

SALISBURY CITY COUNCIL

Subject : HR Update
Committee : Personnel Committee
Date : 28 March 2022
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1. Report Summary:

1.1. This report provides a general update on people matters within Salisbury City Council (SCC).

2. HR Data report:

- 2.1. The HR Data report for period October – December 2021 was circulated to Personnel Committee members and Group Leaders on 14 January 2022 and is recirculated with this report. The HR report is confidential and not for further circulation.
- 2.2. Since publication a number of the vacancies have been filled and at time of writing most vacancies are either at pre-employment check stage or about to be interviewed.
- 2.3. HR Manager has been collecting equality and diversity information (such as ethnicity, those with caring responsibilities and sexual orientation) to be able to benchmark how well the organisation reflects the local community. The aim is to establish areas where further work may be appropriate, and then to be able to measure the impact of such work.

3. Staff Development:

- 3.1. SCC yearly staff development plan has now been published demonstrating a varied offer for a small organisation.
- 3.2. This is attached at Annex B for information.

4. 2021 SCC Staff Survey:

- 4.1. SCC yearly staff survey has been published (circulated to Councillors on 26 January). This is attached at Annex C, for councillors only.
- 4.2. It is very encouraging that the response rate is so high (other organisations usually expect around 30% response). This indicates staff see value in responding.
- 4.3. The HR Manager would like to highlight that in most areas of the survey the scores show above 75% of positive responses.
- 4.4. The main area of concern has been pay. During 2021 the HR Manager completed a pay benchmarking exercise to explore whether SCC pay was out of line with other similar roles in public sector organisations locally. The evidence did not support that SCC is out of line with other similar roles. Similarly SCC's low turnover does not support pay as an issue. However, the Senior Management Team (SMT) and managers will continue to monitor the situation and support staff with the processes that are in place to formally review level of pay for each role.

4.5. Although scores are extremely positive in most areas, the HR Manager is facilitating regular workshops with all line managers to continue to develop how our people are effectively supported to carry out their roles.

5. Recommendation:

It is recommend that the Committee:

5.1. To note the HR report.

6. Wards Affected: All

7. Background papers:

7.1. Annex A Doc 84823 – HR Data report (October – December 2021)

7.2. Annex B Doc 85491 – Staff Development Plan 2022/2023

7.3. Annex C Doc 85146 – Staff Survey 2021

8. Implications:

8.1. **Financial:** None

8.2. **Legal:** None

8.3. **Personnel:** As detailed in report

8.4. **Environmental Impact:** None

8.5. **Equalities Impact Statement:** Para 2.3 is aimed at SCC being able to better understand the characteristics of the workforce including areas of marginalised groups. This can help with informing future Equality Impact Assessments.