

Employee Survey 2018 - Whole Council results

For questions answered on a five point scale we identify top two box scores - % agree and strongly agree
For 1-10 scaled scores we have provided the mean average

2018 Total Respondents : 1758

2018 Response rate : 59%

2016 Respondents ex Agency and Casual Staff : 2133

2016 Response rate : 69%

KEY:

	Result >75%
	Results between 50% and 74.9%
	Results between 25% and 49.9%
	Result between 0% and 24.9%

Culture Statement Results	2018 Result	2016 result	2014 Result	Direction vs. 2016	Percentage point change
	Total Agree %	Total Agree (%)	Total Agree (%)		
We make a positive contribution at work for the whole council (0-10 scale)	8.31	8.19	n/a	↑	0.11
Communicatin within MY Directorate is good	66%	50%	50%	↑	16%
Communication with OTHER Directorates is good	40%	43%	45%	↓	-3%
There is a strong feeling of cooperation and teams working together in this organisation	63%	61%	n/a	↑	2%
The council is well led by the Corporate Management Team (which is made up of the Chief Executive, Deputy Chief Executive and Directors))	73%	58%	64%	↑	15%
I am clear about what I am expected to achieve in my job	89%	86%	88%	↑	3%
We never lose sight of the fact we are here to serve the people of the borough (0-10)	8.51	8.34	n/a	↑	0.17
I understand the ambitions and priorities of the Council as a whole	83%	76%	n/a	↑	8%
We act on feedback we receive from customers	77%	77%	67%	=	0%
We belong (0-10)	7.20	7.16	n/a	↑	0.05
I feel a strong sense of belonging to this organisation	69%	66%	65%	↑	3%
My job makes good use of my skills and abilities	81%	79%	78%	↑	2%
My immediate manager/supervisor communicates effectively	82%	73%	77%	↑	9%
I would recommend this organisation as a great place to work	77%	66%	64%	↑	10%
I feel change is managed in a fair way	60%	55%	54%	↑	4%
This organisation does a good job of keeping me informed about matters affecting me	68%	66%	68%	↑	2%
We are valued , trusted and supported (0-10)	7.14	7.07	n/a	↑	0.07
I am treated with fairness and respect in this organisation	78%	77%	76%	↑	1%
My immediate manager/supervisor treats me with respect as an individual	88%	82%	84%	↑	6%
I have enough authority to do my job effectively	82%	77%	79%	↑	4%
The reasons for change are well communicated to me	67%	58%	64%	↑	9%
This organisation manages change effectively	61%	54%	61%	↑	7%
This organisation takes a genuine interest in the wellbeing of employees	70%	61%	59%	↑	9%
We are heard (0-10)	6.84	6.83	n/a	↑	0.01
I have the opportunity to contribute my views before changes are made which affect my job	57%	60%	58%	↓	-3%
At work my opinion counts	63%	64%	69%	↓	-1%
I believe that action will be taken on problems identified in this survey	55%	50%	54%	↑	5%
We work hard (0-10)	9.07	8.86	n/a	↑	0.21
I understand how my work contributes to the success of the organisation	93%	86%	86%	↑	7%
Poor performance is dealt with effectively within my team (see note 1)	58%	57%	57%	↑	1%
The people in my team are committed to doing quality work	86%	86%	86%	=	-1%
Poor performance is dealt with effectively within the organisation (see note 1)	46%	57%	57%	↓	-11%
I am able to strike the right balance between my work and home life	77%	76%	74%	↑	1%
We are not afraid to try something new (0-10)	8.05	8.16	n/a	↓	-0.12
My immediate manager/supervisor encourages us to come up with new or better ways of doing things	80%	73%	73%	↑	7%
In the last year my team has tried out a new idea or way of working	80%	75%	n/a	↑	5%
I believe that one of my responsibilities is to continually look for new ways to improve the way we work	88%	87%	80%	↑	1%
We take responsibility for our own development (0-10)	8.28	7.95	n/a	↑	0.33
I have taken the opportunity to learn something new at work this year	86%	73%	n/a	↑	13%
I have a plan for my own personal development at work	74%	62%	n/a	↑	12%
There is someone at work who encourages my development	72%	65%	63%	↑	7%
I receive regular and constructive feedback on my performance	72%	66%	63%	↑	6%
I am satisfied with the opportunities I have to progress in this organisation	61%	59%	57%	↑	2%
In the last year, I have had opportunities at work to learn and develop	76%	70%	67%	↑	6%

Note 1 : 2016 wording was 'Poor performance is dealt with effectively'