

REPORT TO PERSONNEL COMMITTEE

STAFF TEAMBUILDING EVENT



Report Reference P-22-14
Meeting Date 14TH March 2023
Agenda Item 8
Prepared by Town Clerk

1.0 BACKGROUND

In 2018, the Town Clerk coordinated a staff teambuilding day which comprised a team building event followed by a lunch with teambuilding games. The activity was very successful, with 83% of those attending saying they felt more part of a team than before and feedback was that participants gained a better understanding of each other's strengths; an example of the value from the event was summed up in one comment from a participant:

I had thought the day wasn't that important really as we all get on well at work. But actually, the day was a real special opportunity for us to get to know each other out of the work environment. Breaking down any preconceived judgment of putting people into boxes. Thank you.

The committee had discussed a proposal to repeat the activity as an annual day, however personnel matters in 2019 overtook this and the subsequent pandemic and staff turnover resulted in delays in re-looking at this.

2.0 PROPOSAL

The proposal is for an annual staff team building event to be coordinated for all staff (i.e. inclusive of those working in the office and the council's operational staff). This would take place within the working week and would comprise a feature team building activity followed by a lunch and team building/getting to know one another games.

The objectives of the day would be to develop team bonds, promote morale and positivity within the team, develop better understanding of team members to improve trust and communication and enhance motivation.

A day would be coordinated within a budget of £50 per attending staff member. This would be inclusive of the activity and a £15 pp subsidy for lunch. This would be covered by the HR Costs budget line. The day would be designed by the Town Clerk with input from the team and would be evaluated to measure success with the evaluations being reported to the committee.

3.0 DECISION REQUIRED

The committee should consider the approval of an annual staff teambuilding day as outlined.