

# Staff Survey

## THE RESULTS

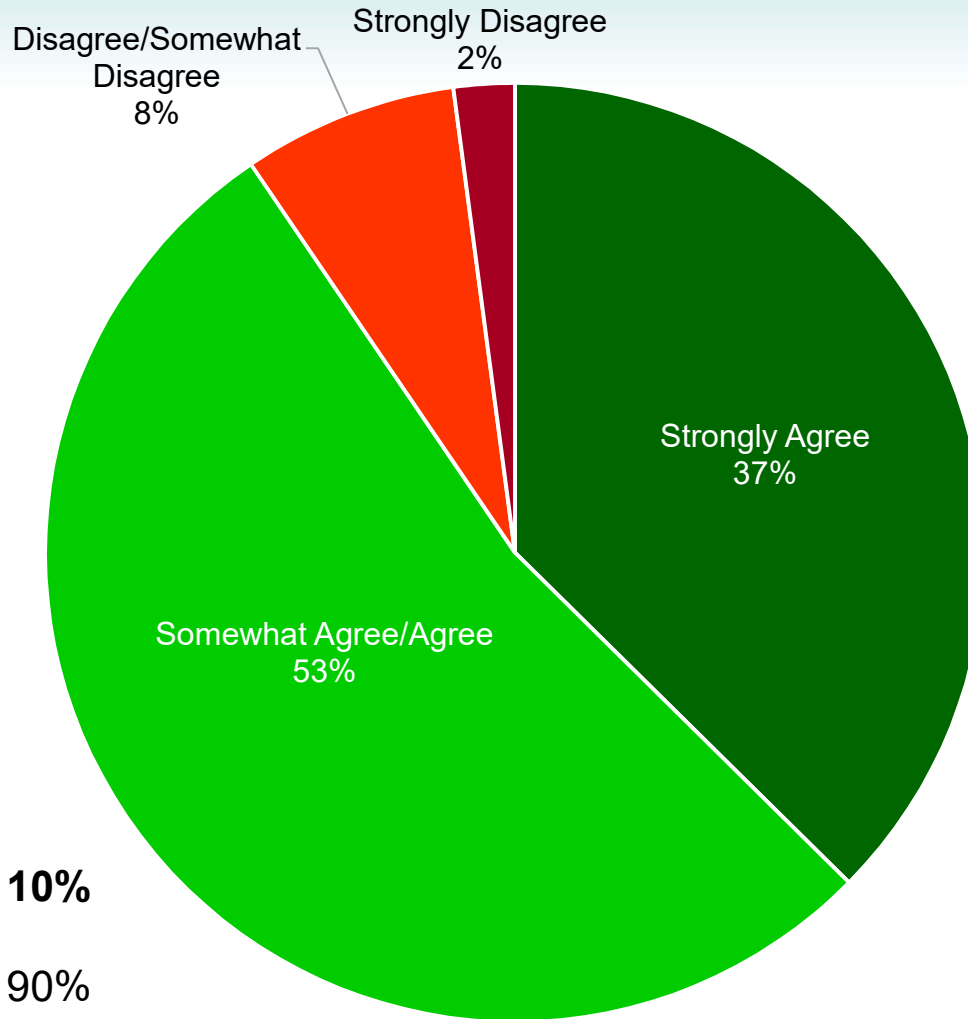


# 245 Responses across the organisation

## 85% Response Rate

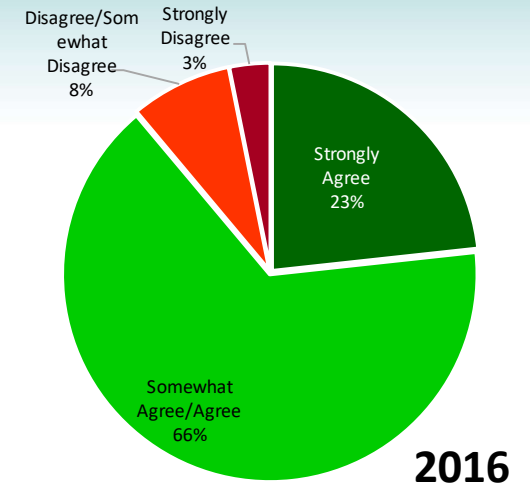


# Q1. I understand why we are going through so much change at work.



**Negative 10%**

**Positive 90%**

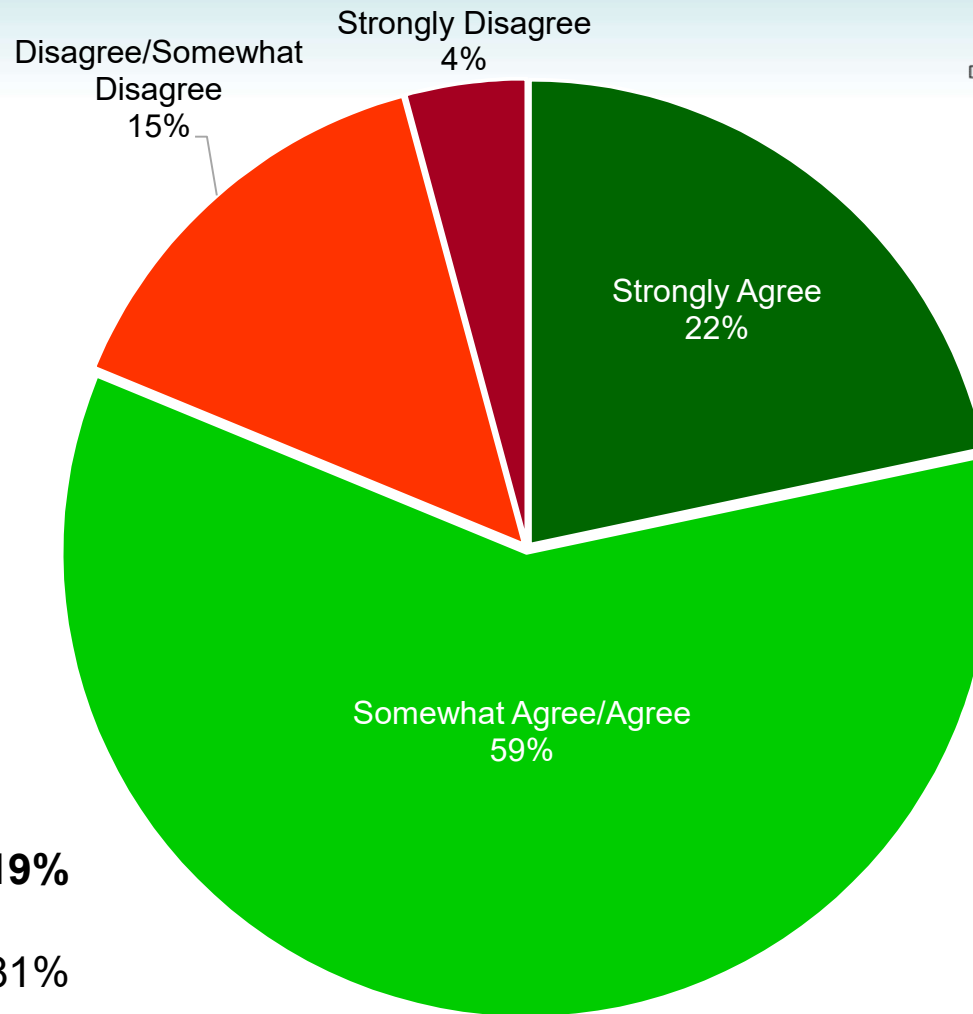


**2016**

**Negative 11%**

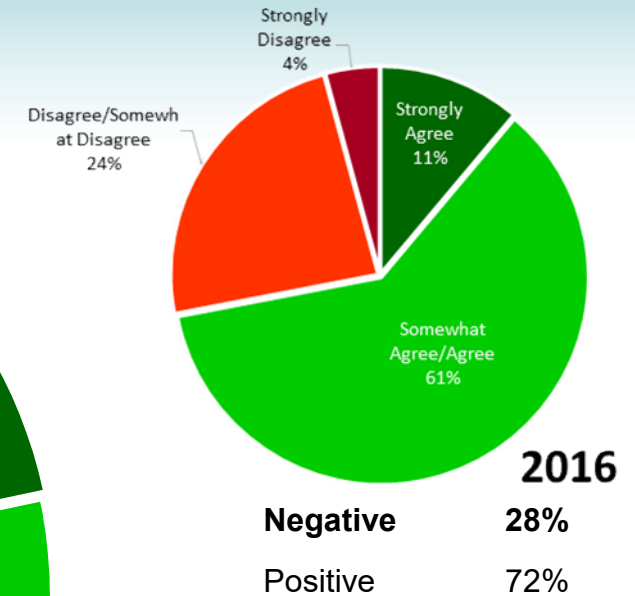
**Positive 89%**

## Q2. I believe I am coping well with all of the change that is happening at work.

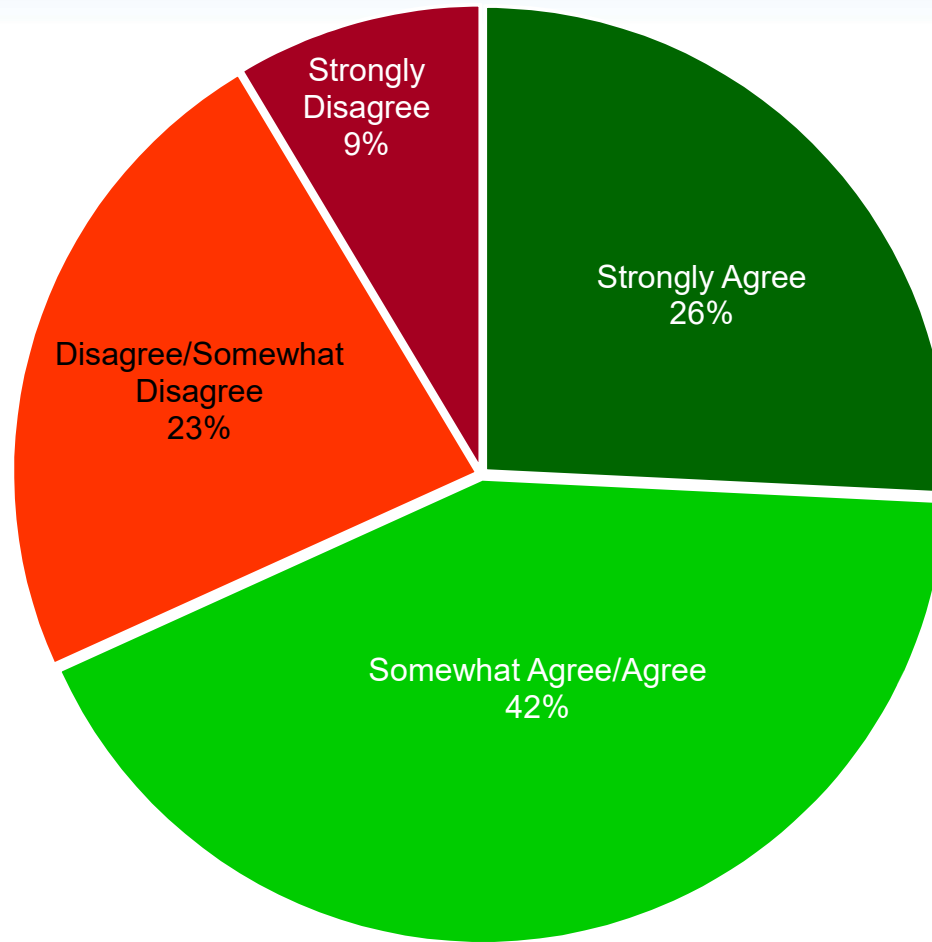


**Negative 19%**

**Positive 81%**

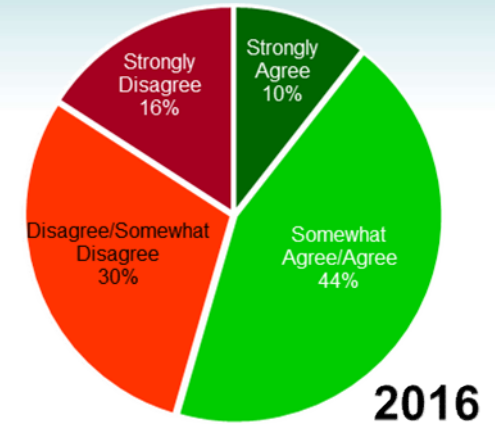


