

## Supporting Derby's Workforce Overview and Scrutiny Board:Draft Employment Practices Survey

<b>Living Wage</b>	
1	<p>To what extent do you agree with the following statements:</p> <ul style="list-style-type: none"> <li>• <i>The minimum wage should reflect the cost of living</i></li> <li>• <i>Paying the Living Wage is good for business, good for the individual and good for society</i></li> <li>• <i>The Living Wage is an unnecessary burden on businesses</i></li> <li>• <i>It's the Government's responsibility to ensure wages reflect the cost of living</i></li> </ul>
2	Are you currently accredited by the Living Wage Foundation?
3	Are you interested in becoming an accredited Living Wage Foundation employer in the next five years?
4	What do you consider to be the benefits of becoming an accredited Living Wage employer?
5	What concerns do you have about becoming an accredited Living Wage employer?
6	Any other comments?
<b>Volunteering Opportunities</b>	
7	Do you currently encourage your employees to participate in volunteering activities? Please provide further details of your volunteering policy.
8	Are employees permitted to carry out volunteering activities as part of their contracted hours?
9	How is your volunteering strategy managed within your organisation?
10	Has your organisation recently participated in any successful volunteering initiatives? Please provide further details.
11	Do you encourage external volunteers to work within your organisation?
12	What benefits do external volunteers provide? Please provide further details of external volunteers working successfully within your organisation.
13	Any other comments?
<b>Flexible Working</b>	
14	Which of the following flexible working arrangements do you offer within your

	<p>organisation:</p> <ul style="list-style-type: none"> <li>• Flexi-Time</li> <li>• Job Sharing</li> <li>• Working from Home</li> <li>• Part-time working</li> <li>• Other</li> </ul>
15	How does your organisation benefit from flexible working arrangements?
16	How are flexible working arrangements balanced with the operational requirements of your organisation?
17	Any other comments?
<b>Employee Incentives</b>	
18	Does your organisation offer employee benefits and incentives?
19	What employee benefits and incentives do you currently provide?
20	How are your employee offers and benefits managed?
21	Do you currently participate in the Cycle to Work or any other tax-free cycle scheme?
22	Any other comments?
<b>Other</b>	
23	Would your organisation be interested in supporting Derby City Council's Employment Charter?