Appendix 2

1 246 I am clear about my role and responsibilities when I am at work 1 0 2.0%			sponses: 1=not at all > 6=completely / 2013 responses: 0=not at all > 5			ту	
2		reenonee	·	2016	2013	2016	2013
2 246		246	I am clear about my role and responsibilities when I am at work	1	0	2.0%	2.3%
2 246				2	1	4.5%	6.2%
2 246				3	2	10.6%	7.8%
2 246				4	3	13.4%	20.2%
2				5	4	29.7%	20.8%
				6	5	39.8%	42.7%
		246	I understand how my role contributes to the purpose of my team and	1	0	2.4%	2.6%
3 2 6.9% 4 3 3.4% 5 4 28.9% 6 5 42.3% 6 5 42.3% 6 5 42.3% 1 0 2.4% 2 1 5.7% 3 2 8.5% 4 3 22.0% 5 4 39.4% 6 5 22.0% 5 4 39.4% 6 5 22.0% 5 4 39.4% 6 5 22.0% 7 244 I have the materials and equipment that I need to do my job well. 9 240 Systems, processes, people, cross-site working / travel between sites etc get in the way of me being ale to do a good job 1 245 I know that the Councils have 6 Strategic Purposes are. 1 245 I know that the Councils have 6 Strategic Purposes are. 1 245 I know that the Councils have 6 Strategic Purposes are. 1 245 I know that the Councils have 6 Strategic Purposes are. 2 1 1 am able to state what the 6 Strategic Purposes are. 2 1 1 am able to state what the 6 Strategic Purposes are. 2 1 1 am able to state what the 6 Strategic Purposes are. 3 2 6.9% 5 4 28.3% 6 5 4.5% 7 244 I am able to state what the 6 Strategic Purposes are. 9 240 Systems that the Councils have 6 Strategic Purposes are. 9 241 I am able to state what the 6 Strategic Purposes are. 9 242 I am able to state what the 6 Strategic Purposes are. 9 243 I am able to state what the 6 Strategic Purposes are. 9 244 I am able to state what the 6 Strategic Purposes are. 9 245 I know that the Councils have 6 Strategic Purposes are. 9 246 I am able to state what the 6 Strategic Purposes are. 9 247 I am able to state what the 6 Strategic Purposes are. 9 248 I am able to state what the 6 Strategic Purposes are. 9 249 I am able to state what the 6 Strategic Purposes are. 9 240 I am able to state what the 6 Strategic Purposes are. 9 240 I am able to state what the 6 Strategic Purposes are. 9 240 I am able to state what the 6 Strategic Purposes are. 9 240 I am able to state what the 6 Strategic Purposes				2	1		3.6%
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1							
2	╂	245	Lhave the apportunity to do what I do best on a daily basis				
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The second color of the future							
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3 2 16.4%		244	I have the materials and equipment that I need to do my job well.	1	0	4.5%	3.9%
3 2 16.4% 4 3 23.8% 2 5 4 28.3% 2 6 5 16.0% 9 240 Systems, processes, people, cross-site working / travel between sites etc get in the way of me being ale to do a good job 2 1 13.8% 3 2 21.3% 2 4 3 18.8% 2 4 3 18.8% 2 5 4 17.1% 2 6 5 11.7% 11 245 I know that the Councils have 6 Strategic Purposes. Y 80.0% 6 N 20.0% 3 12 241 I am able to state what the 6 Strategic Purposes are. Y 46.5% 2 N 53.5% 7				2	1	11.1%	8.5%
5 4 28.3% 2 6 5 16.0% 5 16.0% 7 7 7 7 7 7 7 7 7				3	2	16.4%	16.4%
Systems, processes, people, cross-site working / travel between sites etc get in the way of me being ale to do a good job 2 1 13.8% 3 2 21.3% 2 4 3 18.8% 2 5 4 17.1% 2 6 5 11.7% 11 245 I know that the Councils have 6 Strategic Purposes. Y 80.0% 6 12 241 I am able to state what the 6 Strategic Purposes are. Y 46.5% 2 2 2 2 2 2 2 2 2				4	3	23.8%	24.9%
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9 240 Systems, processes, people, cross-site working / travel between sites etc get in the way of me being ale to do a good job 1 0 17.5% 2 1 2 1 13.8% 3 2 21.3% 2 4 3 18.8% 2 4 3 18.8% 2 5 4 17.1% 2 6 5 11.7% 11 245 I know that the Councils have 6 Strategic Purposes. Y 80.0% 8 N 20.0% 3 12 241 I am able to state what the 6 Strategic Purposes are. Y 46.5% 2 N 53.5% 7	▋			6	5	16.0%	16.7%
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	-	24 I	i am able to state what the o Strategic Purposes are.				