### Q3. The new agile ways of working are helping me to work more efficiently.



**Negative 32%**

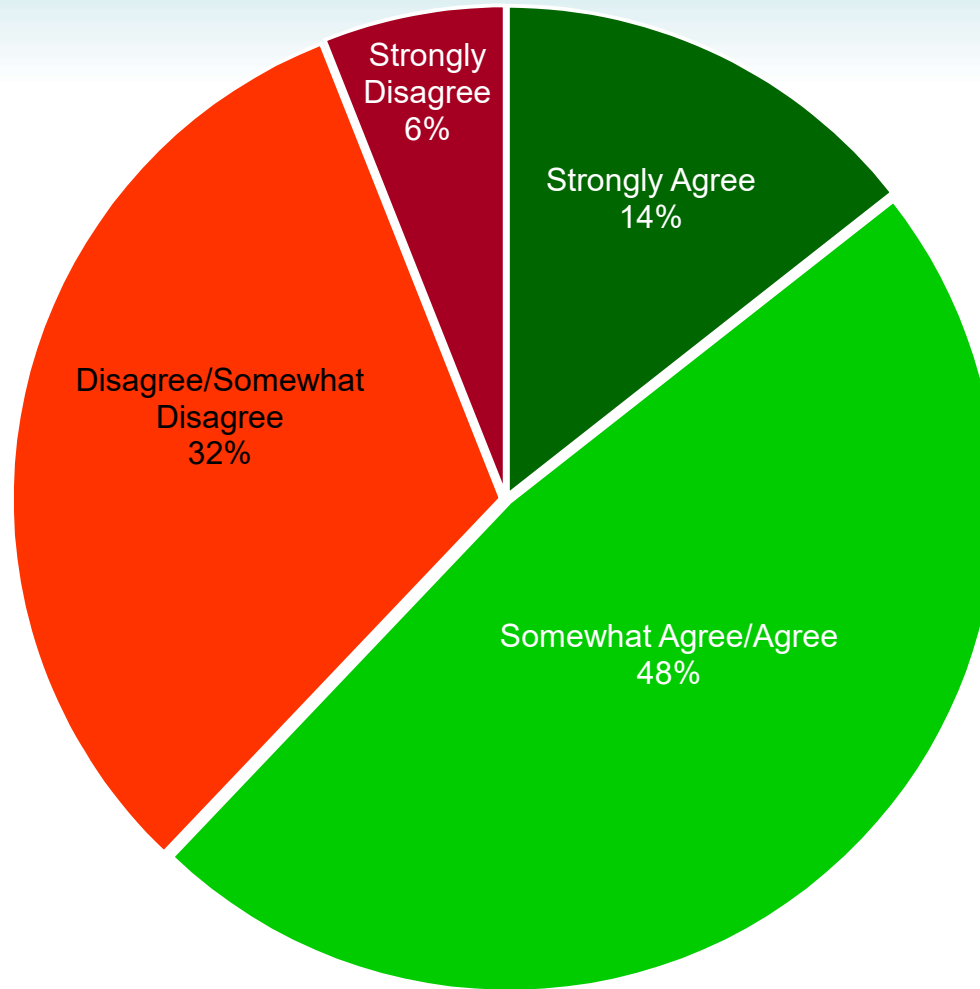
**Positive 68%**



**Negative 46%**

**Positive 54%**

## Q4. It feels better working here now than it did 12 months ago.

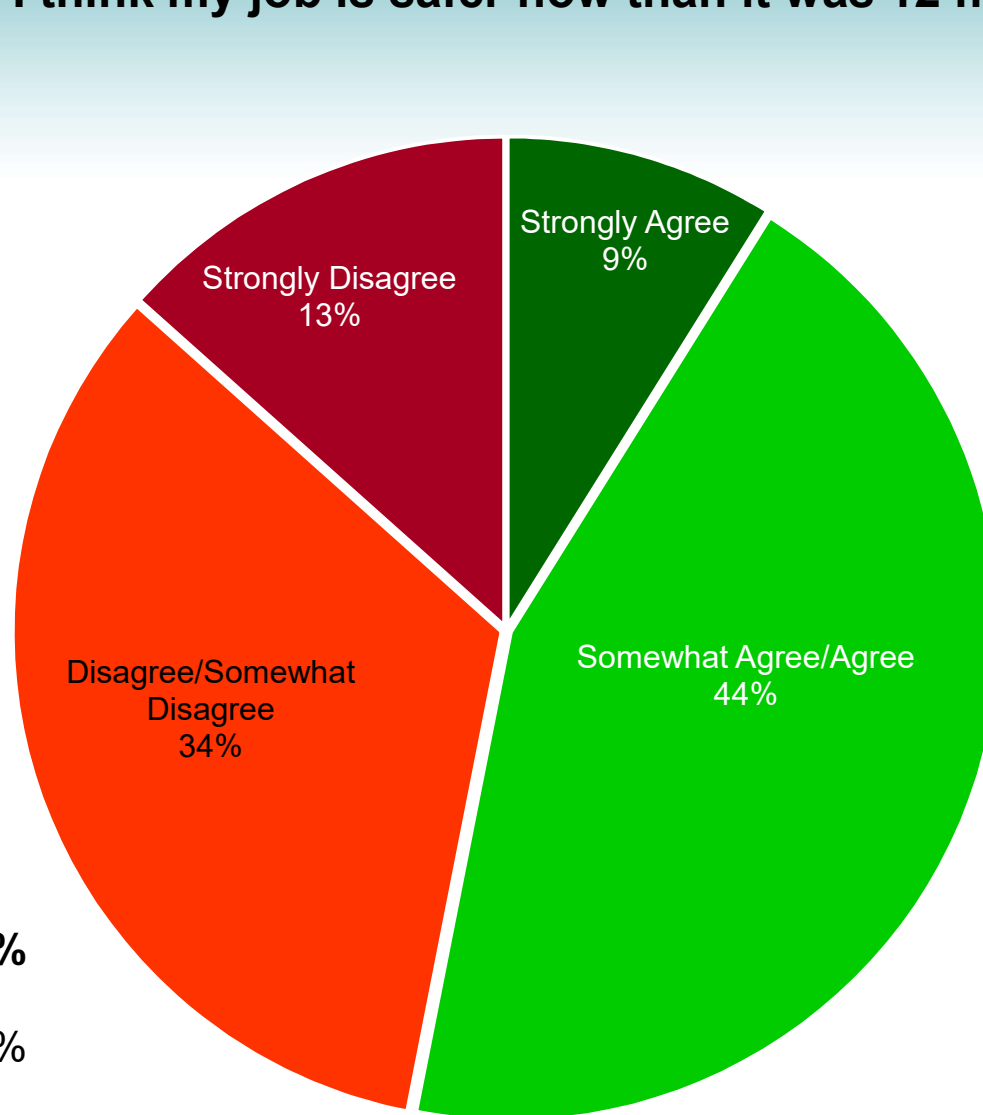


**Negative** 38%

**Positive** 62%

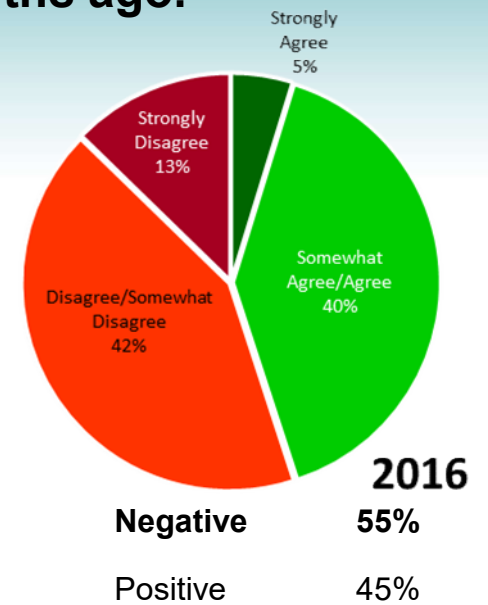


## Q5. I think my job is safer now than it was 12 months ago.

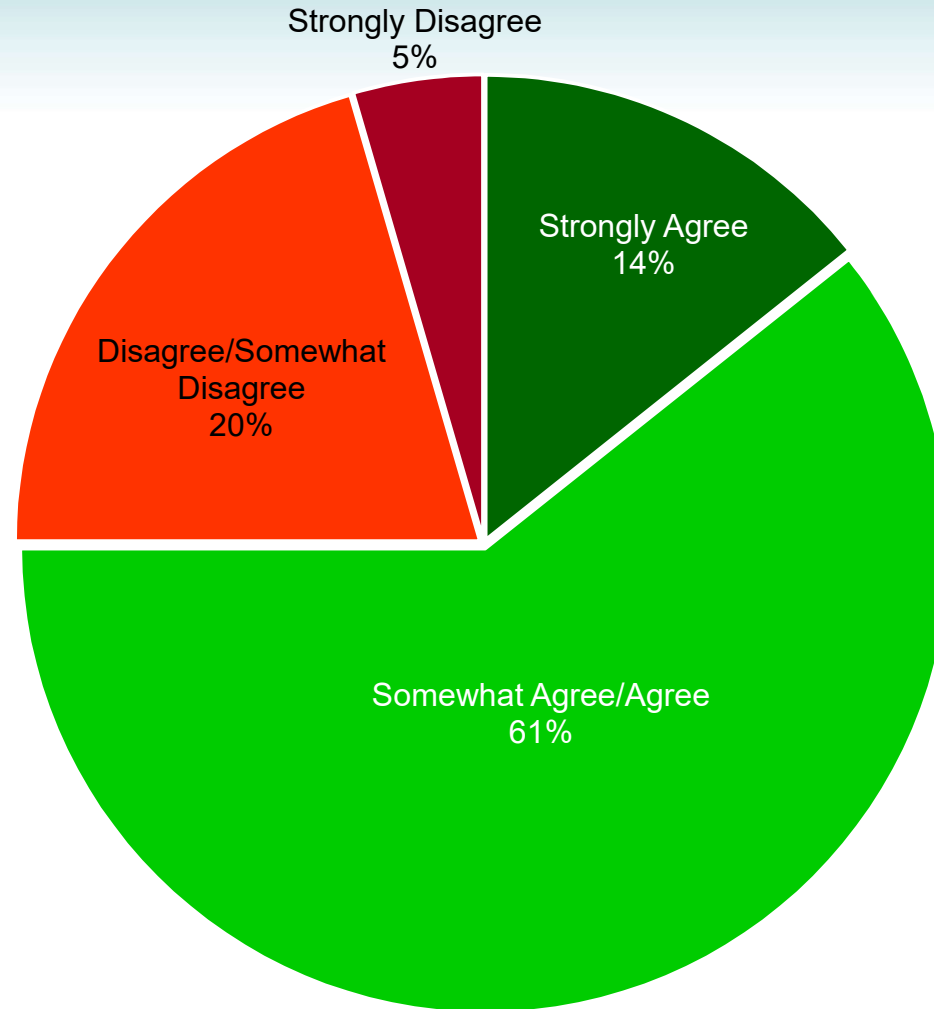


**Negative 47%**

**Positive 53%**



## Q6. I am happy with the amount of information I receive about changes happening in the organisation.



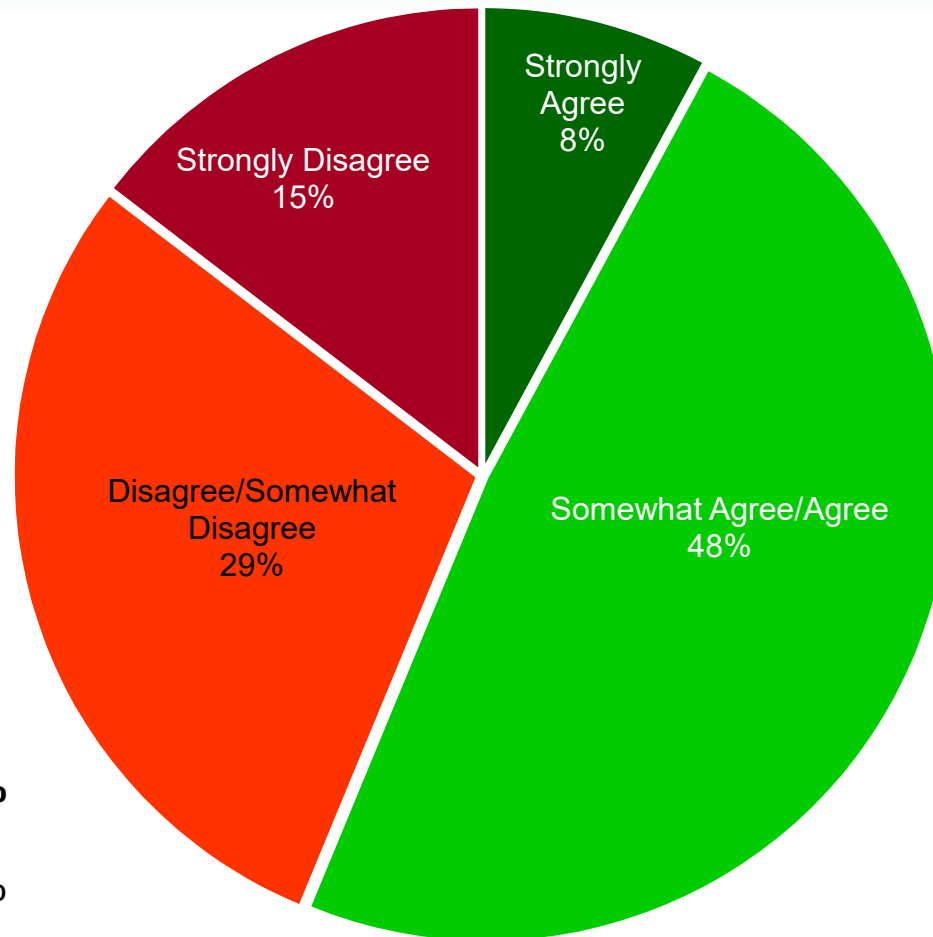
