

2016 responses: 1=not at all > 6=completely / 2013 responses: 0=not at all > 5=completely

Q	# valid responses	Total # responses 2016 = 246 (26.23%) Total # responses 2013 = 307 (31.65%)	2016	2013	2016	2013
1	246	I am clear about my role and responsibilities when I am at work	1	0	2.0%	2.3%
			2	1	4.5%	6.2%
			3	2	10.6%	7.8%
			4	3	13.4%	20.2%
			5	4	29.7%	20.8%
			6	5	39.8%	42.7%
2	246	I understand how my role contributes to the purpose of my team and I feel that what I do is important	1	0	2.4%	2.6%
			2	1	6.1%	3.6%
			3	2	6.9%	8.2%
			4	3	13.4%	14.4%
			5	4	28.9%	27.1%
			6	5	42.3%	44.1%
3	246	I have all the skills I need to be able to do my job well. (Please give details below if you have any training needs)	1	0	2.4%	0.3%
			2	1	5.7%	4.0%
			3	2	8.5%	5.0%
			4	3	22.0%	15.3%
			5	4	39.4%	38.7%
			6	5	22.0%	36.7%
4	245	I have the opportunity to do what I do best on a daily basis	1	0	9.4%	4.2%
			2	1	8.6%	9.1%
			3	2	10.2%	10.7%
			4	3	22.9%	25.0%
			5	4	26.1%	29.9%
			6	5	22.9%	21.1%
5	245	I have opportunities to develop my skills and knowledge for the future	1	0	11.4%	10.1%
			2	1	10.2%	10.1%
			3	2	13.9%	16.2%
			4	3	26.5%	25.3%
			5	4	21.2%	22.4%
			6	5	16.7%	15.9%
6	243	I am able to meet the needs of my customers (internal or external) on a daily basis.	1	0	3.3%	3.6%
			2	1	9.9%	6.2%
			3	2	12.8%	13.1%
			4	3	25.9%	19.6%
			5	4	32.1%	38.2%
			6	5	16.0%	19.3%
7	244	I have the materials and equipment that I need to do my job well.	1	0	4.5%	3.9%
			2	1	11.1%	8.5%
			3	2	16.4%	16.4%
			4	3	23.8%	24.9%
			5	4	28.3%	29.5%
			6	5	16.0%	16.7%
9	240	Systems, processes, people, cross-site working / travel between sites etc get in the way of me being able to do a good job	1	0	17.5%	13.6%
			2	1	13.8%	13.6%
			3	2	21.3%	20.1%
			4	3	18.8%	22.1%
			5	4	17.1%	22.4%
			6	5	11.7%	8.2%
11	245	I know that the Councils have 6 Strategic Purposes.	Y		80.0%	61.5%
			N		20.0%	38.5%
12	241	I am able to state what the 6 Strategic Purposes are.	Y		46.5%	26.2%
			N		53.5%	73.8%
13	206	I am aware that my service area has operational measures or that they are currently being developed.	Y		76.2%	67.5%
			N		23.8%	32.5%

2016 responses: 1=not at all > 6=completely / 2013 responses: 0=not at all > 5=completely

Q	# valid responses	Total # responses 2016 = 246 (26.23%) Total # responses 2013 = 307 (31.65%)	2016	2013	2016	2013
15	243	I feel that I have a suitable balance between work and the rest of my life	1	0	4.1%	3.3%
			2	1	8.6%	3.3%
			3	2	13.2%	12.4%
			4	3	20.2%	24.8%
			5	4	29.6%	29.1%
			6	5	24.3%	27.1%
16	243	I am able to take a lunch break every day	1	0	7.0%	4.0%
			2	1	8.6%	12.3%
			3	2	15.2%	12.0%
			4	3	12.3%	12.6%
			5	4	21.0%	20.9%
			6	5	35.8%	38.2%
17	242	I am able to take other breaks if I need them	1	0	7.0%	8.9%
			2	1	13.2%	13.9%
			3	2	14.9%	10.9%
			4	3	21.1%	17.8%
			5	4	23.1%	24.1%
			6	5	20.7%	24.4%
18	245	I am generally able to take advantage of flexible working arrangements	1	0	11.0%	17.2%
			2	1	6.5%	5.0%
			3	2	11.0%	5.6%
			4	3	8.6%	14.2%
			5	4	31.8%	26.7%
			6	5	31.0%	31.4%
19	244	I would be interested in taking part in health and wellbeing programmes at work (in addition to the smoking cessation and health checks that are already on offer). Please give details in the comments section below.	Y		56.6%	47.1%
			N		43.4%	52.9%
21	243	Does your working environment hinder your ability to work effectively? (If yes, please give details below)	Y		26.7%	N/A
			N		73.3%	N/A
23	245	Have you suffered from any illness, disability or other physical or mental problem within the last 12 months that was caused or made worse by your job or by work you have done in the past?	Y		19.2%	24.7%
			N		80.8%	75.3%
26	246	My team works well together	1	0	2.4%	3.7%
			2	1	6.9%	2.4%
			3	2	11.8%	7.4%
			4	3	13.0%	16.5%
			5	4	30.5%	37.4%
			6	5	35.4%	32.7%
27	245	I have a good working relationship with my colleagues	1	0	0.4%	1.7%
			2	1	1.6%	1.7%
			3	2	9.0%	2.7%
			4	3	11.4%	10.8%
			5	4	33.1%	37.0%
			6	5	44.5%	46.1%
28	244	I understand what my colleagues do and how this contributes to the overall purpose of the team	1	0	1.6%	1.3%
			2	1	1.6%	3.4%
			3	2	7.0%	6.1%
			4	3	13.1%	12.8%
			5	4	34.8%	35.7%
			6	5	41.8%	40.7%

