



Derby City Council

Employment Practices Survey

November 2016

Supporting Derby's Workforce Overview and Scrutiny Board

Introduction

In May 2015, Derby City Council launched an Employment Charter, which sets out a long-term vision for establishing good employment practices across the authority and beyond. We want to ensure that workers across Derby have access to secure jobs, good rates of pay and fair terms and conditions.

As part of this important agenda, the Supporting Derby's Workforce Overview and Scrutiny Board is carrying out a survey of the top 200 employers in the city, with a view to bringing together best practice from across the private, public and voluntary sectors.

We would welcome your feedback and thank you for taking the time to complete this survey.

Councillor Barbara Jackson

Chair of the Supporting Derby's Workforce Overview and Scrutiny Board

Details about your Organisation

Please provide the following details:

Company Name

Contact Name

Contact Position

How many people does your organisation directly employ?

- 0-25
- 26-100
- 101-500
- 500+

Living Wage

In April 2016, the Government increased the minimum wage to £7.20 per hour for those aged 25 and over. This policy was named the 'National Living Wage'. For under 25s, the minimum wage is currently £6.70 per hour.

The Living Wage Foundation calculates an hourly rate that reflects the current cost of living, based on a typical basket of household goods and services. The Living Wage outside London is currently set at £8.25 per hour.

Employers can seek accreditation by the Living Wage Foundation by committing to pay all directly employed workers and contracted staff the Living Wage.

For the purposes of this survey, the Living Wage refers to the rate set by the Living Wage Foundation.

Living Wage

To what extent do you agree with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
The minimum wage should reflect the cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paying the Living Wage is good for business, good for the individual and good for society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Living Wage is an unnecessary burden on businesses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's the Government's responsibility to ensure wages reflect the cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are you currently accredited by the Living Wage Foundation?

- Yes
 No

Are you interested in becoming an accredited Living Wage Foundation employer in the next five years?

- Yes
 No

Living Wage

What do you consider the benefits of becoming an accredited Living Wage employer?

What do you consider the drawbacks of becoming an accredited Living Wage employer?

Do you have any other comments regarding the Living Wage?

Volunteering Opportunities

Do you currently encourage your employees to participate in volunteering activities?

- Yes
- No

Please provide further details of your volunteering policy:

Are employees permitted to carry out volunteering activities as part of their contracted hours?

- Yes
- No

How is your volunteering strategy managed within your organisation?

Has your organisation recently participated in any successful volunteering initiatives?

- Yes
- No

Please provide further details:

Volunteering Opportunities

Do you encourage external volunteers to work within your organisation?

- Yes
- No

What benefits do external volunteers provide to your organisation?

Please provide further details of external volunteers working successfully within your organisation:

Do you have any other comments regarding volunteering?

Which of the following flexible working arrangements do you offer within your organisation?
Please select all that apply.

- Flexi-Time
- Job Sharing
- Working from Home
- Zero Hours Contracts
- Part-Time Working
- Other

Please provide further details:

How does your organisation benefit from flexible working arrangements?

How are flexible working arrangements balanced with the operational requirements of your organisation?

Do you have any other comments regarding flexible working?

Employee Incentives

Does your organisation offer employee benefits and incentives?

- Yes
- No

What employee benefits and incentives do you currently provide? Please select all that apply.

- Performance Related Bonus
- Employee Discount Scheme
- Tax Free Cycle Scheme
- Childcare Vouchers
- Gym Membership
- Private Healthcare / Insurance
- Free Parking
- Other

Please provide further details:

How are your employee offers and benefits managed within your organisation?

Do you have any other comments regarding employee incentives?

Other

Would your organisation be interested in supporting Derby City Council's Employment Charter?

- Yes
 No

Please provide your email address so we can follow up your responses and provide further information regarding the Employment Charter.

Email Address



All information provided will be treated in accordance with the Data Protection Act 1998. We will only use this information to inform the Topic Review of the Supporting Derby's Workforce Overview and Scrutiny Board and all data collected will be anonymised when the report is published. If you have given your contact details, we will only use them in relation to contacting you about supporting Derby City Council's Employment Charter.

Thank you for taking the time to fill in this feedback form.

For further information, please contact Tania Hay, Employment Commission Lead, on 01332 643453.

To return your completed questionnaire by Friday 16 December, please press the submit button.