**Negative 25%**

**Positive 75%**



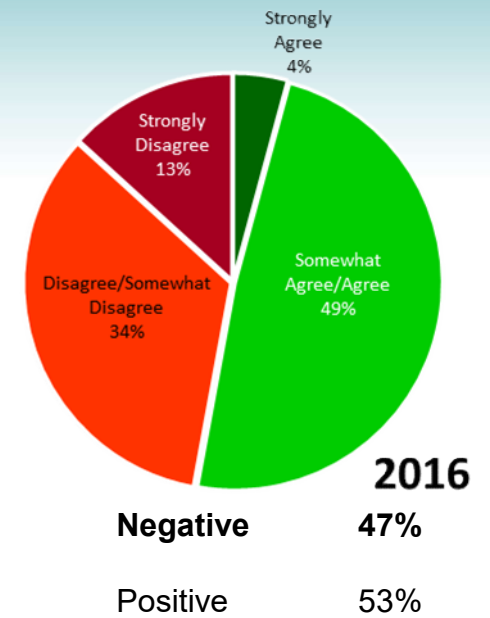


## Q7. I am comfortable with the level of pressure placed upon me at work.

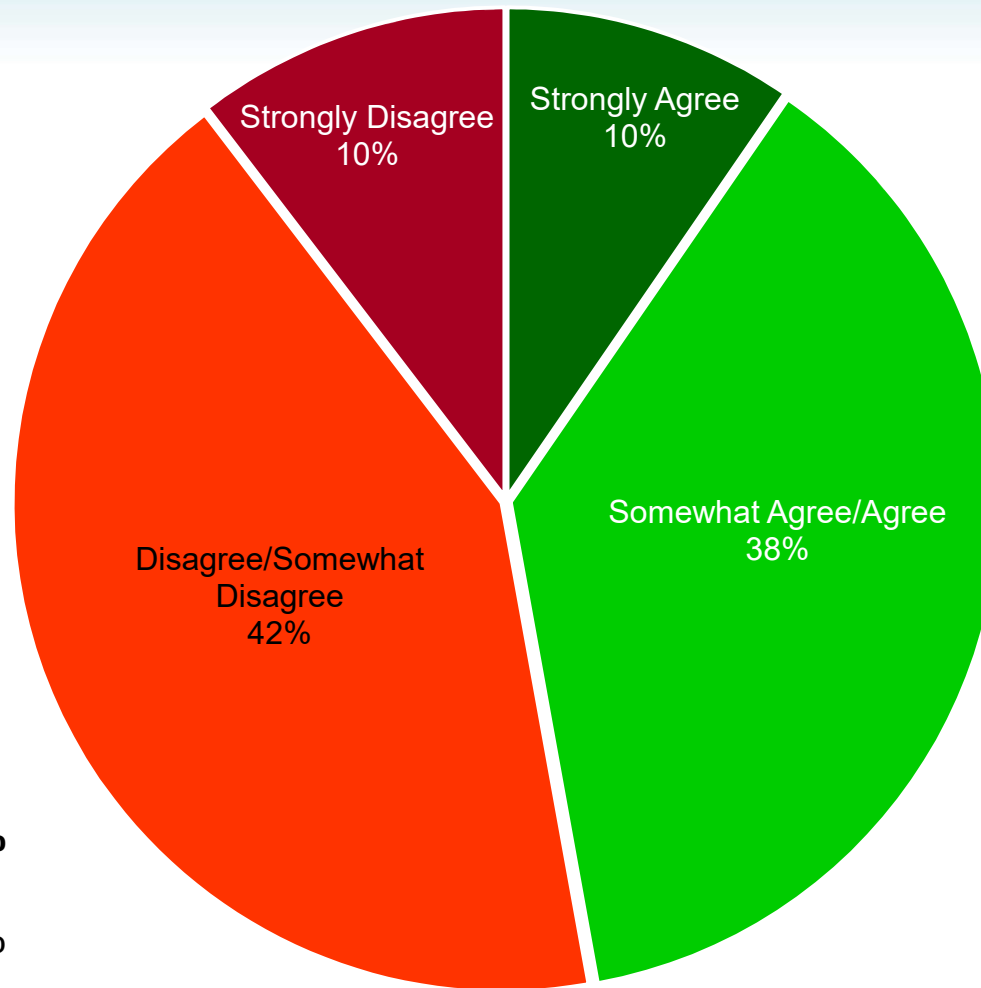


**Negative 44%**

**Positive 56%**

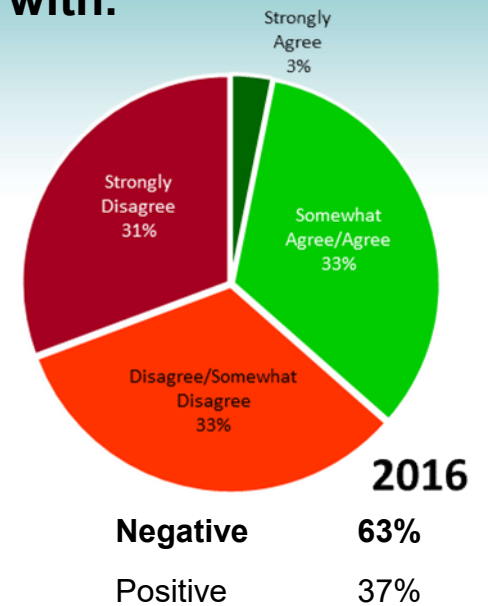


## Q8. I think morale is good with the people I work with.

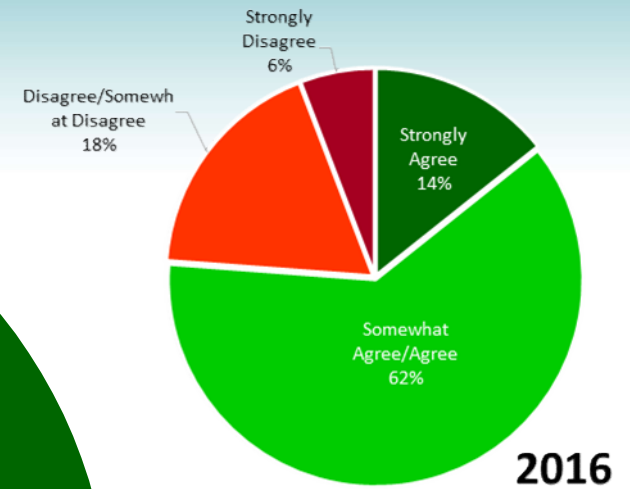
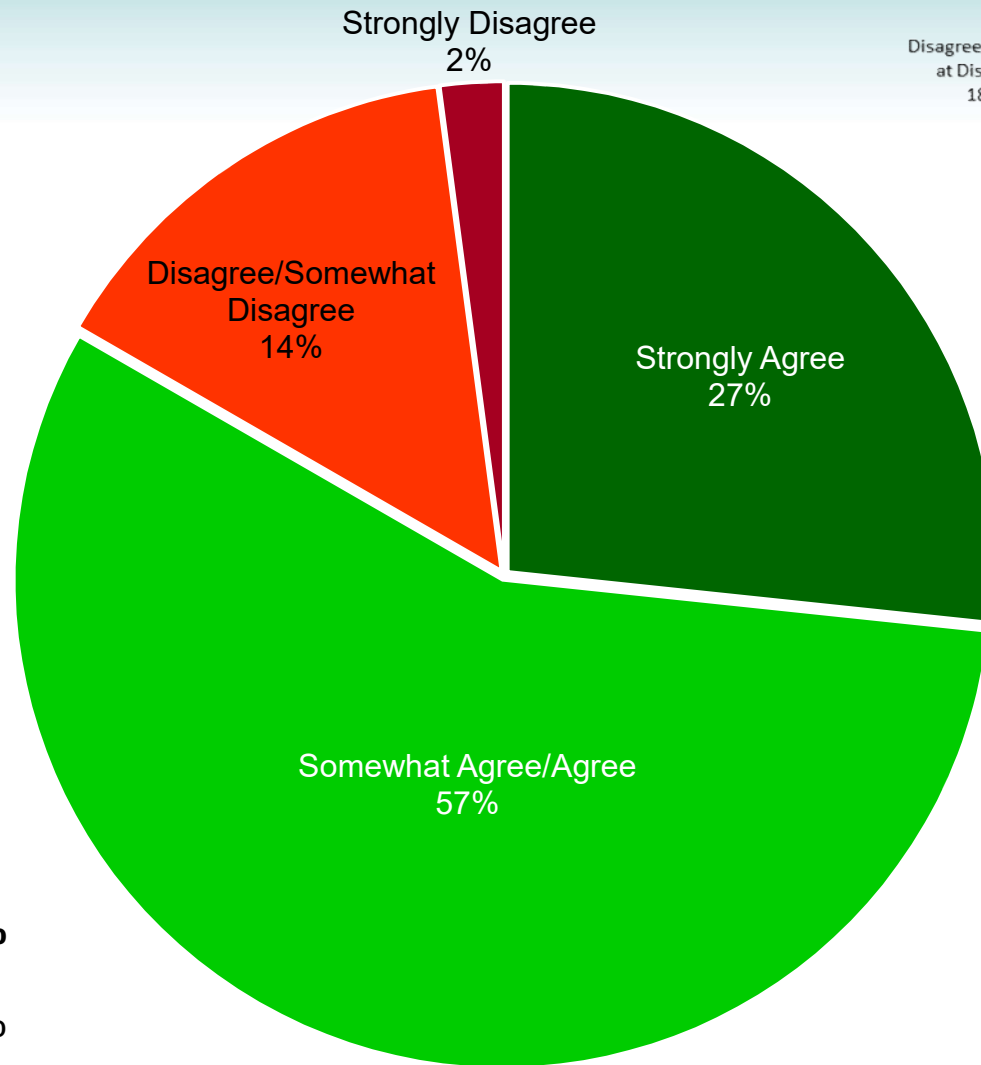


**Negative** 52%

**Positive** 48%



# Q9. I enjoy my job.

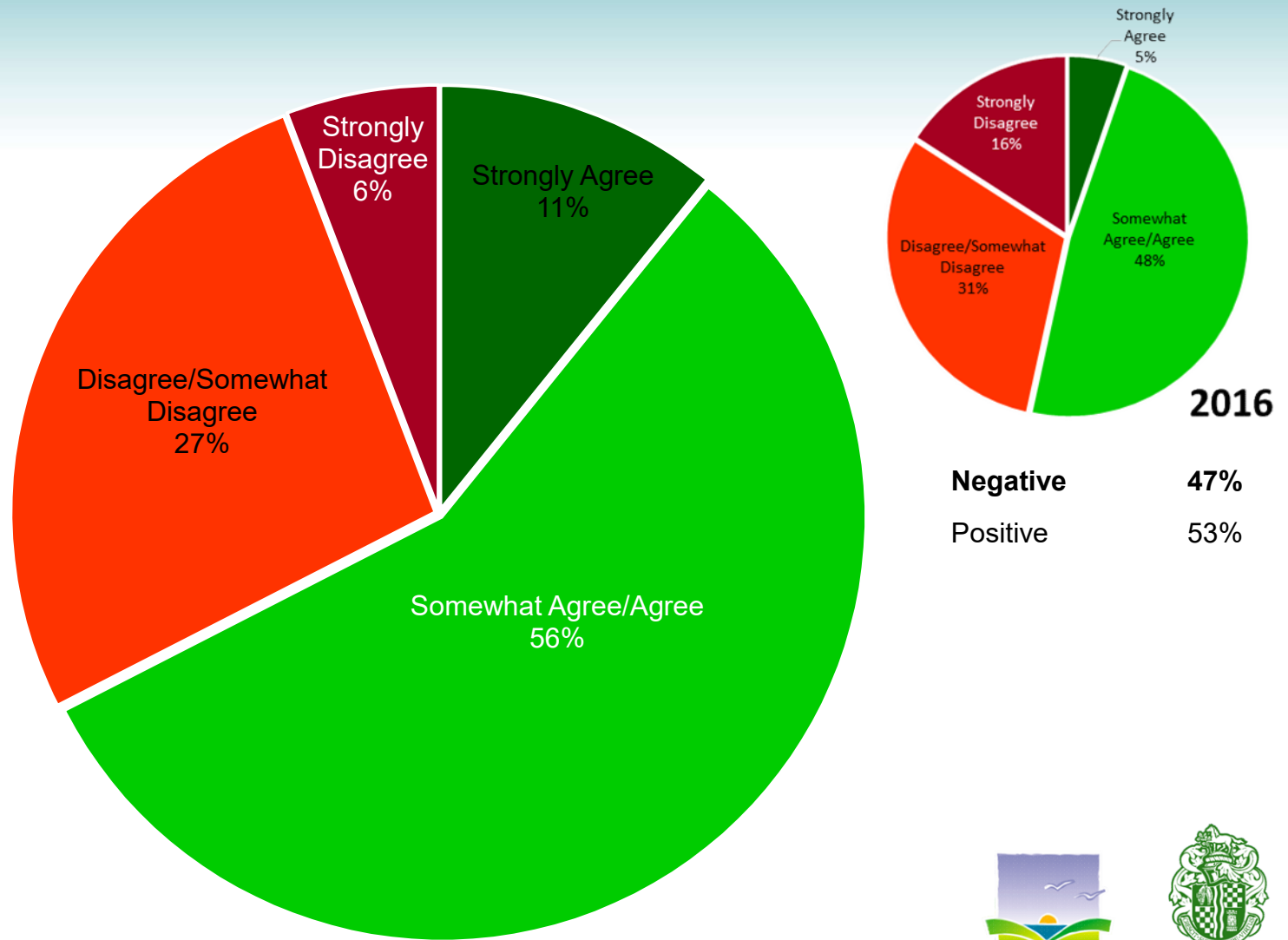


**Negative** 24%  
**Positive** 76%

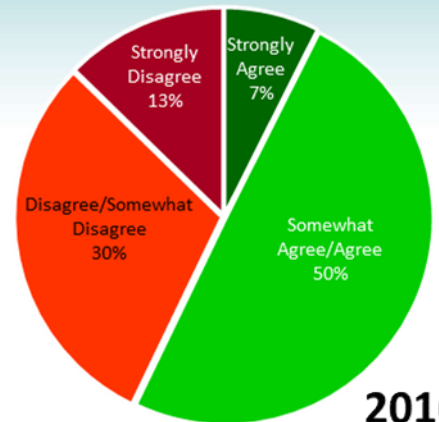
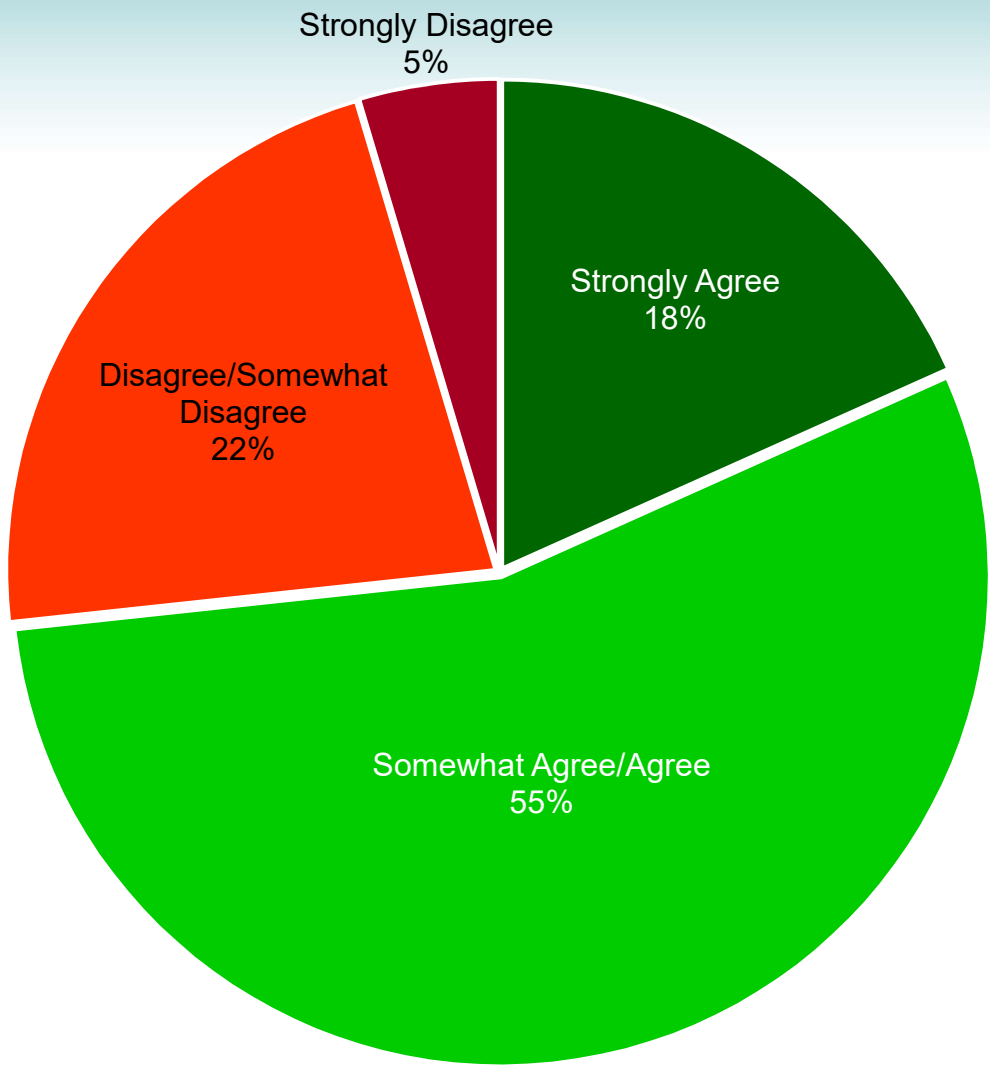
**Negative** 16%

