



<b>Meeting</b>	<b>Forensic Services Committee</b>
<b>Date</b>	<b>8<sup>th</sup> May 2025</b>
<b>Location</b>	<b>Webex</b>
<b>Title of Paper</b>	<b>Staff Survey – Short Life Working Group Update</b>
<b>Recommendation to Members</b>	<b>For discussion</b>
<b>Presented By</b>	<b>Fiona Douglas – Director of Forensic Services</b>

## PURPOSE

To provide members with an update on the progress of the Staff Survey Short Life Working Group

The paper is submitted for discussion.

## **1. BACKGROUND**

- 1.1 During 2024 SPA Forensic Services took part in two separate staff surveys. The first was undertaken alongside Police Scotland under the banner of 'Your Voice Matters'. The second was conducted by INvolve and was specific to SPA Forensic Services staff.
- 1.2 In October 2024 SPA Forensic Services received the Your Voice Matters (YVM) survey results. Early in 2025, additional results were received from the INvolve Survey.
- 1.3 Both reports made recommendations for improvement and highlighted key areas of focus for the organisation.

## **2. FURTHER DETAIL ON REPORT TOPIC**

- 2.1 In response to the survey results, the Director of Forensic Services authorised the commencement of a Short Life Working group (SLWG) to progress the key themes identified.
- 2.2 The first meeting of the group took place on 21 March 2025 with subsequent meetings taking place on 02 and 22 April. The next scheduled meeting will take place on 20 May 2025. The SLWG is Chaired by Paul Stewart in his role as lead for the People Portfolio within Forensic Services.
- 2.3 The purpose of the SLWG is to:
  - Provide a staff forum for open and full discussions relative to the INvolve and Your Voice Matters staff survey results
  - Support detailed engagement on key areas related to the surveys
  - Identify opportunities to make improvements in areas identified within the survey's and, across Forensic Services
  - To work collectively on delivering outcomes
  - Report progress through the People Board, JNCC Sub-Group and the Forensic Services Committee.
- 2.4 To date, 37 members of staff from several Forensic Services departments have volunteered to become involved in the SLWG. It is anticipated this number will grow as the group sub-divides into smaller focus groups which, will look specifically at individual areas relating to the survey results.

- 2.5 Trade Union colleagues from Unite and UNISON also attend and are an integral part of the group.
- 2.6 In line with the survey results and subsequent recommendations, the early stages of the SLWG have focused on identifying and agreeing key themes. In this regard the following areas have been identified:
1. Culture
  2. Workplace Environment
  3. Addressing any areas of discrimination, bullying or harassment
  4. Leadership Improvement
  5. Fairness of opportunity, career progression and recruitment
- 2.6 Each of the five areas identified above will be subject of individual focus groups which, will be attended and led by Forensic Services staff. The focus groups are in the process of being established and have yet to have their first meeting.
- 2.7 The timescales for the duration of the SLWG are not yet known. Timescales will be influenced by the work streams that will flow from each of the individual focus groups.
- 2.8 The SLWG will provide a further update at the Forensic Service Committee meeting in August 2025.

### **3. FINANCIAL IMPLICATIONS**

- 3.1 There are no financial implications in this report.

### **4. PERSONNEL IMPLICATIONS**

- 4.1 There are personnel implications associated with this paper, specifically the levels of staff satisfaction across Forensic Services.

### **5. LEGAL IMPLICATIONS**

- 5.1 There are no legal implications associated with this report.

### **6. REPUTATIONAL IMPLICATIONS**

- 6.1 There are reputational implications associated with this paper, specifically relative to future staff surveys.

## **7. SOCIAL IMPLICATIONS**

7.1 There are no social implications associated with this report.

## **8. COMMUNITY IMPACT**

8.1 There are no community implications associated with this report.

## **9. EQUALITIES IMPLICATIONS**

9.1 There are no equality implications associated with this paper.

## **10. ENVIRONMENT IMPLICATIONS**

10.1 There are no environmental implications associated with this paper.

### **RECOMMENDATION**

Members are requested to discuss the information contained in this report.