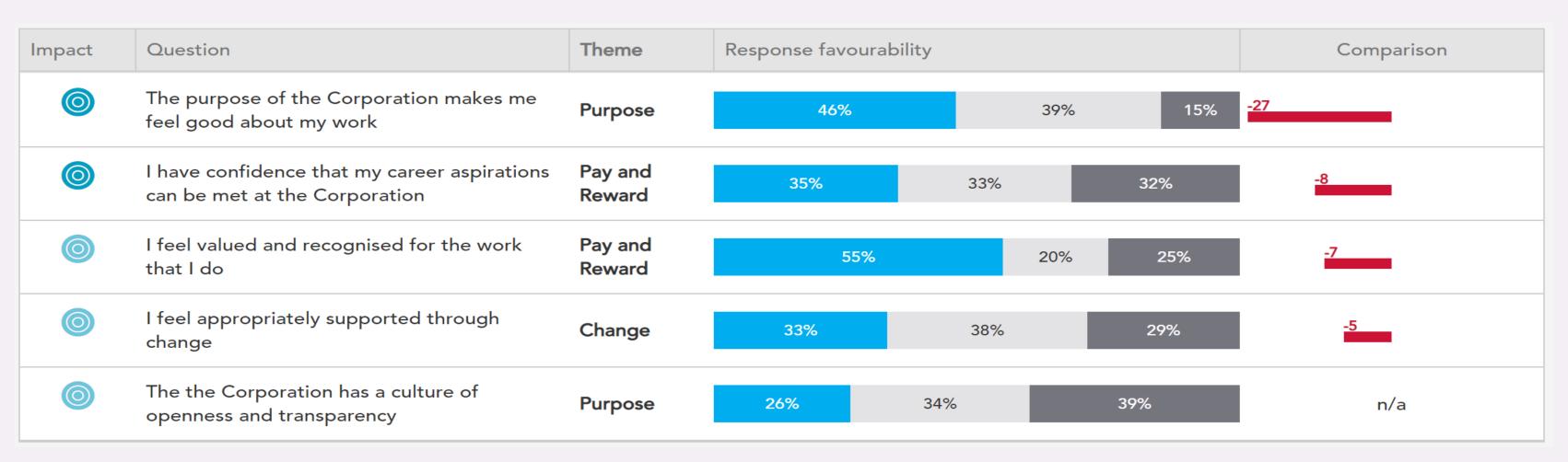
STAFF SURVEY

5 key drivers of engagement



2018 vs 2022 survey results on key <u>drivers</u>

Response rate-2018 62% - 2,310 employees

2018 Engagement index 56%

I understand how my work contributes to CoL 81%

Open and honest communication 35%

Recognised for when I have done a job well 78%

City of London manages change effectively 29%

I know the natural career pathway & progression 56%

Believe action will be taken following this survey 35%

Response rate 2022 51% 1476 employees

2022 Engagement index 52%

Valued and recognised for work 46%

Culture has open and transparency 26%

Valued and recognised for the work I have done 55%

I feel appropriately supported through change 33%

confidence in my career aspirations can be met 35%

Believe action will be taken following this survey 24 %

Positive feedback from Survey

People - Work - City

Pride in working for the corporation

Diverse and historic organisation

Colleagues help and support each other Employees are the greatest assess

Opportunities to learn and progress Positive impact on the city's communities

Work commenced on the equality, diversity and inclusion

<u>Key focus following the survey -</u> Purpose

- Purpose to be clearly defined across the organisation and Institutions as the survey highlighted the differences on purpose between the two
- Strategy and aims to be refreshed
- More visible leadership ,site visits, roadshows,
- Greater communication on how departmental work fits in to the overall purpose of the City Corporation

<u>Key focus following the survey - Change</u>

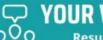
- Support and training across all levels how change management is approached
- Communication of success stories of changing practice
- A forum available to share good practice and lessons learnt when change didn't go to plan
- Use of infographics to share how the change is making a difference, "you said we did"
- More briefings from senior staff via various communication modes
- Continue to increase agility of the workforce

<u>Key focus following the survey – Pay & Reward</u>

- A review and refresh of pay and reward to be undertaken
- Review of flexible working, survey results showed 2 3 days in office desirable
- Review learning offer and greater investment to support career progress and succession plan across the organisation

<u>Additional Responses-infographic</u>





YOUR VOICE MATTERS Results and Next Steps

Year of Our People





YOUR VOICE MATTERS

Results and Next Steps Year of Our People

Things that are going well:

Learning and Development

opportunity for new experiences, freedom to be creative, innovate and contribute to the vision





The Culture and Environment



What we will work on:

I know how well the

Corporation is doing against its

objectives







and influential organisation communities in London

Bureaucracy & Decision-Making

increase transparency, improve communication and simplify

processes to increase agility



....

Benefits- Generous annual leave entitlement, flexible working, good pay and pension

The Job - interesting, varied,



What's next:

Roadshows

We want to hear from you to help shape the next steps





Things you would like to see:



Flexible Working Policy

review arrangements and allow employees to manage their work-



Reward - feeling valued,

listened to and paid fairly.

Culture and Speaking-Up reduce fear and stigma associated with voicing an treated fairly and increase well-being support

People Place Progress

In response to the Staff Survey, we are going to be focusing on Our People in 2022-2023

Roadshows

Start at the end of June/July

Format High level results and overarching actions

Results on departmental level

HRBP's to work to support departmental action plans

Hear from you Q&A Possible locations

Guildhall, GSMD, Barbican, Mansion House, Old Bailey, LMA

Other venues, but might be more challenging: Spitalfields, Epping Forest or Hampstead Heath, Ports, HARC, Barbican estates, Tower Bridge, due to nature of roles and shift patterns