■13■ 206 H am aware that my service area has operational measures or that ■ V ■76.29/14	╇	200					
	3		I am aware that my service area has operational measures or that				67.5%
they are currently being developed. N 23.8%	┸		they are currently being developed.	1	N	23.8%	32.5%

	2016 responses: 1=not at all > 6=completely / 2013 responses: 0=not at all > 5=completely							
Q	# valid response s	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	1	0	4.1%	3.3%		
		life	2	1	8.6%	3.3%		
			3	2	13.2%			
			4	3	20.2%	24.8%		
			5	4	29.6%			
			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%			
			4	3	21.1%	17.8%		
			5	4		24.1%		
			6	5	20.7%	24.4%		
18	245	I am generally able to take advantage of flexible working	1	0	11.0%			
		arrangements	2	1	6.5%	5.0%		
			3	2	11.0%	5.6%		
			4	3	8.6%	14.2%		
			5	4	31.8%			
			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	Υ		56.6%	47.1%		
		checks that are already on offer). Please give details in the comments section below.	١	١	43.4%	52.9%		
21	243	Does your working environment hinder your ability to work	'	′	26.7%	N/A		
		effectively? (If yes, please give details below)	١	1	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	\	1	19.2%	24.7%		
		worse by your job or by work you have done in the past?	١	1	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%			
			5	4	30.5%			
			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	1	0	1.6%	1.3%		
		overall purpose of the team	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%		

Appendix 2

1014 # responses 2013 = 307 (31-65%) 8 8 8 8 8 8 8 8 8	2016 responses: 1=not at all > 6=completely / 2013 responses: 0=not at all > 5=completely							
Changes within the team	Q	response	. , ,	2016	2013	2016	2013	
3 2 6.9% 11.8	29	245	I feel that I have the opportunity to contribute to decision making or	1	0	9.0%	9.8%	
244 Do you feel that you are affected by any conflict within the team? 7 31.1% 34. 35 4 25.3% 23.6 6 5 32.7% 31.0 7 31.1% 34.5 8 10.0% 10.0 8 10.0% 10.0 9 10.0% 10.0 10.0% 10.0			changes within the team	2	1	9.8%	6.7%	
30 244 Do you feel that you are affected by any conflict within the team? Y 31.1% 34.5 31 241 Have you been subjected to any bullying or harassment while at work? N 83.9% 65.5 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:				3	2		11.8%	
244 Do you feel that you are affected by any conflict within the team? Y 31.1% 34.5 31 241 Have you been subjected to any bullying or harassment while at work? N 68.9% 65.5 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 10.0% 2.5 34 227 I think that my team meetings are useful 1 0 14.5% 15.1 35 244 We have regular team meetings are useful 1 0 14.5% 15.1 36 244 We have regular team meetings so I feel that I am well informed about what is happening 30.24 1 have regular one-to-one meetings / status updates with my line manager / supervisor N 43.0% 45.7 37 242 I am encouraged to contribute my thoughts and ideas at team meetings and one-to-one sessions 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 N 26.1% 30.2 40 242 I get the support I need from my line manager Y 76.4% 74.9 41 243 I get the support I need from my line manager about how I am doing Y 59.4% 50.2 42 244 I am aware of the support on offer through the Employee Assistance Programme, Occupational Health and Union Representatives P 30.3% 70.4 44 244 I am aware of the support on offer through the Employee Assistance Programme, Occupational Health and Union Representatives P 30.3% 70.4 45 244 I am aware of the support on offer through the Employee Assistance Programme, Occupational Health and Union Representatives P 90.7% 90.							17.2%	
30 244 Do you feel that you are affected by any conflict within the team? Y 31.1% 34.5 31 241 Have you been subjected to any bullying or harassment while at work? N 68.9% 65.5 32 20 If you have answered "Yes" to the above question, what were the grounds for the bullying or harassment? N 83.0% 85.3 32 20 Under available options for which there was a nil response in either survey:								
N 68.9% 65.5	20	244	Do you feel that you are affected by any conflict within the team?					
