

26 NOVEMBER 2024**STAFF ENGAGEMENT SURVEY ACTION PLANS – PROGRESS UPDATE****Issue**

1. Only 40% of staff who participated in the 2024 staff engagement survey agreed that they feel action will be taken in response to the survey.
2. However, significant result improvements were observed in areas that were addressed in response to the 2022 survey results including performance management, line management and health and safety.
3. The objective is to improve this response as it is a key driver for employee engagement.
4. In response a more consultative and accountable approach is being adopted for the 2024 survey action planning process.

What does this approach include:

- A bottom-up approach to action planning whereby the Forestry England, Forest Services and Forest Research action plans are developed first before the FC wide action plan is developed.
- The Staff Engagement Survey Steering Group chaired by Director of Forest Services with business area representatives for Forest Services, Forestry England, Forest Research will continue to meet every six months to ensure action plans are delivered against, and progress promoted. It will also run and monitor progress against targeted pulse surveys. In previous years, this steering group disbands once the reports are released to the business.
- Different styles of focus groups, suited to each business area, have been run or are scheduled to design action plans.
- The timing of the survey was changed to align with business planning so areas of work can be accounted for.
- Organisational unit action plans are being chased to ensure that teams have presented the results to their teams and have developed plans. These plans will be analysed to look for trends and to link up departments who are working on similar themes.

Areas of focus

The draft Forestry England, Forest Services and Forest Research action plans are attached as appendices. They will be subject to refinement. Action plans will be shared with staff for respective areas of business once finalised. They will be uploaded to the intranet and a joint notice shared once all business plans are ready to 'launch'.

The Forestry Commission wide plan is in development but will focus on pay and benefits, and actions to compliment the similarities identified in action plans on inspiring leadership and change management.

Next steps

The final draft of the FC wide action plan will be incorporated into the Corporate Plan Enabling People Workstream paper which is anticipated for submission to the FC Executive Board in January/February 2024. The Executive Board will be consulted on the draft prior to submission.

Post this Executive Board, a blog will be shared on Roots by the staff engagement survey project manager to update staff on the significant work going on behind the scenes on action planning at all levels, the change of approach as outlined in this paper and next steps.

Recommendations

The FC Executive Board are invited to note the change of approach to the 2024 survey action planning and to the progress made by each area of the business.

Organisational Development Manager
12 November 2024