**Positive** 84%

# Q10. I get regular feedback about my work.



# Q11. I feel supported to do my job.

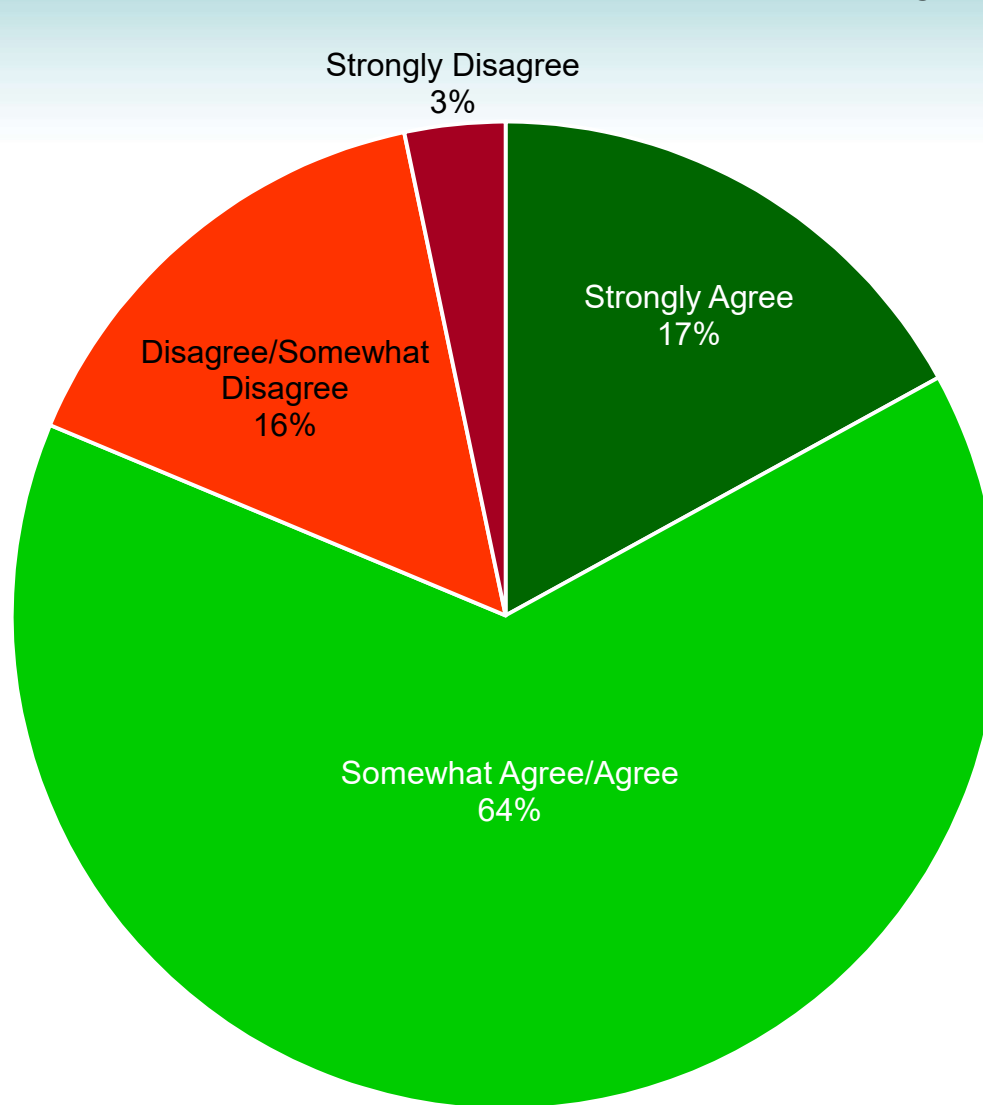


**2016**

**Negative 43%**  
**Positive 57%**

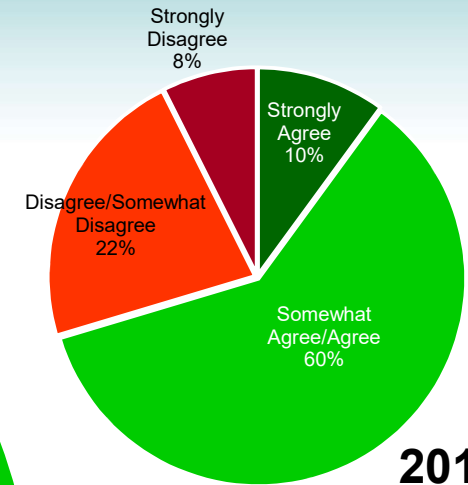
**Negative 27%**  
**Positive 73%**

## Q12. I am treated with respect and fairness by the Council.



**Negative** 19%

**Positive** 81%

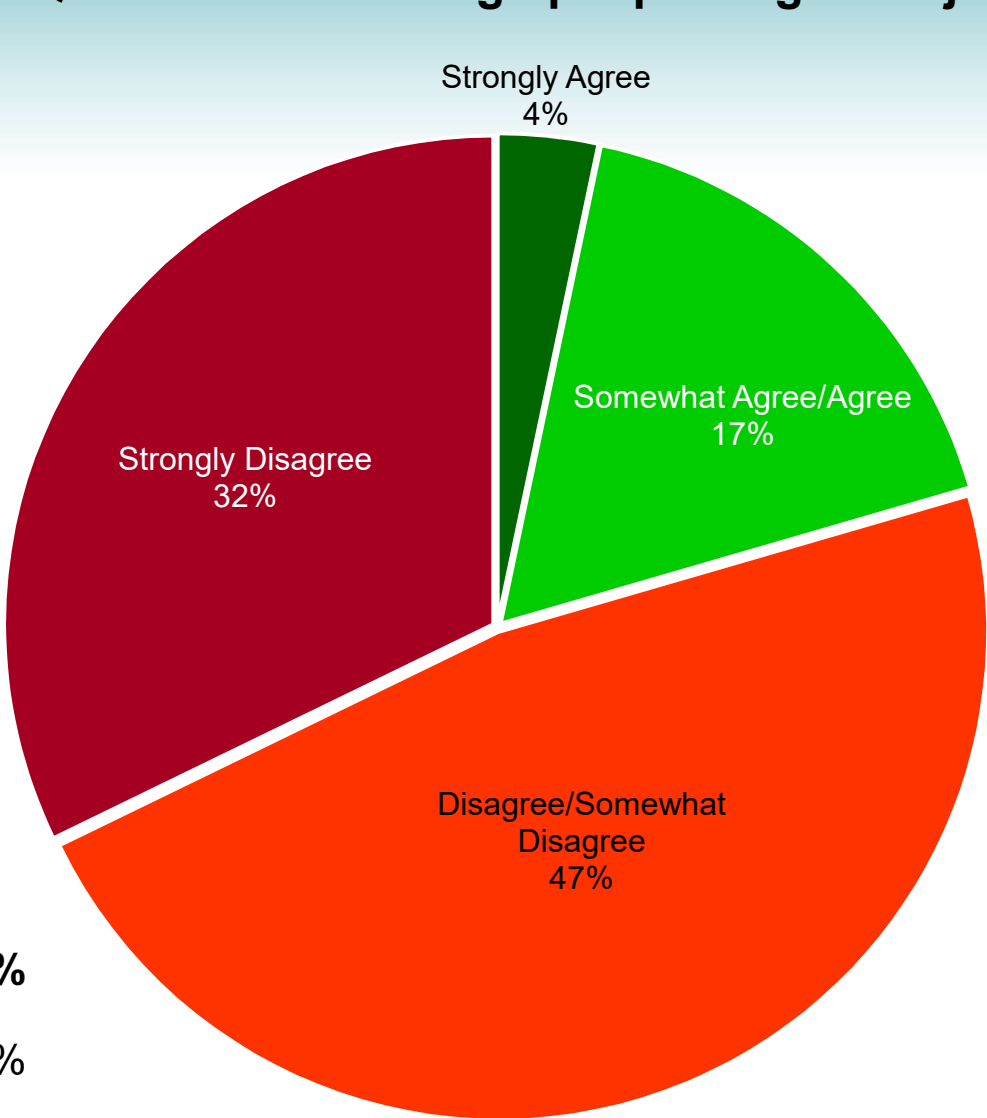


**2016**

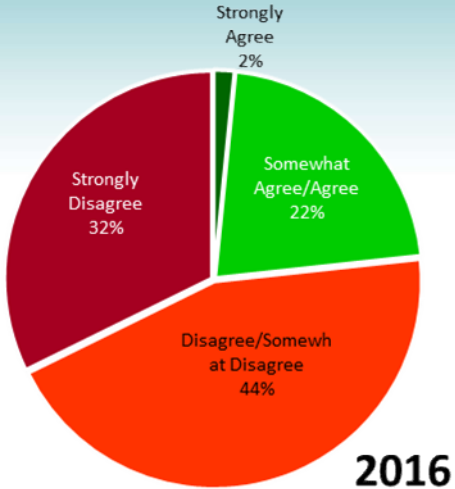
**Negative** 32%

**Positive** 68%

# Q13. There are enough people to get the job done.

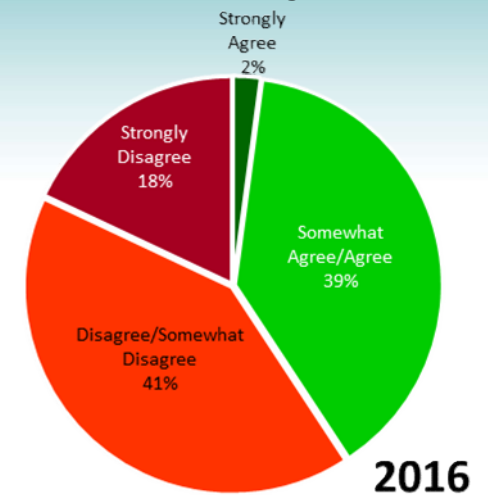
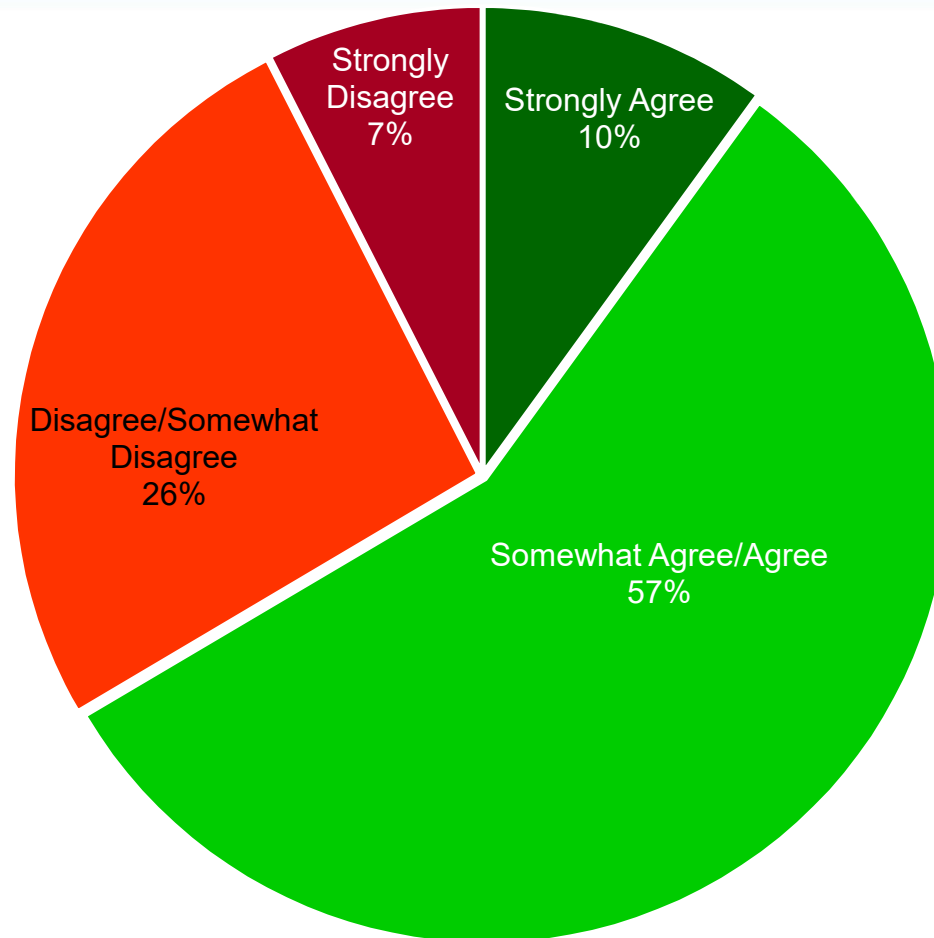