31 241 Have you been subjected to any bullying or harassment while at work? 17.0% 14.7 N 83.0% 85.3 85.	30	244	bo you leer that you are affected by any conflict within the team?					
Work? N 83.0% 85.3	31	241	Have you been subjected to any bullying or harassment while at					
32 20	01	241	l ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' '					
Other available options for which there was a nil response in either survey:	32	20	If you have answered "Yes" to the above question, what were the				10.0%	
Survey: - Marriage & civil partnership - Pregnancy and maternity Sowal orientation Sowal orienta			grounds for the bullying or harassment?	Disa	bility	10.0%	2.5%	
- Marriage & civil partnership - Pregnancy and maternity - Pregnancy and maternity - Pregnancy and maternity - Pregnancy and maternity - Race - 0.0% - 7.5' - Religion or belief - Sex - 0.0% - 7.5' - Caring - 0.0% - 1.0 - 1.0 - 1.4 - 1.1 - 1.4 - 1.5 - 1.5 - 1.4 - 2.4 - 2.4 - 2.4 - Limitation meetings so I feel that I am well informed - 1.4 - 2.4 - 2.4 - Limitation meetings so I feel that I am well informed - 1.4 - 2.4 - 2.4 - Limitation meetings so I feel that I am well informed - 1.4 - 2.4 - 2.4 - Limitation meetings so I feel that I am well informed - 1.4 - 2.4 - 2.4 - Limitation meetings so I feel that I am well informed - 1.4 -			· · · · · · · · · · · · · · · · · · ·	reassi	gment	5.0%	0.0%	
Religion of belief Sex 0.0% 7.5			- Marriage & civil partnership	orien	tation		0.0%	
Sex 0.0% 7.5			r regnancy and maternity			0.0%	7.5%	
Caring 0.0% 2.5						0.0%	7.5%	
34 227							7.5%	
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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 N 39.3% 45.5° 36 244 I have regular one-to-one meetings / status updates with my line manager / supervisor N 43.0% 45.7° 37 242 I am encouraged to contribute my thoughts and ideas at team meetings and one-to-one sessions 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 N 26.1% 29.0° 40 242 I get the support I need from my line manager Y 76.4% 74.9° 41 243 I get the support I need from my colleagues Y 91.8% 86.2° 42 243 I feel that my contribution is recognised and I receive praise when I do a good job 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° 44 244 I am aware of the support on offer through the Employee Assistance Programme, Occupational Health and Union Representatives Postar Archives Postar				Oti	_		62.5%	
3 2 13.7% 10.0	34	227	I think that my team meetings are useful	1			15.1%	
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 N 39.3% 45.5 36 244 I have regular one-to-one meetings / status updates with my line manager / supervisor N 43.0% 45.7 37 242 I am encouraged to contribute my thoughts and ideas at team meetings and one-to-one sessions 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 N 26.1% 29.0 40 242 I get the support I need from my line manager Y 76.4% 74.9 41 243 I get the support I need from my colleagues Y 91.8% 86.2 42 243 I feel that my contribution is recognised and I receive praise when I do a good job 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 44 244 I am aware of the support on offer through the Employee Assistance Programme, Occupational Health and Union Representatives 70.4 75 76 76 76 76 76 76 76								
