

TO: EMPLOYMENT COMMITTEE – 24th JANUARY 2006

SUBJECT: SUNDAY TIMES 100 BEST EMPLOYERS

FROM: ACTING DIRECTOR CUSTOMER INFORMATION AND ADVICE

1. PURPOSE OF REPORT

1.1 To inform Members of the intention to apply for inclusion in the Sunday Times Best 100 Employers List.

2. BACKGROUND

2.1 The Sunday Times Best 100 Employers in an annual awards list that is available to all employers. It uses a staff questionnaire to assess against a set of criteria related to how staff feel about their organisation. The criteria include:

- Leadership: how people feel about the head of the company and the most senior managers.
- Personal growth: to what extent people feel stretched by their job.
- My manager: people's feelings towards their day-to-day managers.
- My company: feelings about the company people work for as opposed to the people they work with.
- My team: people's feelings about their immediate colleagues.
- Wellbeing: how people feel about stress, pressure and the balance between their work and home life.
- Giving something back: how much companies are thought to put back into society and the community.
- Fair deal: how happy employees are with their pay and benefits.

2.2 All of the above fit very well with the current staff survey undertaken on a two yearly basis and the criteria that are considered as part of the EFQM (European Foundation for Quality Management) assessment. Results from both of these indicate that we would score well in the Sunday Times assessment.

2.3 The proposal is to enter the award in 2008 which requires a submission in September 2007 to gain an indication of where on the list we would feature. A new feature being introduced next year is a star rating for those entrants not included in the top 100 giving recognition of their placing against the criteria. This would allow an opportunity to include any necessary improvements into the Corporate Improvement Plan in order to submit another entry for 2009, should we be unsuccessful in making the top 100 first time.

2.4 At present there is only one local authority within the top 100 and that is a Metropolitan Council. Entering the Award would enable Warwick District Council to benchmark itself against the business world and success would reinforce our reputation as a good employer.

3.0 POLICY AND BUDGET FRAMEWORK

3.1 The Cost of entering the award is in the region of £400 which would be found from the Corporate Training Budget. The People Strategy provides the policy framework for the assessment of our employment practices within which applying for this award would sit.

5. RECOMMENDATIONS

5.1 That the Employment Committee endorses the proposal to enter the Sunday Times 100 Best Employers award in 2008.

Karen Pearce
Acting Director Customer Information and Advice

BACKGROUND PAPERS

Areas in District Affected: **All**

Key Decision: **No**

For further information about this report please contact:

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