

Amendment by the Conservative Group

Corporate Policy and Strategy Committee

4 December 2018

Item 7.2 – Colleague Opinion Survey 2018

Delete the recommendations in the report and replace with:

1.1 Committee notes the results of the Colleague Opinion Survey 2018 and expresses concern that the number of staff engaging has dropped significantly and that:

- a) Overall satisfaction in working for the Council has dropped
- b) Colleagues feel they have a far less access to the information and skills they need to do their job than they did in 2012 or 2014
- c) While Colleagues overwhelmingly recognise the need for change very few, and a falling proportion, feel they have a say in that change or that it is well managed
- d) Senior management visibility and confidence in their decisions is lowest in Place and Health and Social Care Directorates where the Council is underperforming, where change is most needed and where recruitment can be a serious barrier to delivery.

1.2 Committee considers that these issues flow directly from the SNP/Labour Administration and its predecessor's implementation of past transformations programmes which have

- a) changed staffing structures but have fundamentally failed to change working practices and deliver modernised ICT solutions to allow staff to deliver for the public
- b) involved constraints on change, such as the "no compulsory redundancy policy", which work against resolving the Council's budgetary and operational issues efficiently or effectively
- c) relied too heavily on an engagement programme with the Trade Unions, who have opposed change, when more meaningful direct engagement with staff could have developed better working practices, given staff direct involvement and used their collective knowledge of the service and worked to improve services based on customer need.

1.3 Committee notes the commitment to engage with colleagues to develop a robust action plan to address the issues raised in the New Year and agrees that this report should develop proposals to address the barriers outlined at 1.2 above in order that these can be addressed

in any the future strategic change programme.

- 1.4 Committee agrees to refer the report to the Governance, Risk and Best Value Committee for further scrutiny.
- 1.5 Committee further agrees that an update report will be provided to CP&S at its February 2019 meeting on the actions being developed and taken.

Moved by: Councillor Iain Whyte
Seconded by: Councillor