

for the employee survey in autumn 2024 and there is a People Strategy action to review and implement effective approaches to employee engagement, to ensure employee contribution and achievement is recognised. These changes will be reflected in a revised Communication and Engagement Framework. Actions are currently being progressed to capture employee views on this to support the development.

Exhibit 1

The 2022 employee survey consisted of eight categories; the table below details the overall levels of satisfaction for each category of the employees who responded

Category	2022 result	2018 result	Change
Workforce planning	81 per cent	83 per cent	-2 per cent
Reward and Recognition	68 per cent	69 per cent	-1 per cent
Leadership and Management	66 per cent	68 per cent	-2 per cent
Involvement and Empowerment	69 per cent	72 per cent	-3 per cent
Teamwork	79 per cent	83 per cent	-4 per cent
Learning and Development	73 per cent	79 per cent	-6 per cent
Equality and Diversity	88 per cent	88 per cent	0
Community Impact	73 per cent	-	-

Source: West Lothian Council, Strategic People Plan 2023-2028

47. Although there was a low rate of response from employees for the 2022 employee survey the levels of satisfaction with seven comparable categories were reasonable and had not dropped significantly since the 2018 results.

Recommendation 2

The council should continue to take steps to improve participation rates for the 2024 employee survey.