**Negative** 79%  
**Positive** 21%



**2016**  
**Negative** 76%  
**Positive** 24%

# Q14. There are enough tools and equipment to enable me to do my job.

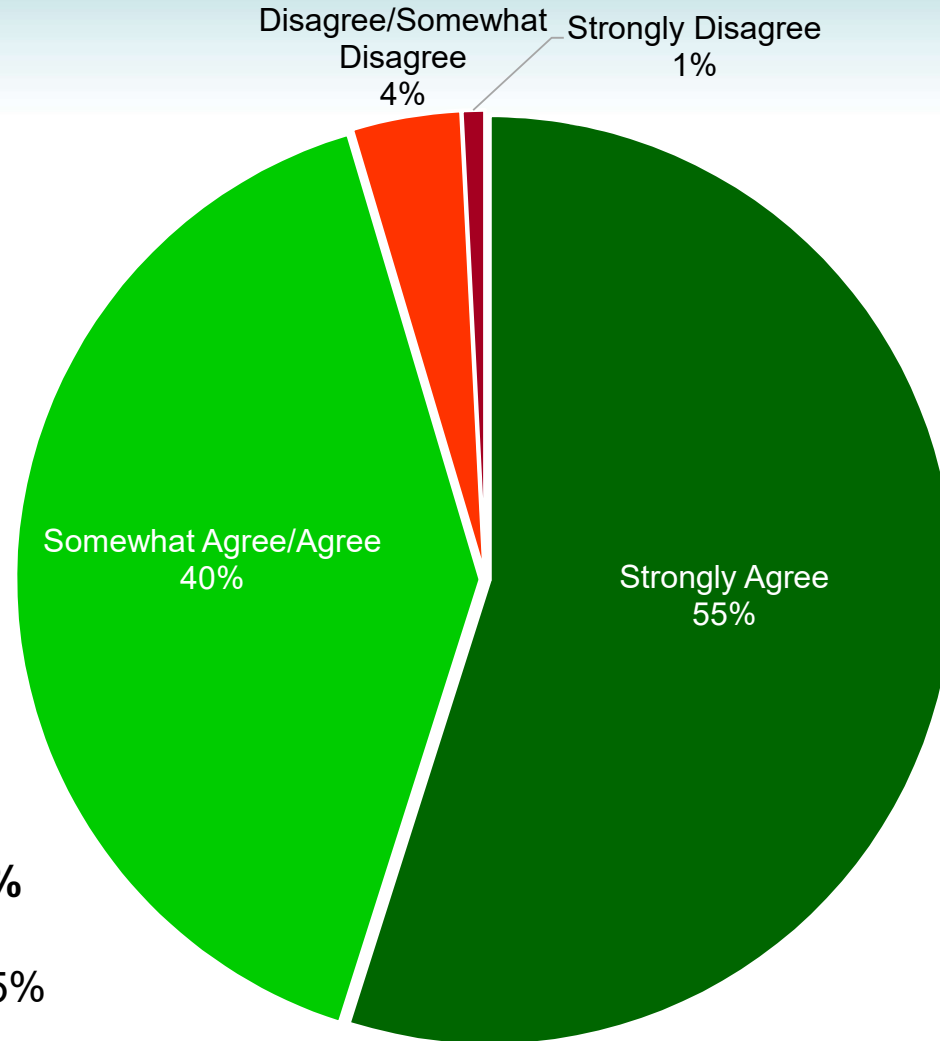


**2016**  
**Negative** 59%  
**Positive** 41%

**Negative** 33%  
**Positive** 67%

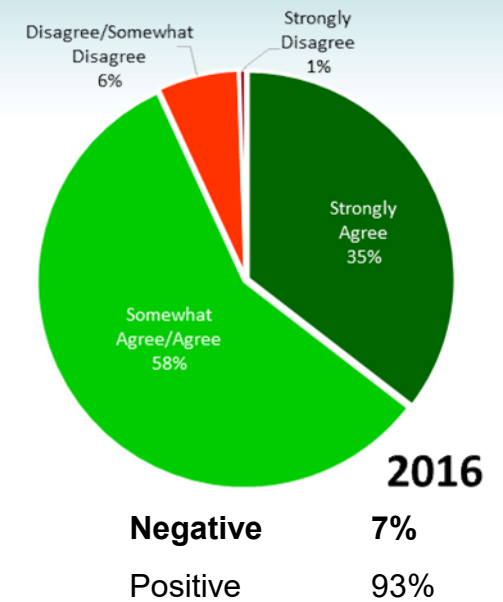


## Q15. The people I work with are committed to providing excellent customer service.

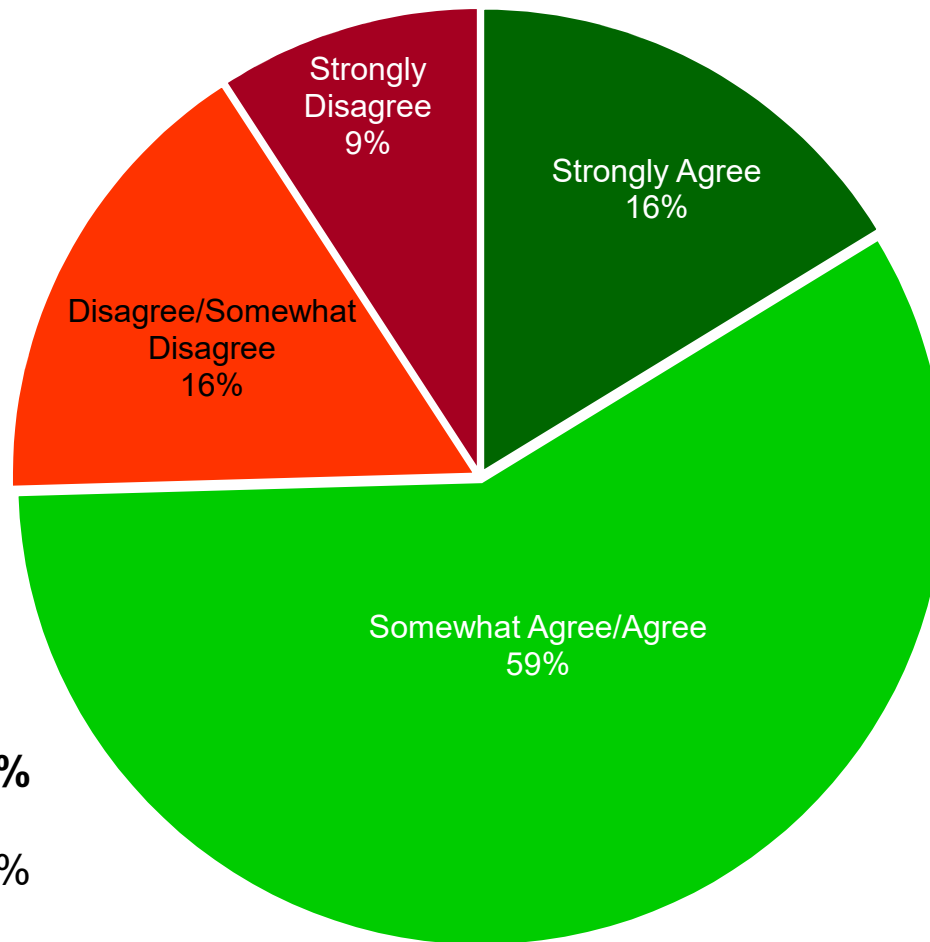


**Negative** 5%

**Positive** 95%

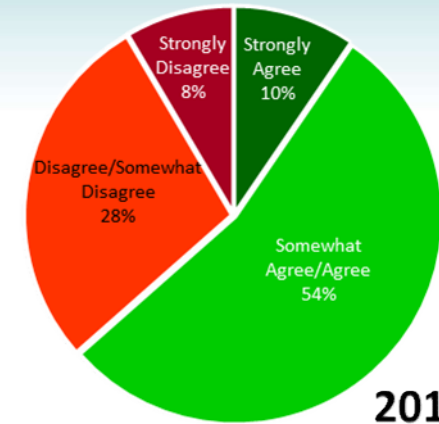


## Q16. I feel I am able to speak up and challenge the way things are done at the Council.



**Negative 25%**

**Positive 75%**

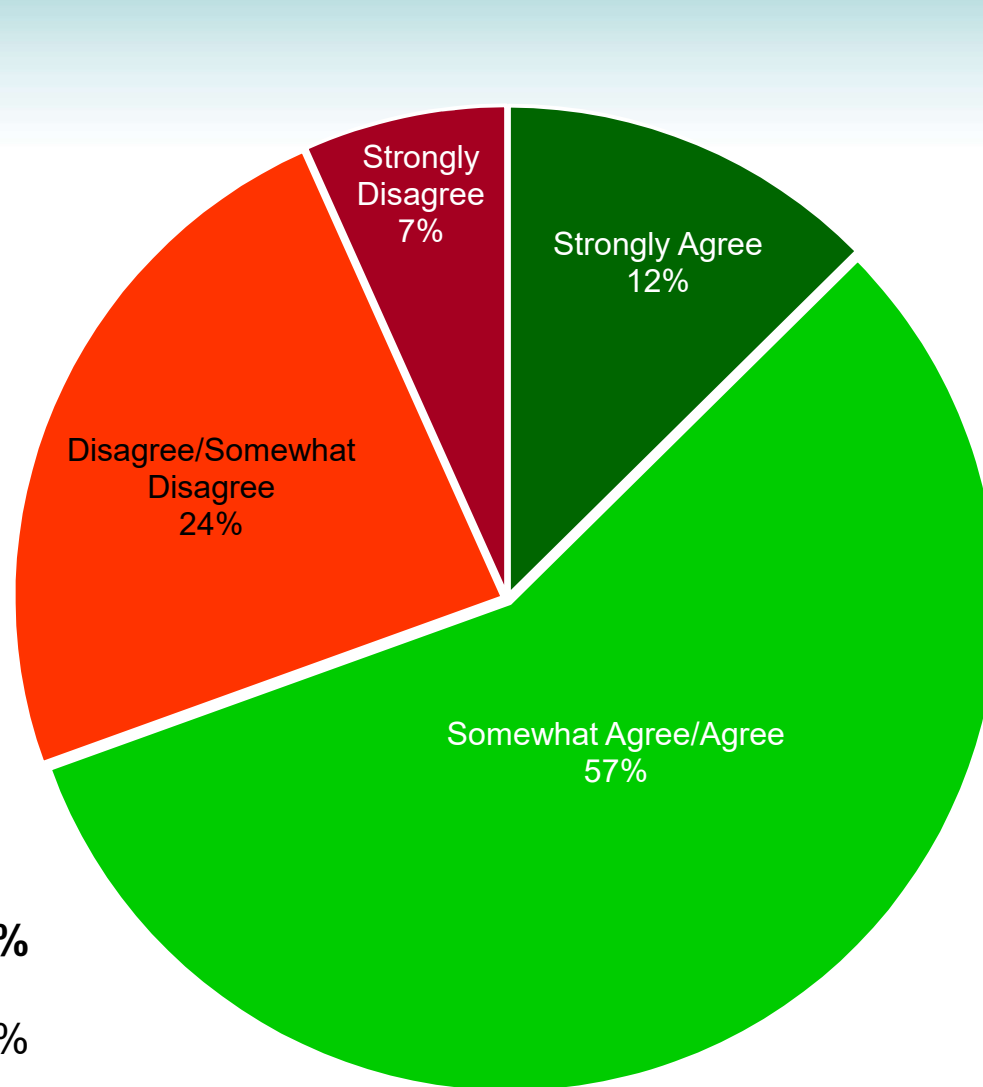


**2016**

**Negative 37%**

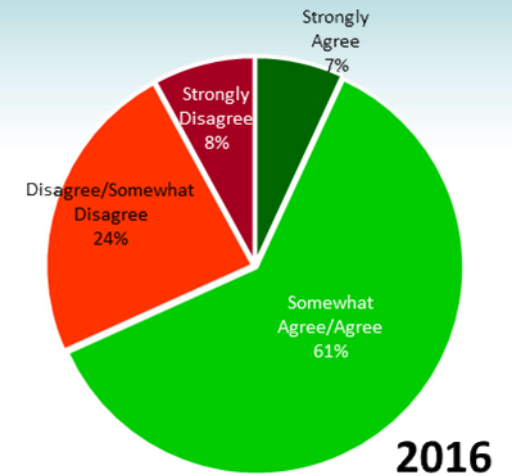
**Positive 63%**

## Q17. I have the opportunity to do the training I need to do my job.



**Negative** 31%

**Positive** 69%

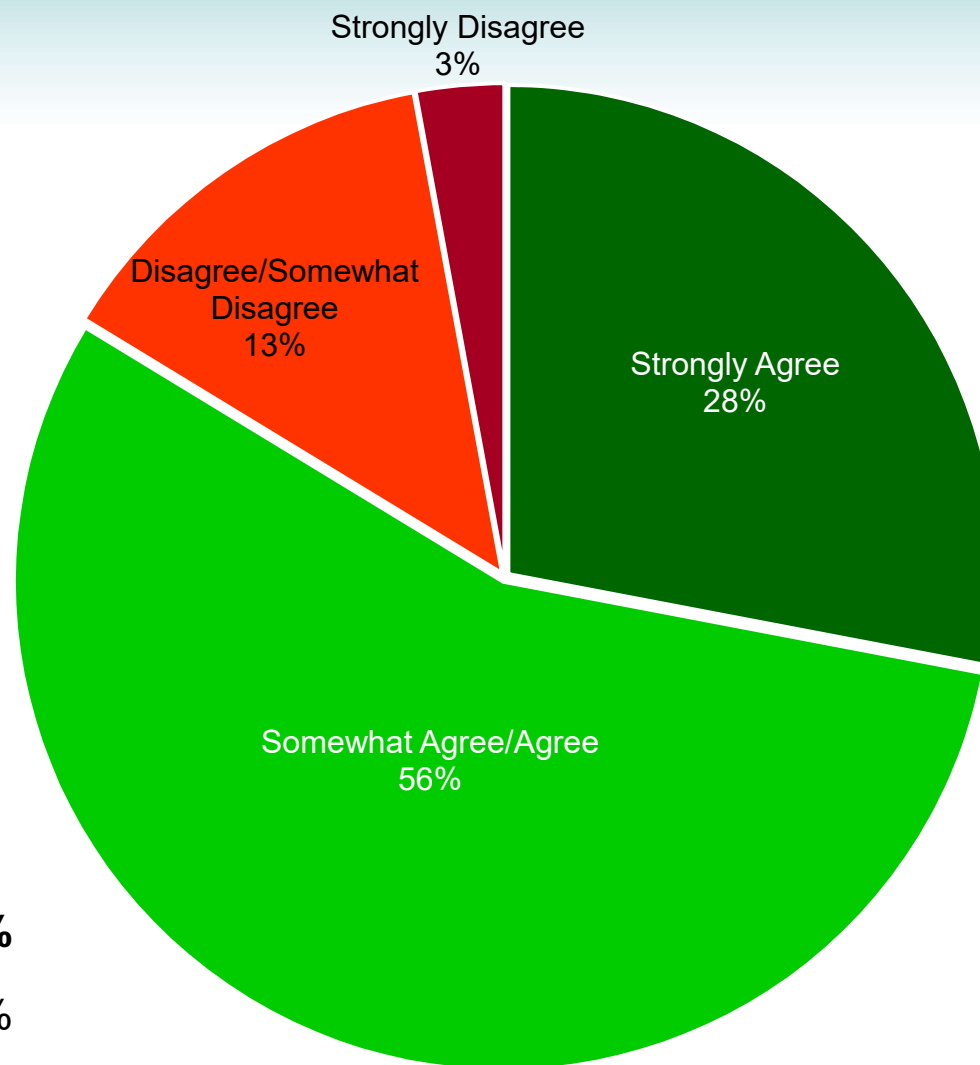


