

Thu 12/12/2024 08:30

Dear Colleagues,

TPT Pension Accounts

Trevor has been on the case regarding October's missing email that confirms when funds have been received. After a number of calls Trevor was assured that everyone's account would be updated. It does appear that October's contributions have gone in but if anyone is concerned about their TPT account please contact the member support team directly on 0345 072 6780, option 1 and they will investigate.

REMINDER: New iHasco Module Sexual Harassment Awareness – 30-minute mandatory training

Further to my Catch-Up email on 31 October, this is a reminder that all staff are required to complete the above course. The deadline for managers was 30 November with an expectation that this will now be done by **24 December 2024**, with all other staff completing the training by **31 January 2025**. Please liaise with your line manager if you anticipate there being any issues with these deadlines.

Staff Pulse Survey Results

The results are out. Thank you for taking part. We had 171 responses which is fewer than last time, with 53% of staff responding. As with any pulse reading it's a snapshot, but regular measurement allows us to track changes and trends over time.

In answer to the question 'How likely are you to recommend us as an employer?', the average score was 6.6/10 which is the same as the May 2024 score, and an increase from 6.0/10 in October 2023. As you can see below, 8/10 was the most common response which is an improvement from last time when it was 7.



Staff Responses

121 staff explained why they had given the score they had. The key things that you like are the supportive and friendly culture, alignment with our values, benefits and flexibility and having

fulfilling work. Areas where you think we need to improve are pay and workload, career progression opportunities, leadership disconnect, and recognition and wellbeing. We will continue to build on the things that you like, and the improvement areas will be reviewed as part of the People Roadmap. We will continue to listen and look to address the concerns you raise.

Special Mention

During last weekend's Storm Darragh, Rhys Davies from the Infrastructure Team made himself available to offer advice to Centre Managers on problems caused by the weather. Judging by the number of emails, his services were certainly called upon and being able to get an immediate response from Rhys was hugely appreciated by Centre Managers. The nomination for this special mention wanted to highlight how Rhys had truly demonstrated our values of Teamwork and Service. Thankyou.

Thank You Voucher

Later today any permanent or fixed term contract employee who is on the November 2024 payroll and is still expected to be a Field Studies Council employee on 1st January 2025 will receive a £50 Amazon voucher code. It's a small thank you for your hard work during another challenging year. Your efforts are very much appreciated. We've chosen Amazon because it offers access to lots of small and large retailers that we thought would suit as many people as possible.

The 14 or 15 character long code will be emailed to your work email address. I'm asking managers to make sure that all the staff who don't usually access their email are helped to do so. The code is unique but not linked to a particular email account or individual. Therefore, you can forward it to a personal email. If you don't have an Amazon account you also have the option to forward the code to a trusted friend or family member who does, to purchase something on your behalf.

The email will be entitled 'Your £50 Thank You Voucher' and will come from amazonvouchers@field-studies-council.org Please don't mistake it for a scam and delete it by mistake.

A Christmas Message from Chair of the Board of Trustees, Jeff Sissons

"It's the contribution you make every day of the week, every week of the year, that makes a difference and on behalf of the Board of Trustees I'd just like to add our appreciation for everything you've achieved throughout the year. Whether you celebrate Christmas or celebrate at different times of the year we send our very best wishes at this festive time and wish you health and happiness for the year ahead."

And finally

I'll add my thanks for meeting this year's many challenges with determination, hard work and positivity. I hope that you enjoy a well-deserved break.

I wish you a Merry Christmas and a very Happy New Year. I'll leave the last word to cartoonist Matt.

Best regards

Mark