S 4 26.9% 25.1								
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	44	244	l	`	1	80.3%	70.4%	
			- J	1	1	19.7%	29.6%	

Appendix 2

	201616	sponses: 1=not at all $>$ 6=completely / 2013 responses: 0=not at all $>$ 5	=compi	Clery	
Q	# valid response s	Total # responses 2016 = 246 (26.23%) Total # responses 2013 = 307 (31.65%)	2016	2016	2013
46	242	I am aware of the changes that are happening within the Council	Υ	81.8%	88.0%
			N	18.2%	12.0%
47	242	I understand why these changes are happening	Υ	80.6%	83.8%
			N	19.4%	16.2%
48	242	I understand what impact these changes will have on my role and the	Υ	66.1%	58.3%
		way that I carry it out	N	33.9%	41.7%
49	239	I have the support that I need to be able to deal with change	Υ	69.9%	57.7%
		effectively	N	30.1%	42.3%
50	238	I feel that I have the skills I need to be able to deal with the changes	Υ	84.0%	81.9%
		that are taking place	N	16.0%	
51	239	I feel that I am able to influence the changes taking place around me	Υ	40.2%	
			N	59.8%	
52	239	I feel that I am coping well with the changes that are taking place	Υ		73.0%
			N		27.0%
53	240	The changes in my service area have had an impact on how I do my	Υ		69.0%
		job	N		31.0%
54	232	These changes have been beneficial	Υ	52.2%	
			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	Υ	99.2%	97.2%
		could threaten customers, colleagues, the public or the organisation's reputation	N	0.8%	2.8%
57	239	I know how to raise such a concern	Υ	92.1%	83.2%
			N	7.9%	16.8%
57 58	239	I know how to raise such a concern I feel confident about raising any such concerns	N Y	7.9% 88.2%	16.8% 78.9%
58	238		N	7.9% 88.2%	16.8%
			N Y	7.9% 88.2%	16.8% 78.9%
58	238	I feel confident about raising any such concerns Which of the following best describes the main focus of your role?	N Y N	7.9% 88.2% 11.8%	16.8% 78.9% 21.1%
58	238	I feel confident about raising any such concerns Which of the following best describes the main focus of your role? 4th Tier/Strategic M	N Y N anageme	7.9% 88.2% 11.8% ent 8.0%	16.8% 78.9% 21.1%
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58	238	I feel confident about raising any such concerns Which of the following best describes the main focus of your role? 4th Tier/Strategic M Office based-Customer Office based-Si	N Y N anagement facing re	7.9% 88.2% 11.8% ent 8.0% ole 23.2% ole 20.5%	16.8% 78.9% 21.1% 10.6% 15.8% 28.2%
58	238	I feel confident about raising any such concerns Which of the following best describes the main focus of your role? 4th Tier/Strategic M Office based-Customer Office based-Si Operational/Fi	N Y N anagement facing resupport resupport resupport	7.9% 88.2% 11.8% ent 8.0% ole 23.2% ole 20.5% ole 33.5%	16.8% 78.9% 21.1% 10.6% 15.8% 28.2% 29.6%
58	238	I feel confident about raising any such concerns Which of the following best describes the main focus of your role? 4th Tier/Strategic M Office based-Custome Office based-Si Operational/F	N Y N anagement facing resupport resupport resupport	7.9% 88.2% 11.8% ent 8.0% ole 23.2% ole 20.5% ole 33.5%	16.8% 78.9% 21.1% 10.6% 15.8% 28.2% 29.6%
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