in the walk arounds, staff briefings, tea and talks and future staff conferences • Actively ask questions and raise concerns so that there is an open and transparent dialogue • Get involved in the OneTeam Voice Employee Engagement Group • Participate in future staff surveys