

2020 Engagement Survey Action Approach – for discussion

Themes

Leadership

- Decision making/ delegation
- Communicating decisions / direction

ELT

- Communicating decisions
- Sharing and engaging in future / strategy
- Role of ELT
- Visibility

Career & Development

- Access to learning
- Career progression
 - Technical development
 - Visibility of opportunities

Flexible working

- Clarity
- Access
- Alignment with other agencies

Remuneration

- Review bands
- Specialists
- Strategy
- New people starting at higher rates

Steps:

- **28 September** – ELT discuss & feedback on proposed approach
- **5 October** – ELT confirm and communicate approach
- **13 October** – All Staff meeting – present ELT thoughts and workshop
- **21 October** – ELT Session, confirm details work plan and ELT Team goals
- **30 October** - All EPA action plans locked in

Key Drivers – from survey

Our People:

- Have their career and development needs met
- Have confidence in future of the EPA
- Trust the ELT to make right decisions
- see the ELT demonstrate people are important to success
- positive change from the survey results

Key Messages

(Comms & All staff meeting)

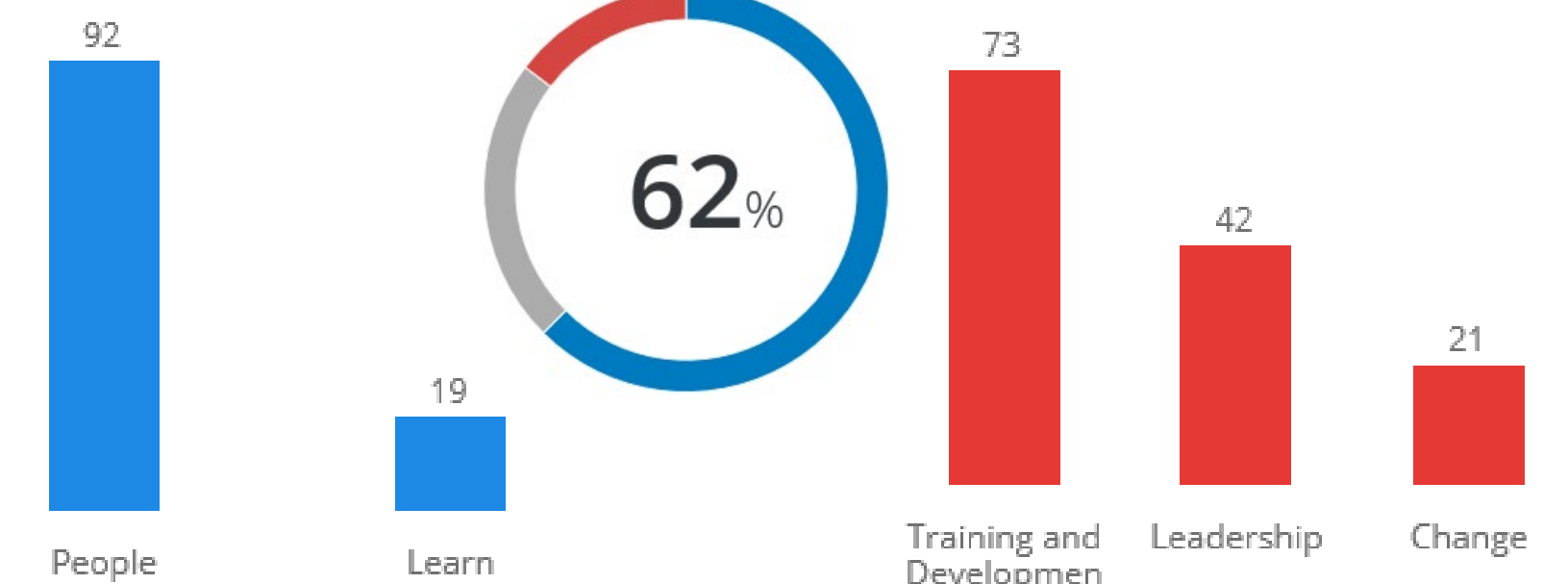
We've heard you and value you. We:

- Want your input into solutions
- Commit to making improvements
- Understand the impact COVID and changes to the organisation have had and want to work with you on this