**2016**

**Negative** 32%

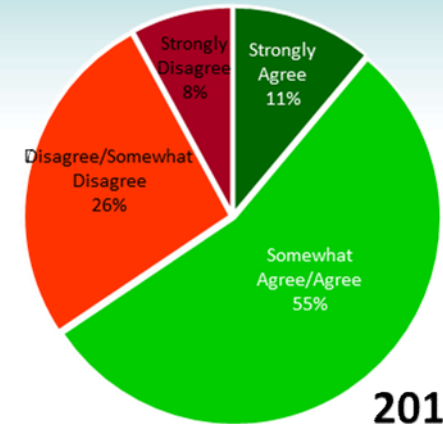
**Positive** 68%

## Q18. I am clear about my role and responsibilities.



**Negative** 16%

**Positive** 84%

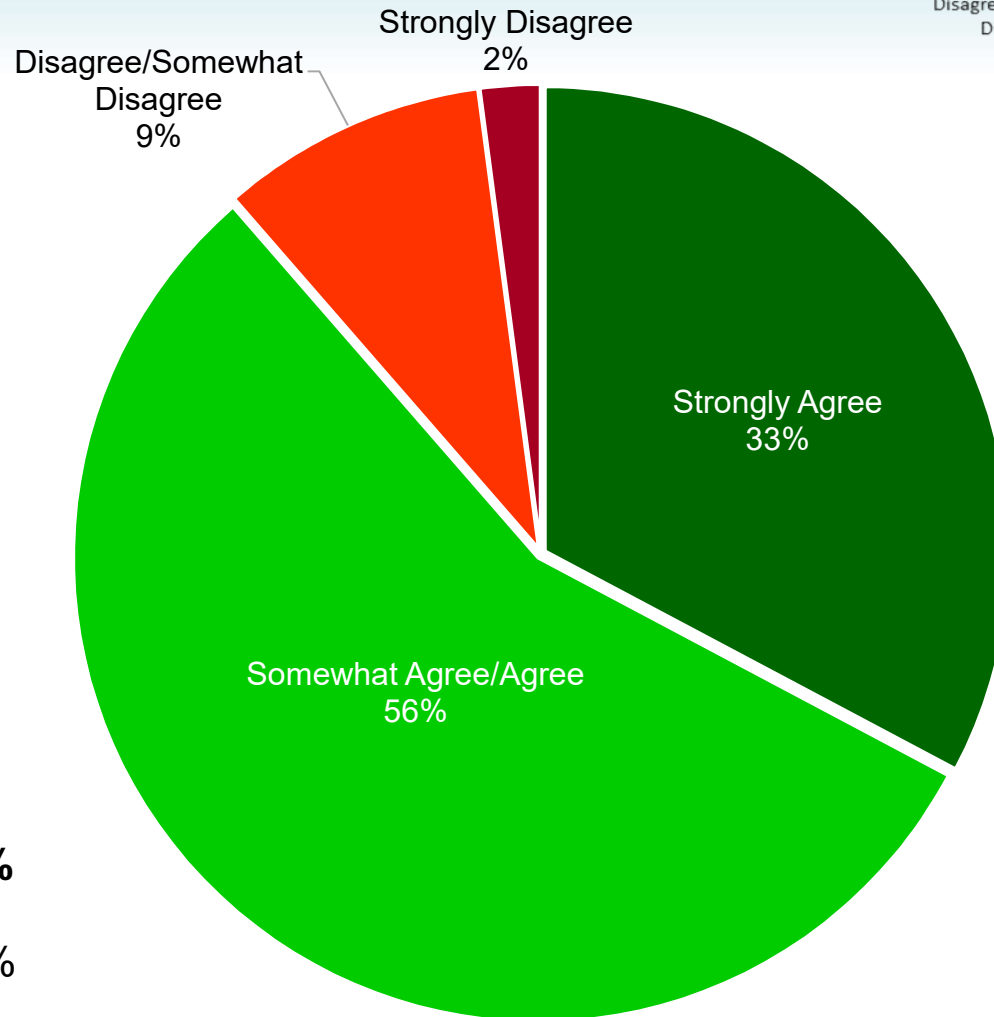


**2016**

**Negative** 34%

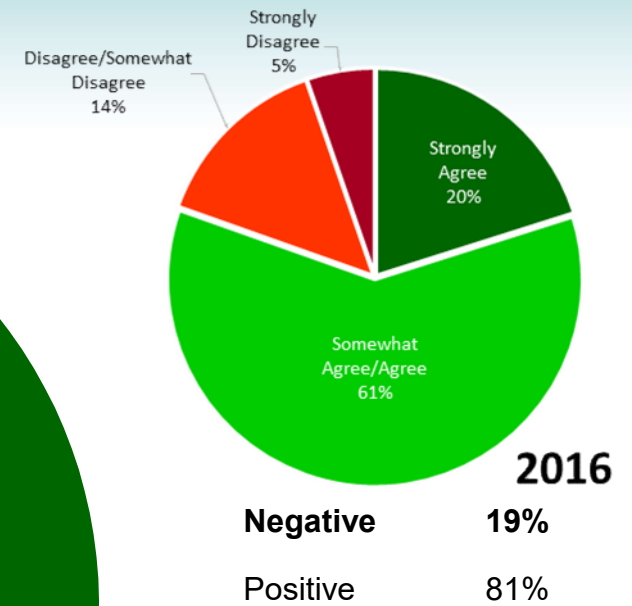
**Positive** 66%

## Q19. I am encouraged to suggest improvements in the way I do my work.

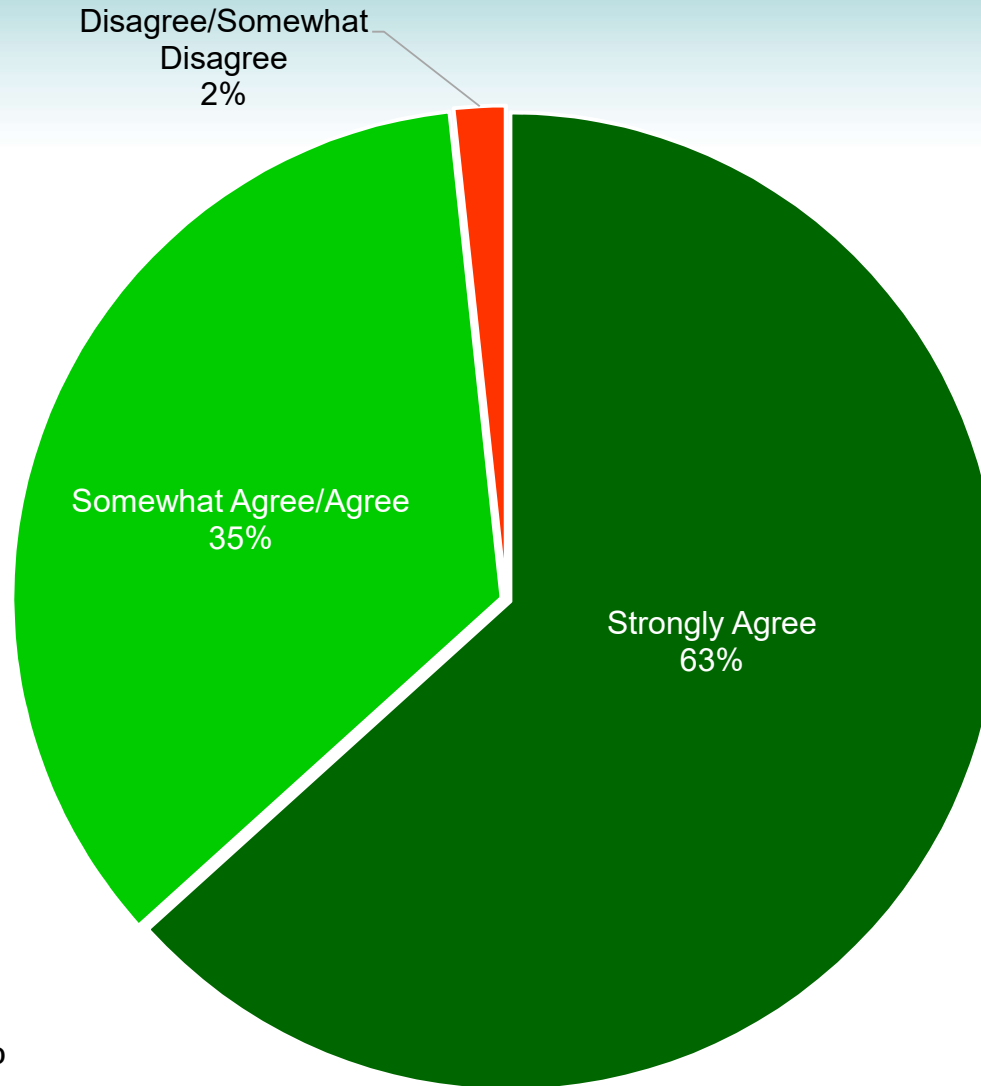


**Negative** 11%

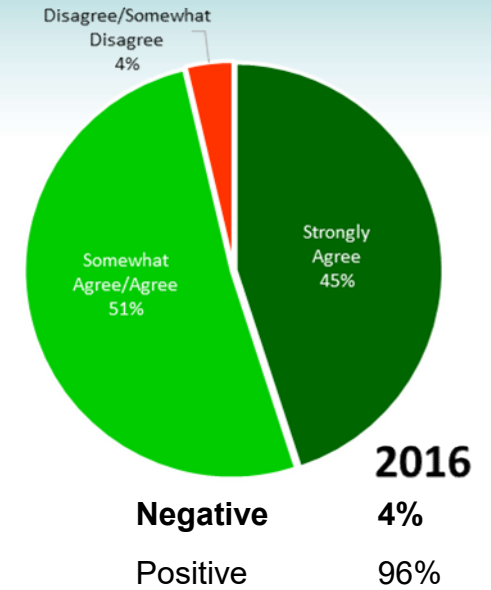
**Positive** 89%



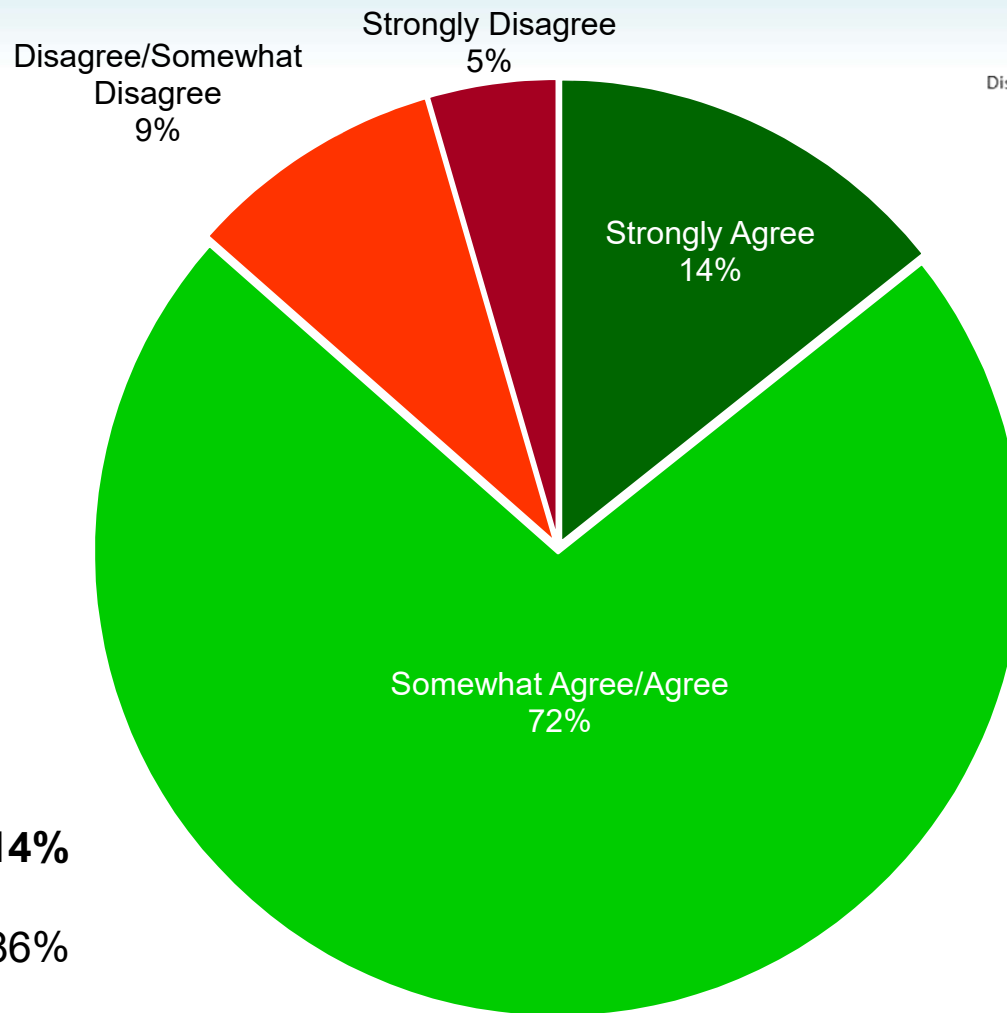
## Q20. I have a good working relationship with my colleagues.



**Negative** 2%  
**Positive** 98%

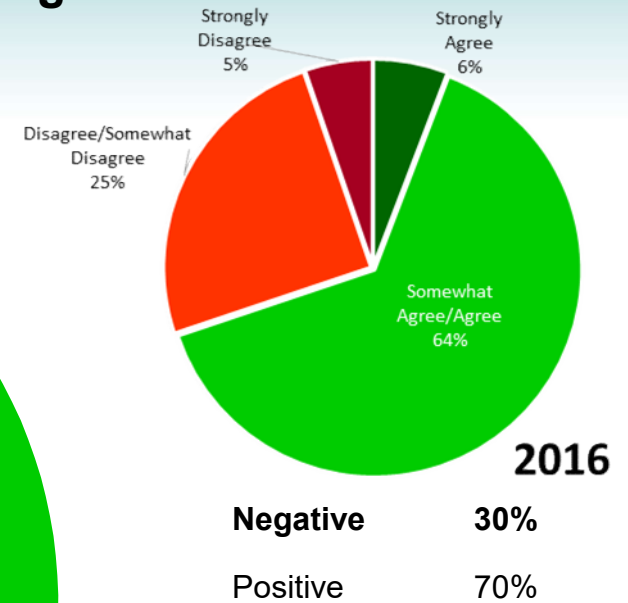


## Q21. I think the Senior Leadership Team are effectively leading us through the challenging times facing local government.

