

<b>SBC Employee Survey Result</b>	<b>2018</b>	<b>2018</b>	<b>Civil Service People Survey</b>
The council is well led by the Corporate Management Team	<b>72%</b>	<b>49%</b>	Overall I have confidence in the decisions made by my organisations senior management
I am clear about what I am expected to achieve in my job	<b>88%</b>	<b>76%</b>	I have clear work objectives
I understand the ambitions and priorities of the Council as a whole	<b>82%</b>	<b>81%</b>	I have a clear understanding of my organisation's objectives
I feel a strong sense of belonging to this organisation	<b>69%</b>	<b>52%</b>	I feel a strong personal attachment to my organisation
I would recommend this organisation as a great place to work	<b>77%</b>	<b>58%</b>	I would recommend my organisation as a great place to work
This organisation does a good job of keeping me informed about matters affecting me	<b>67%</b>	<b>59%</b>	My organisation keeps me informed about that matters that affect me
I am treated with fairness and respect in this organisation	<b>76%</b>	<b>80%</b>	I am treated fairly at work
I have enough authority to do my job effectively	<b>80%</b>	<b>77%</b>	I have a choice in deciding how I do my work
This organisation manages change effectively	<b>59%</b>	<b>33%</b>	I feel that change is managed well in my organisation
I have the opportunity to contribute my views before changes are made which affect my job	<b>57%</b>	<b>40%</b>	I have the opportunity to contribute my views before decisions are made that affect me
I believe that action will be taken on problems identified in this survey	<b>54%</b>	<b>49%</b>	I believe that senior managers in my organisation will take action on the results from this survey
I understand how my work contributes to the success of the organisation	<b>92%</b>	<b>84%</b>	I understand how my work contributes to my organisation's objectives
Poor performance is dealt with effectively within my team	<b>57%</b>	<b>40%</b>	Poor performance is dealt with effectively in my team
I am able to strike the right balance between my work and home life	<b>76%</b>	<b>69%</b>	I achieve a good balance between my work life and my private life
In the last year my team has tried out a new idea or way of working	<b>79%</b>	<b>82%</b>	The people in my team work together to find ways to improve the service we provide
I believe that one of my responsibilities is to continually look for new ways to improve the way we work	<b>87%</b>	<b>77%</b>	The people in my team are encouraged to come up with new and better ways of doing things
I receive regular and constructive feedback on my performance	<b>71%</b>	<b>68%</b>	I receive regular feedback on my performance
I am satisfied with the opportunities I have to progress in this organisation	<b>60%</b>	<b>48%</b>	There are opportunities for me to develop my career in my organisation
In the last year, I have had opportunities at work to learn and develop	<b>75%</b>	<b>53%</b>	Learning and development activities I have completed in the past 12 months have helped to improve my performance