Key Metrics

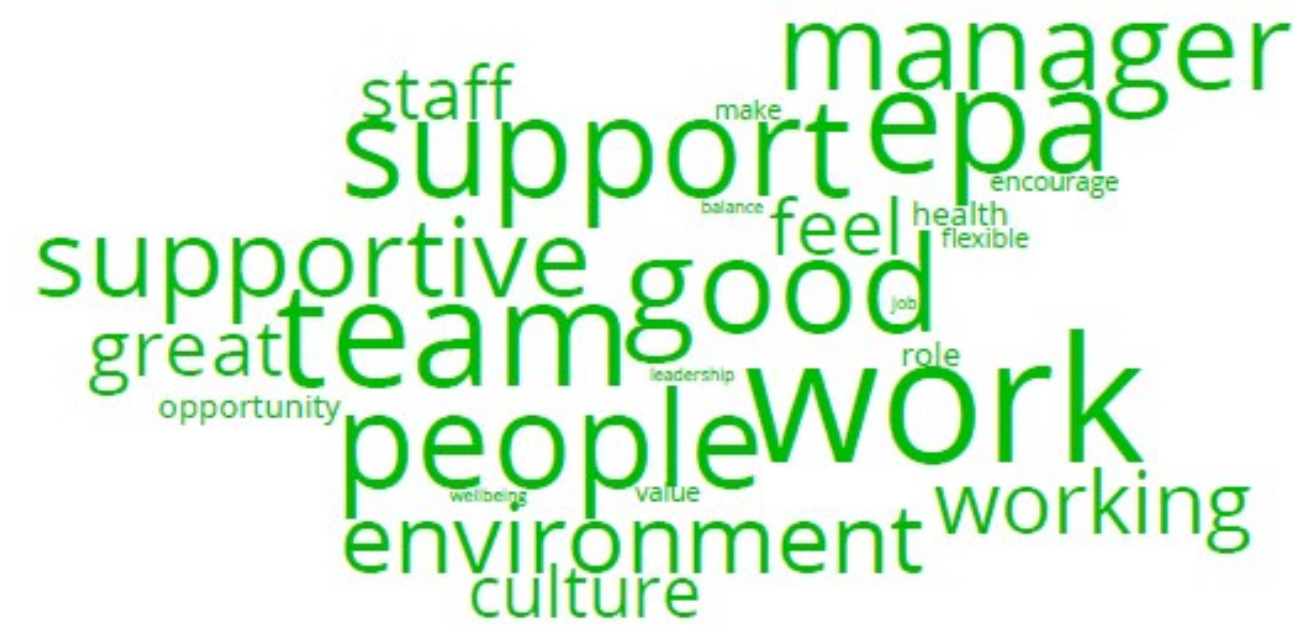
We're talking positively about:

We're talking negatively about: 

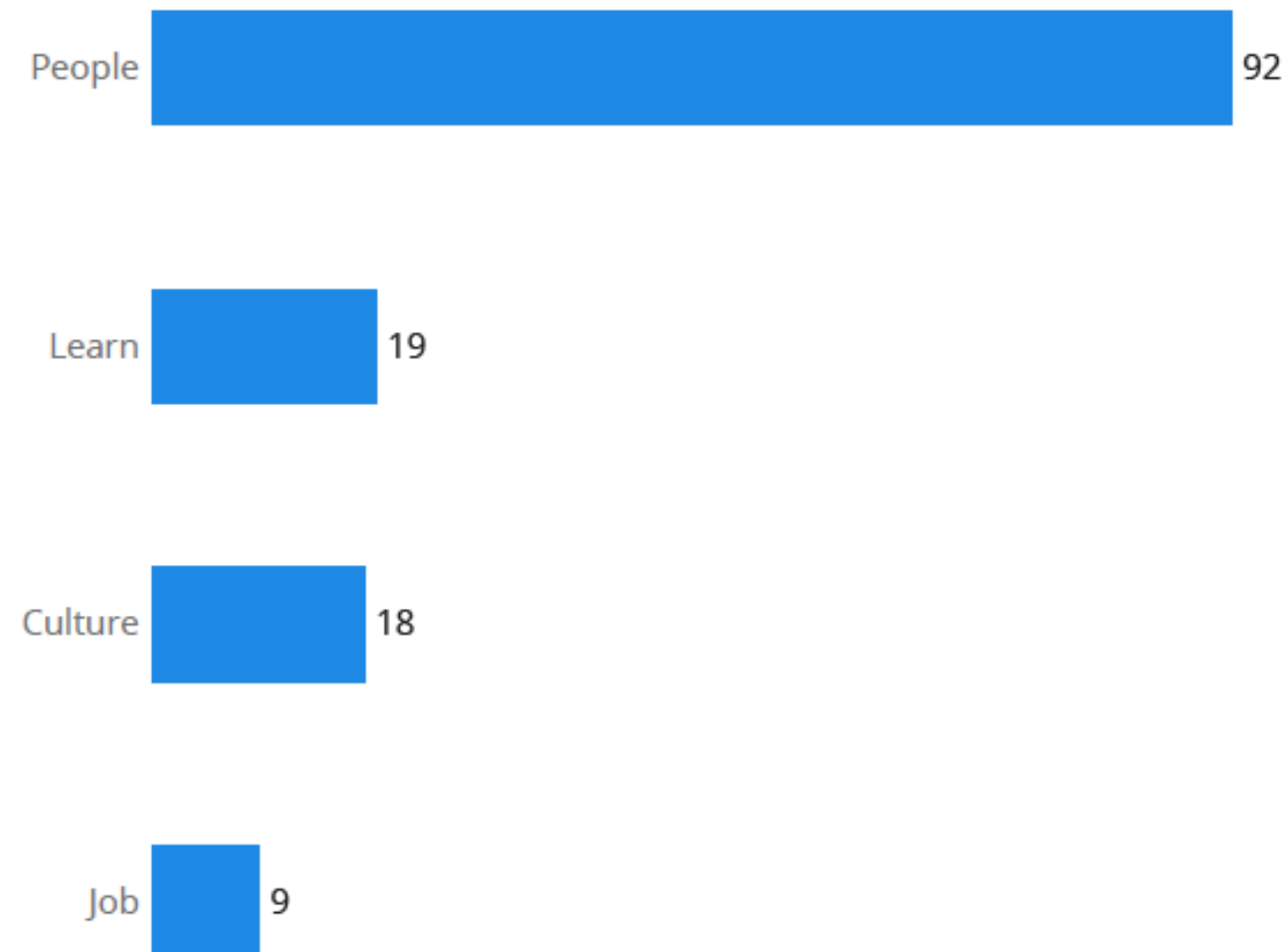


Verbatim summaries

What does EPA do well?



Topics- What does this company do well that helps you be successful? ⓘ



What could EPA do better?



Topics- What could this company do better to help you be successful? ⓘ

