



District of Easington.



Slide no.1



Employee Suggestion Scheme



Making the District Great



Background

Unique Scheme

Piloted in June 1999 – ‘Blue Collar’

Run by a self-managed group of volunteers

Extended corporate wide in February 2001





Background

Scheme is part of the Five Year Quality Plan

Provides:

Staff Involvement

Staff Empowerment

Service Delivery Improvement

Opportunity for innovation





Methods of Administration



Suggestion cards (post box), intranet, e-mail

Weekly meetings

Letter of acknowledgement sent to the originator of all suggestions

A mug, coaster or tax disc holder is sent to the originator of every suggestion which is forwarded for consideration

If suggestion considered to have some merit, it is forwarded to Head of Service of appropriate discipline





Methods of Administration

Head of Service decides if suggestion is suitable for implementation

If no reply received from Head of Service within 28 days – chased up

Evaluation Panel held quarterly

Panel consists of trained staff and tenants representatives

Cash award allocated using matrix





Publicity

Own notice boards

Posters

Quarterly prize draws (themed) prizes for summer draw

Maintenance Newsletters

E-mails

Intranet





Achievements



Quantifiable financial savings

Better working environment for all

Total number of suggestions received – 640

Total number of suggestions implemented – 70

Partnerships formed – Asda, Half Moon, Hays Travel, Legal & General, Pro-Ad, Cheltenham & Gloucester B.S

Finalists – Ideas UK, Idea of the Year Competition 2000

Achieved 2 silver awards – Idea of the Year Competition 2001

Accreditation Award 2002

Achieved 2 Bronze Award 2003

Accreditation Award 2003





Future

Continued success

Ongoing evaluation and improvement

Regional Networking Ideas Group (North East)

Benchmarking Visits booked for 2004

Dubai Aluminium & BAE Systems, New York





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**Closing
Comment**

**“If you do what you did,
you get what you got”**





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Employee Suggestion Scheme

