

HUMAN RESOURCES COMMITTEE – 18 FEBRUARY 2010

THE SUNDAY TIMES BEST COMPANIES TO WORK FOR AWARDS

REPORT BY THE CHIEF CONSTABLE

PURPOSE OF THE REPORT

To inform members of the Force's application and assessment for the new Public Sector Category of the Sunday Times Best Companies to Work For Awards.

1. INTRODUCTION

- 1.1 For 10 years the Sunday Times have organised a competition to find the best companies to work for within the UK. To mark the tenth anniversary, a new category has been introduced to find the 50 Best Places to Work in the Public Sector. Last year, 997 businesses entered the competition and over 200,000 employees were canvassed, making this Britain's largest survey of workplace opinion, satisfaction and engagement.
- 1.2 In September 2009 Dorset Police entered the competition in order to be assessed for the new Public Sector category of the competition. No fees or charges were payable for these awards.

2. COMPETITION PROCESS

- 2.1 Throughout November and December 2009 information was supplied to the competition organisers who also undertook a survey of 1400 employees selected at random. One member of staff was assigned to project manage the Forces' involvement. From that information an assessment of the Force has been made in the following areas:
- Leadership – how people feel about the head of the company and its 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 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 staff are with their pay and benefits

3. RESULTS

- 3.1 The results are subject to an embargo until the publication of the 14 March edition of the Sunday Times. However, early indications are that the results are extremely positive and representatives of the Staff Associations and the Force have been invited to a ceremony on the 11 March at which they will receive an award.

4. RECOMMENDATION

- 4.1 Members are asked to note the report.

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