



Meeting	Forensic Services Committee
Date	07 August 2025
Location	Webex
Title of Paper	Staff Survey – Short Life Working Group Update
Presented By	Paul Stewart – Head of Function
Recommendation to Members	For Discussion

PURPOSE

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

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.
- 1.4 The YVM survey is due to be conducted again in 2025 with a proposed commencement this month (August)

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 SLWG has commenced, with the first meeting taking place on 21 March 2025. A total of six meetings have taken place, with the most recent being held on 29 July 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, circa 40 members of staff from several Forensic Services departments are actively involved in the SLWG. The group will remain open on an ongoing basis to allow for additional staff to become involved as the work progresses.

- 2.5 Trade Union colleagues from Unite and UNISON attend and are an integral part of the group.
- 2.6 In line with the survey results and subsequent recommendations, the SLWG has now subdivided into five Focus Groups, these are:
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 Focus groups aim is to: *'identify relevant areas (linked to specific focus groups) where challenges or issues exist, discuss areas where improvements can be made and submit recommendations to the SLWG'*
- 2.7 The Focus Groups, with one exception (Culture), are led by staff operating in a non-managerial role. The staff members leading on the groups will be supported and offered opportunities for coaching and mentoring throughout the work of their group. The first meeting of each focus group will take place across July and August 2025.
- 2.7 The full 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 on 30 October 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.