BEST PRACTICE IDEA: Staff Council

WORKFORCE CHALLENGE: We knew that organizational climate influenced retention, but in an agency that covers 54 counties, we’ve had to work hard to create a consistent climate of support and to recognize exceptional performance by employees in a meaningful way.

WORKFORCE STRENGTHS: Longevity in key areas of workforce; more than 10 years serving the region; commitment to and flexibility in supporting and recognizing employee performance at all levels; strong organizational climate in which employees are valued, encouraged and recognized.

WORKFORCE STRATEGIES: Established SFCS Staff Council, an agency-wide group of 12-15 employees each appointed to represent one of SFCS’s programs. The Council meets every other month on the average, although often meets more often, to plan major events.

SFCS STAFF COUNCIL: The Staff Council has three main goals. (1) To establish and implement an employee recognition program titled Excellence in Action; (2) To plan and conduct the Annual Employee Appreciation Day (held each Veteran’s Day in a central location); and (3) To plan and implement Safety Week twice each year.

WORKFORCE BENEFITS: Improved worker safety and effectiveness; enhanced job satisfaction, improved morale; meeting licensing, certification and Workers’ Comp requirements; partnership across programs and regions within the agency; encourages and responds to employee feedback.

WORKFORCE IMPLICATIONS: Budget needed for programs and events; budget for food and communications; clerical, technology support for Staff Council.

SFCS CONTACT PERSON: Ellen Bishop, Regional Director Human Resources, SFCS, 620-669-3734x152; 620-757-8227c; ellen.bishop@st-francis.org