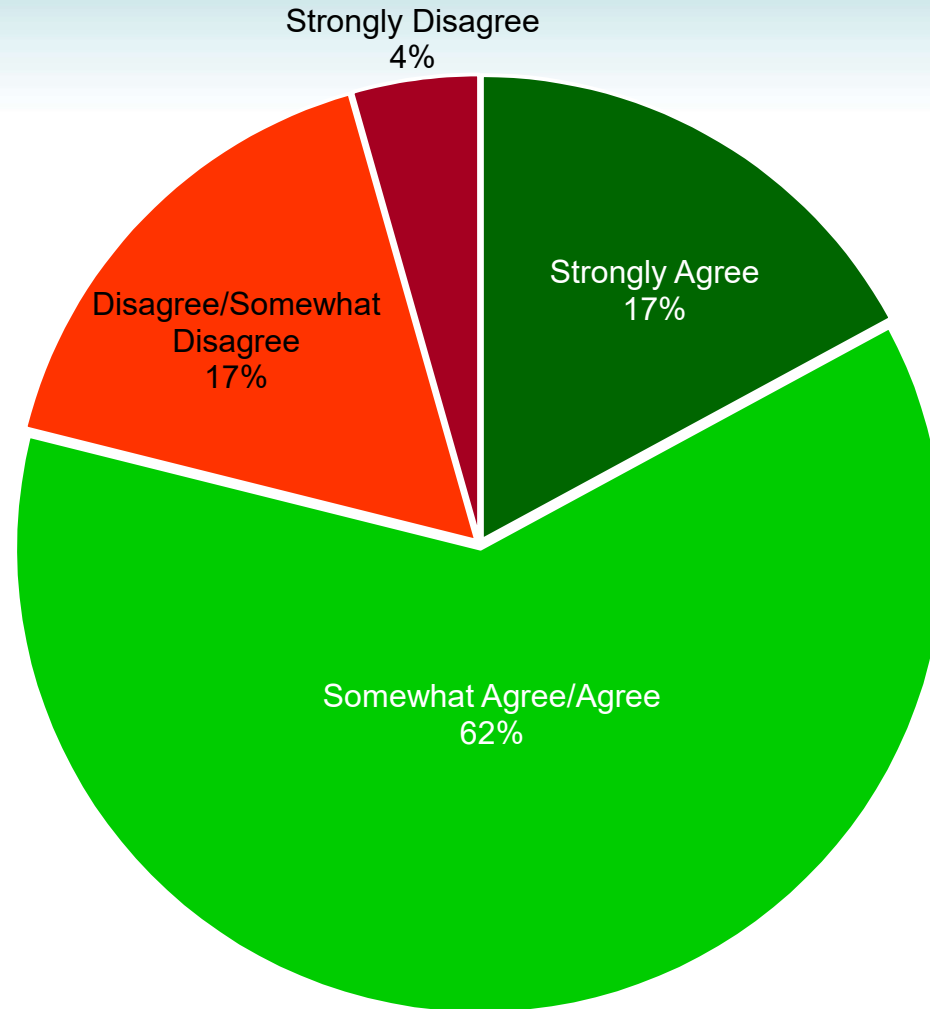


**Negative** 14%

**Positive** 86%



## Q22. I have enough contact with relevant members of the Extended Leadership Team to do my job efficiently.



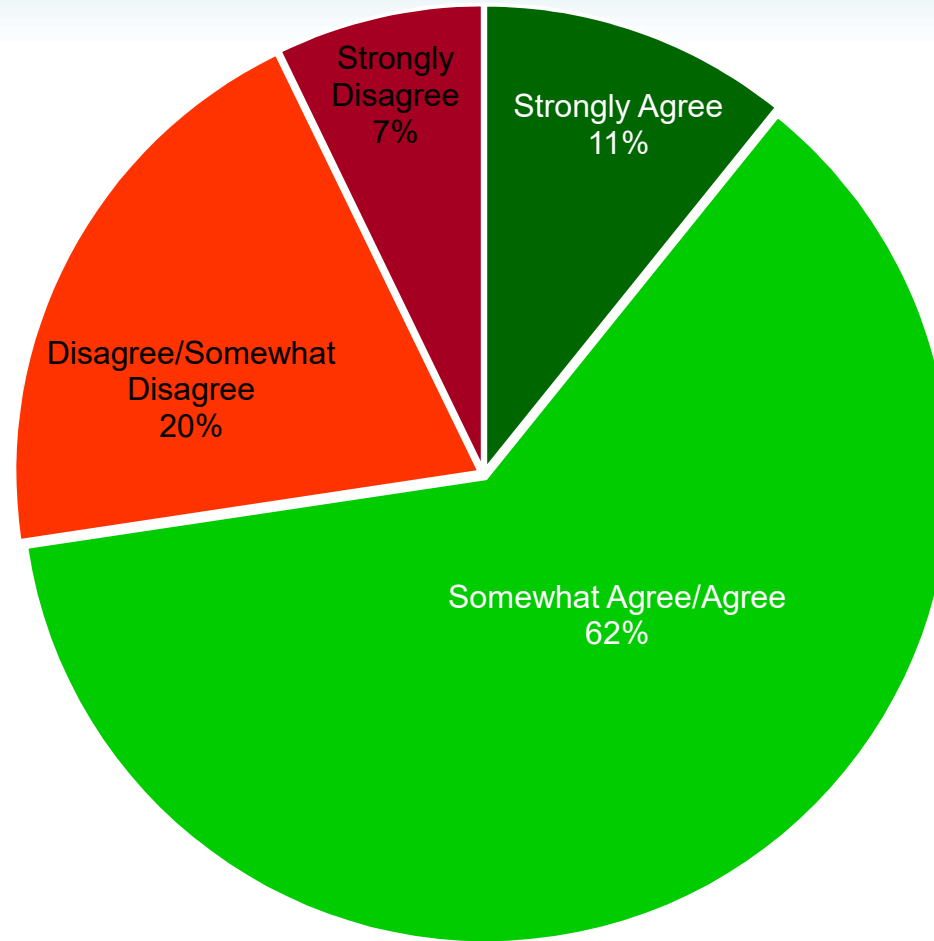
**Negative** 11%

**Positive** 79%





**Q23. The members of ELT relevant to my work area unblock problems and provide solutions that make my job more effective.**



**Negative 27%**

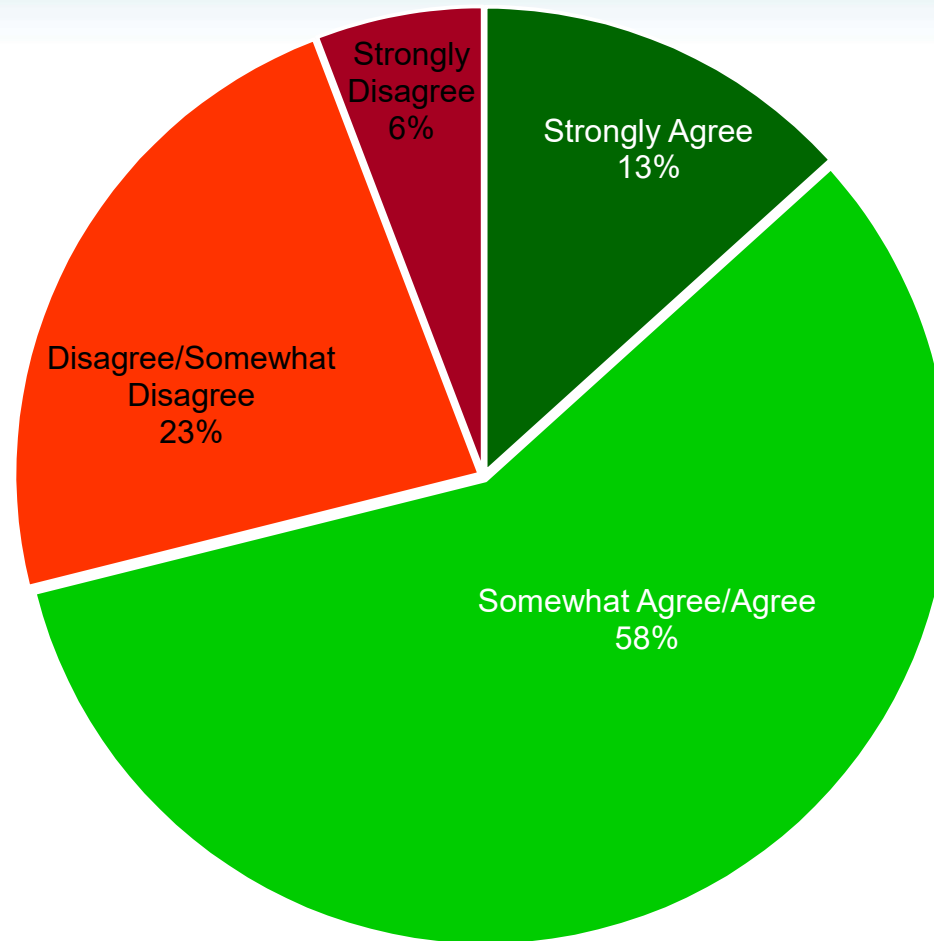
**Positive 73%**



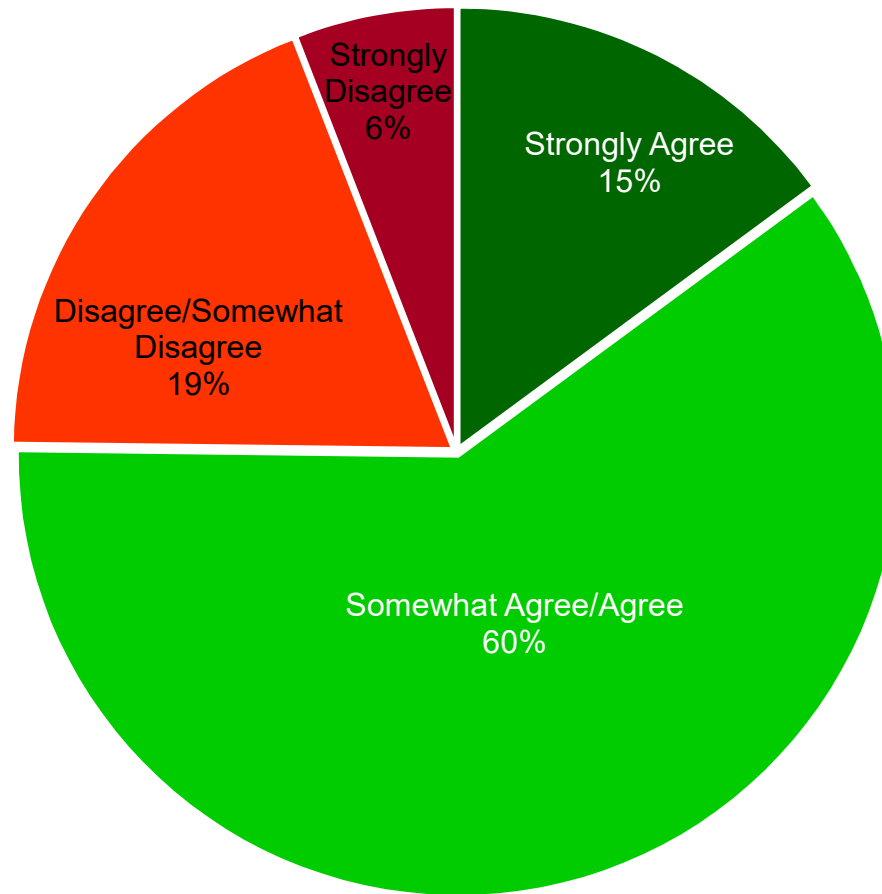
## Q24. The members of ELT relevant to my work area actively support my professional development.

Negative 29%

Positive 71%



**Q25. The members of ELT relevant to my work area encourage me and my colleagues to challenge the way we work and listen to new ideas.**