2016 responses: 1=not at all > 6=completely / 2013 responses: 0=not at all > 5=completely

Q	# valid responses	Total # responses 2016 = 246 (26.23%) Total # responses 2013 = 307 (31.65%)	2016	2013	2016	2013
29	245	I feel that I have the opportunity to contribute to decision making or changes within the team	1	0	9.0%	9.8%
			2	1	9.8%	6.7%
			3	2	6.9%	11.8%
			4	3	16.3%	17.2%
			5	4	25.3%	23.6%
			6	5	32.7%	31.0%
30	244	Do you feel that you are affected by any conflict within the team?	Y		31.1%	34.5%
			N		68.9%	65.5%
31	241	Have you been subjected to any bullying or harassment while at work?	Y		17.0%	14.7%
			N		83.0%	85.3%
32	20	If you have answered "Yes" to the above question, what were the grounds for the bullying or harassment? Other available options for which there was a nil response in either survey: - Marriage & civil partnership - Pregnancy and maternity	Age		10.0%	10.0%
			Disability		10.0%	2.5%
			Gender reassignment		5.0%	0.0%
			Sexual orientation		5.0%	0.0%
			Race		0.0%	7.5%
			Religion or belief		0.0%	7.5%
			Sex		0.0%	7.5%
			Caring		0.0%	2.5%
Other		70.0%	62.5%			
34	227	I think that my team meetings are useful	1	0	14.5%	15.1%
			2	1	13.2%	9.3%
			3	2	13.7%	10.0%
			4	3	14.5%	21.6%
			5	4	26.9%	25.1%
			6	5	17.2%	18.9%
35	244	We have regular team meetings so I feel that I am well informed about what is happening	Y		60.7%	54.5%
			N		39.3%	45.5%
36	244	I have regular one-to-one meetings / status updates with my line manager / supervisor	Y		57.0%	54.3%
			N		43.0%	45.7%
37	242	I am encouraged to contribute my thoughts and ideas at team meetings and one-to-one sessions	Y		73.6%	69.8%
			N		26.4%	30.2%
38	241	The way the organisation communicates with staff eg using the Oracle newsletter and Orb notifications etc meets my needs	Y		73.9%	71.0%
			N		26.1%	29.0%
40	242	I get the support I need from my line manager	Y		76.4%	74.9%
			N		23.6%	25.1%
41	243	I get the support I need from my colleagues	Y		91.8%	86.2%
			N		8.2%	13.8%
42	243	I feel that my contribution is recognised and I receive praise when I do a good job	Y		67.9%	63.9%
			N		32.1%	36.1%
43	244	I get regular feedback from my line manager about how I am doing	Y		59.4%	50.2%
			N		40.6%	49.8%
44	244	I am aware of the support on offer through the Employee Assistance Programme, Occupational Health and Union Representatives	Y		80.3%	70.4%
			N		19.7%	29.6%

2016 responses: 1=not at all > 6=completely / 2013 responses: 0=not at all > 5=completely

Q	# valid responses	Total # responses 2016 = 246 (26.23%) Total # responses 2013 = 307 (31.65%)	2016	2013	2016	2013
46	242	I am aware of the changes that are happening within the Council	Y		81.8%	88.0%
			N		18.2%	12.0%
47	242	I understand why these changes are happening	Y		80.6%	83.8%
			N		19.4%	16.2%
48	242	I understand what impact these changes will have on my role and the way that I carry it out	Y		66.1%	58.3%
			N		33.9%	41.7%
49	239	I have the support that I need to be able to deal with change effectively	Y		69.9%	57.7%
			N		30.1%	42.3%
50	238	I feel that I have the skills I need to be able to deal with the changes that are taking place	Y		84.0%	81.9%
			N		16.0%	18.1%
51	239	I feel that I am able to influence the changes taking place around me	Y		40.2%	34.5%
			N		59.8%	65.5%
52	239	I feel that I am coping well with the changes that are taking place	Y		80.3%	73.0%
			N		19.7%	27.0%
53	240	The changes in my service area have had an impact on how I do my job	Y		75.8%	69.0%
			N		24.2%	31.0%
54	232	These changes have been beneficial	Y		52.2%	38.5%
			N		47.8%	61.5%
56	239	I understand that I have a responsibility to raise any concerns I may have over possible fraud, crime, danger or other serious risk that could threaten customers, colleagues, the public or the organisation's reputation	Y		99.2%	97.2%
			N		0.8%	2.8%
57	239	I know how to raise such a concern	Y		92.1%	83.2%
			N		7.9%	16.8%
58	238	I feel confident about raising any such concerns	Y		88.2%	78.9%
			N		11.8%	21.1%
60	224	Which of the following best describes the main focus of your role?				
		4th Tier/Strategic Management			8.0%	10.6%
		Office based-Customer facing role			23.2%	15.8%
		Office based-Support role			20.5%	28.2%
		Operational/Frontline role			33.5%	29.6%
		Supervisory/Teamleader			14.7%	15.8%
61	215	(2016) Which Service Area do you work within?				
		Business Transformation			8.8%	7.3%
		Chief Executives			3.3%	4.0%
		Community Services			16.3%	11.2%
		Customer Access & Financial Services			18.1%	24.4%
		Environmental Services			17.7%	11.7%
		Housing Services			12.6%	15.6%
		Legal, Equality & Democratic Services			2.3%	5.9%
		Leisure & Cultural Services			12.6%	9.8%
		Planning & Regeneration			8.4%	10.2%
	229	Which Directorate do you work within?				
		Chief Executive			-	7.4%
		Finance and Corporate Resources			-	33.2%
		Planning and Regeneration, Regulatory, Housing			-	24.9%
		Leisure, Environment and Community Services			-	34.5%