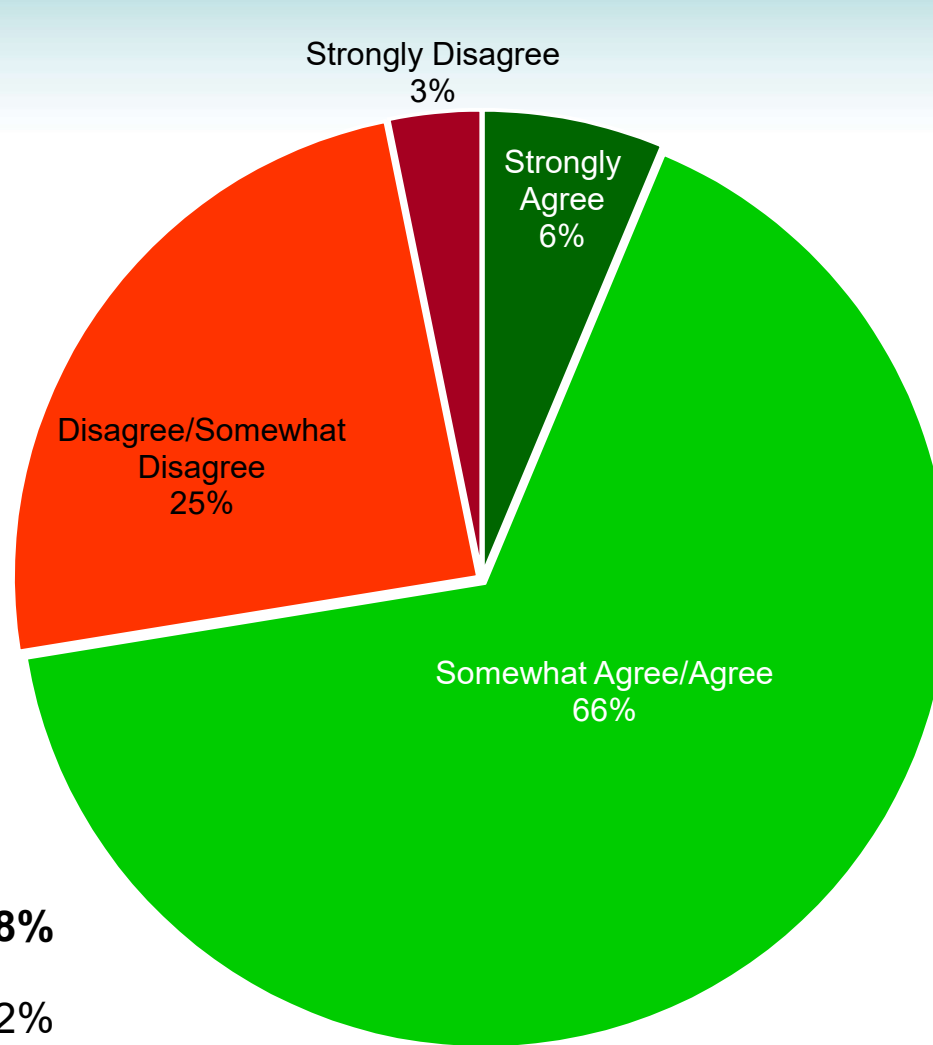


**Negative 25%**

**Positive 75%**

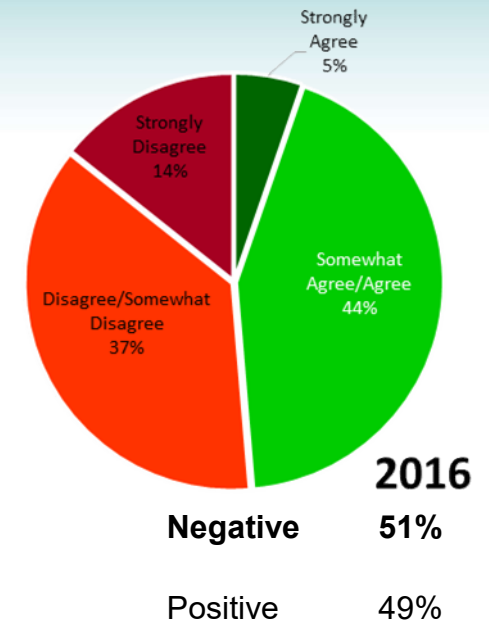


## Q26. I believe that actions are taken as a result of staff surveys in this organisation.

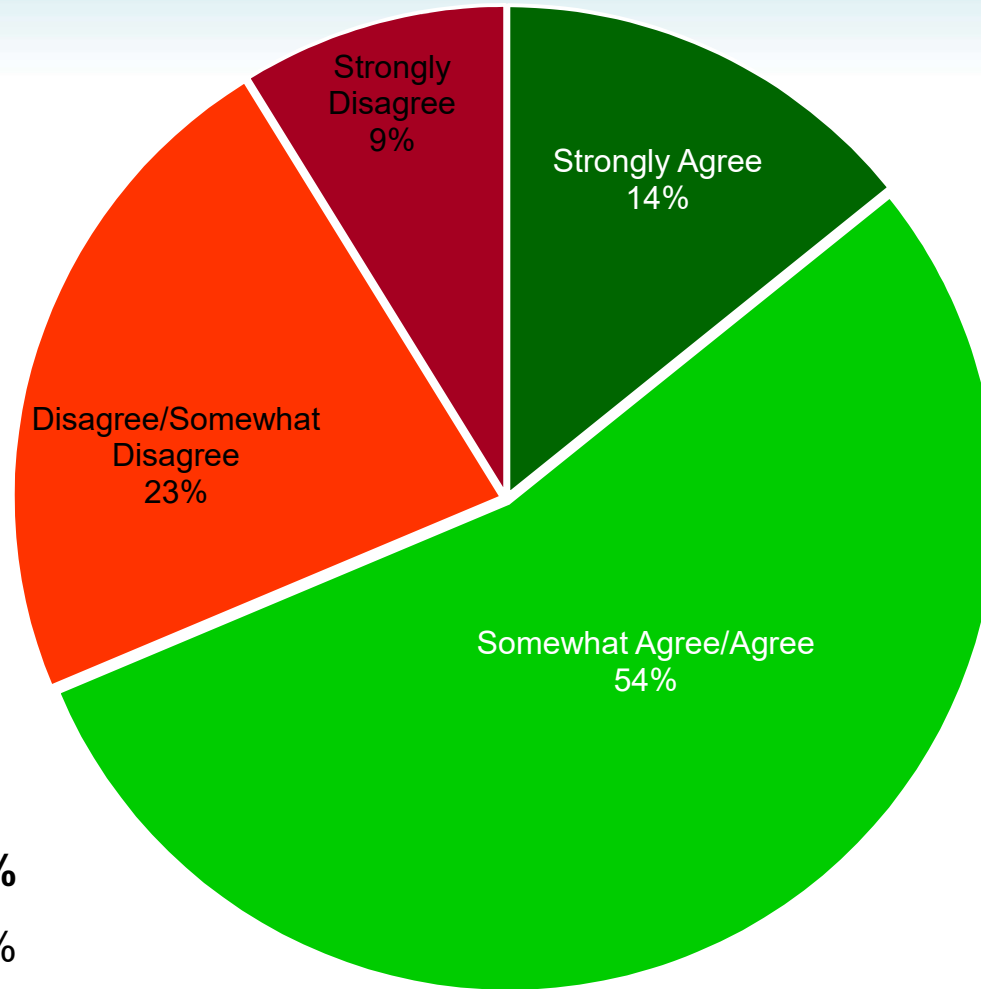


**Negative 28%**

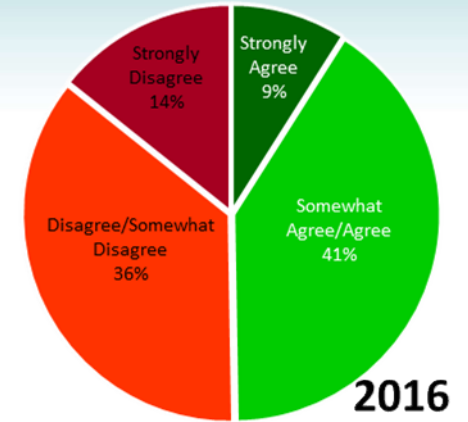
**Positive 72%**



## Q27. I would recommend working here to a friend.

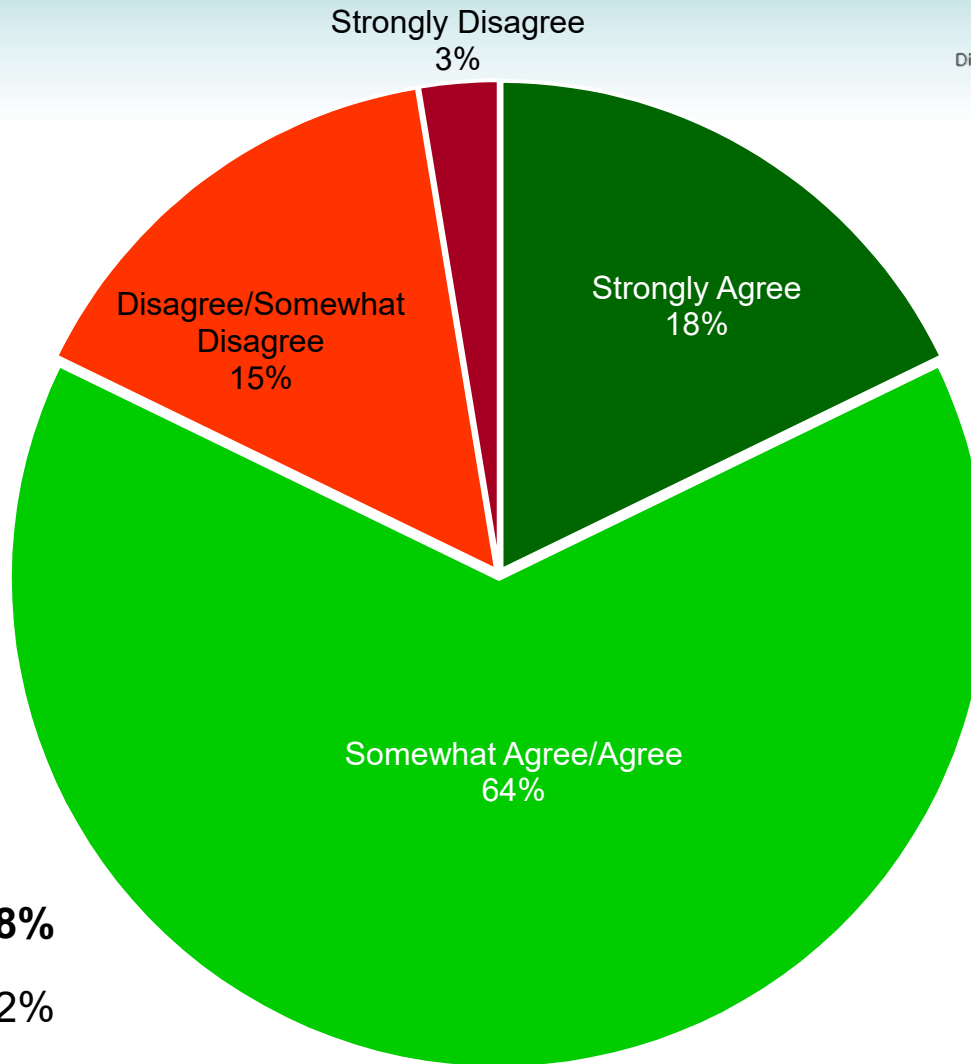


**Negative** 32%  
**Positive** 68%



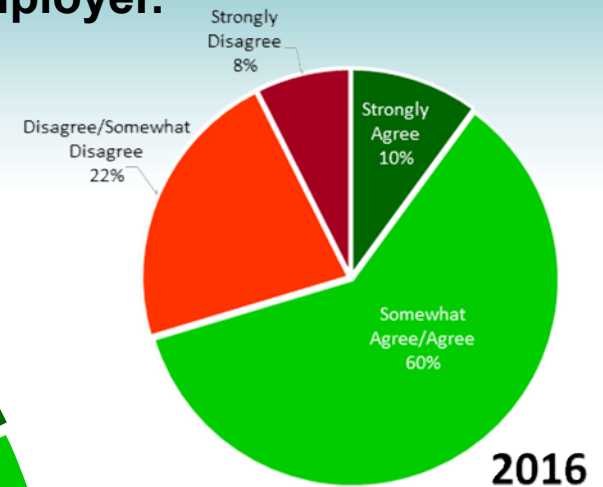
**2016**  
**Negative** 50%  
**Positive** 50%

## Q28. I think the Councils are a good employer.



**Negative** 18%

**Positive** 82%

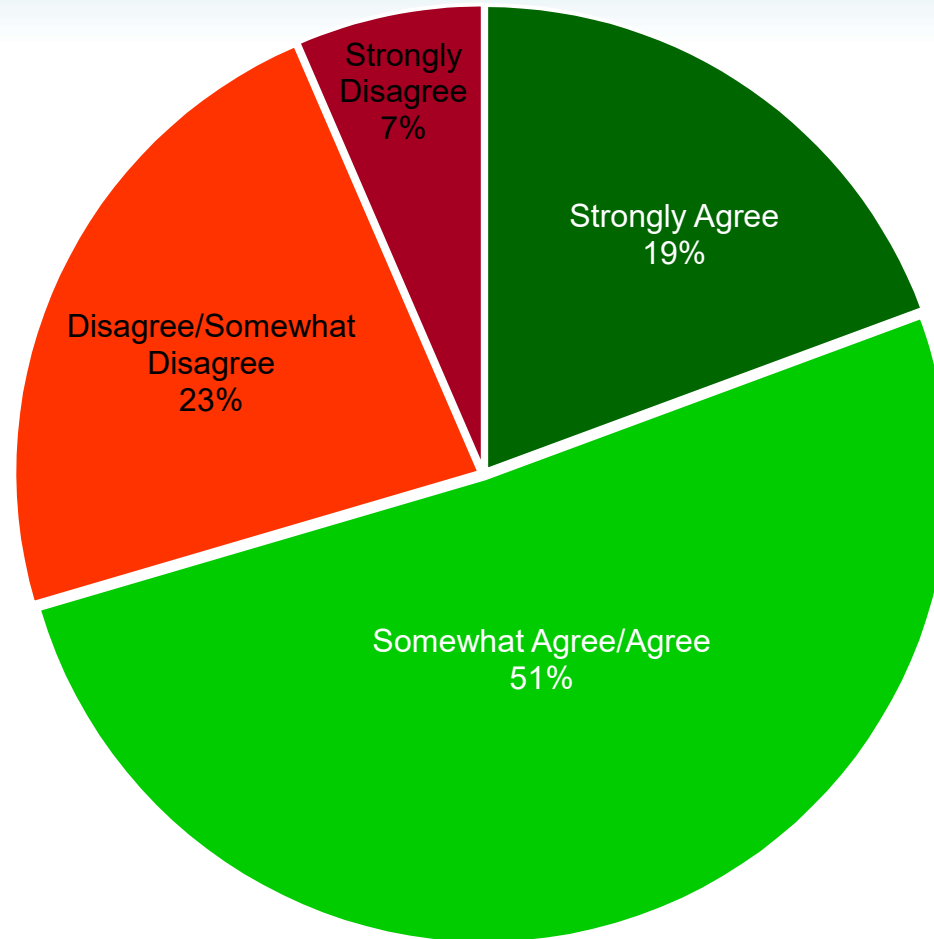


**2016**

**Negative** 30%

**Positive** 70%

## Q29. Performance has improved in my area of work over the last 12 months.

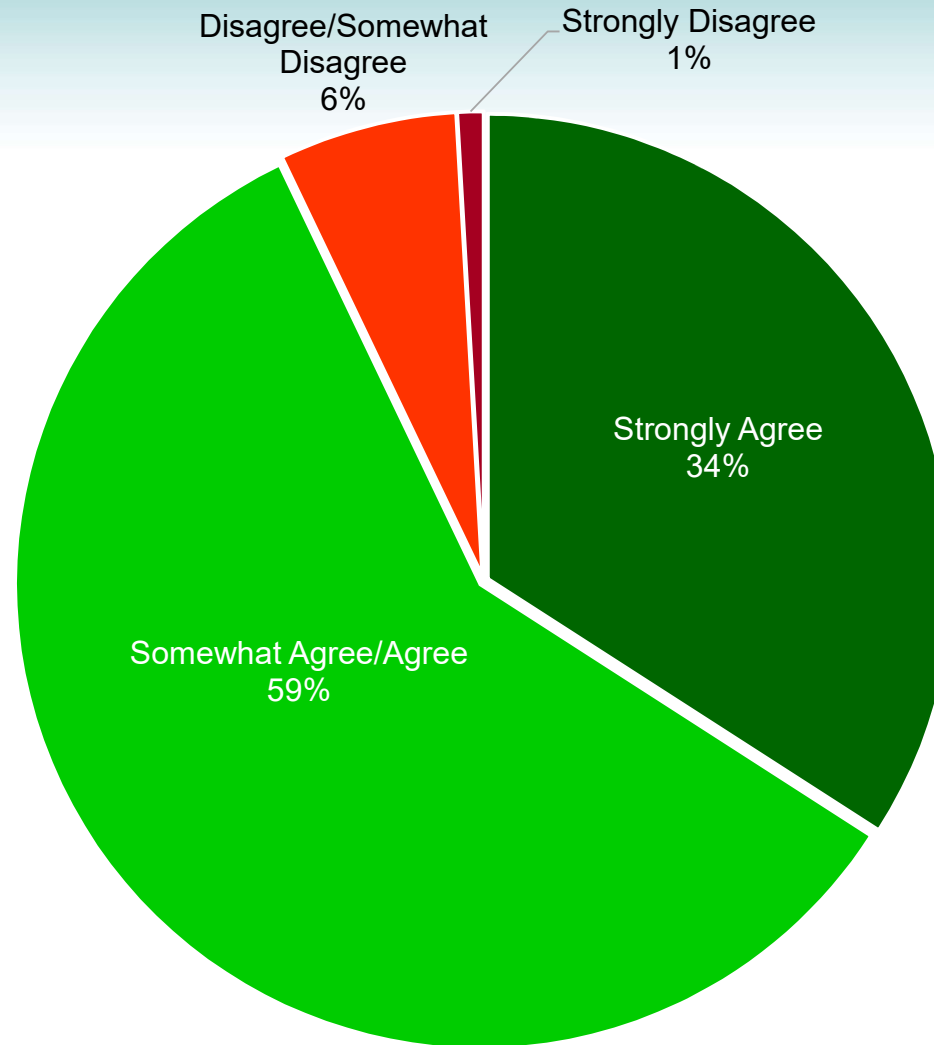


**Negative**      **30%**

**Positive**      **70%**



## Q30. I understand my personal responsibilities and the organisation's responsibilities in relation to Health and Safety.



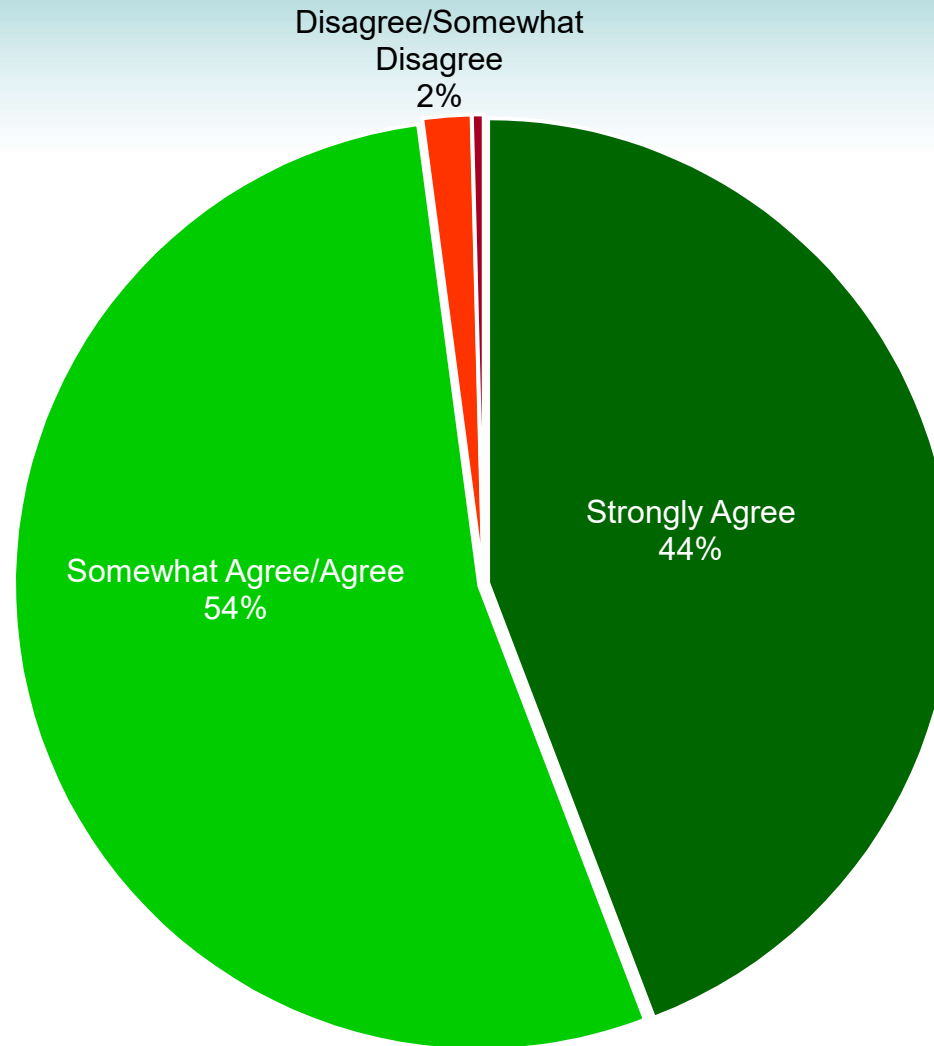
**Negative** 7%

**Positive** 93%





## Q31. I understand my personal responsibilities and the organisation's responsibilities in relation to Data Protection.



**Negative** 2%

**Positive** 98%

