

Staff Survey 2016 - COUNCIL

70 High Scores
50 Low Scores

	COUNCIL			Executive Office		ODPH		People		Place		Transformation & Change	
	2016	2015	2016	2016	2015	2016	2015	2016	2015	2016	2015	2016	2015
Response Rate	54%	-6%	61%	65%	7%	77%	5%	41%	-3%	50%	-27%	72%	3%
Overall Engagement Score	64%	0%	64%	54%	-15%	59%	5%	66%	-1%	64%	1%	63%	-1%
My Job	66	-2	-1	49	-25	65	6	70	1	63	-2	65	-3
1. Working in this job makes me want to do the best work I can.	83	1	9	68	-30	79	8	88	2	78	3	82	-3
7. I feel valued for the work I do.	55	-4	-4	35	-22	54	13	59	1	52	-13	55	-1
15. My job makes good use of my skills and abilities	67	-2	-7	47	-24	66	-4	73	-1	68	3	64	-5
31. I feel I have the right tools to perform my job well.	57			44		60		61		54		57	
My Career	47	0	-10	26	-20	42	4	47	-1	47	2	48	0
6. My appraisal helped me to understand what my strengths and development areas are.	57	-5	-11	32	-30	48	-20	62	-6	52	3	58	-7
14. I have career opportunities in the Council.	34	-1	-6	29	-6	24	13	32	-2	36	-1	37	-1
16. There are enough opportunities for training and development.	48	7		21	-20	44	12	46	3	52	10	48	6
18. There are enough opportunities for me to improve my skills in my current job.	49	1	-12	21	-26	53	11	49	1	50	-4	48	2
My Employer, the Council	56	1	1	48	-7	50	7	57	0	57	4	56	8
3. I have an opportunity to contribute my views before changes are made which affect my job.	48	6	5	41	0	54	14	48	6	55	10	44	5
9. The Council motivates me to contribute more than is normally required.	38	-2	-5	35	-4	27	9	38	-3	43	2	36	-3
10. I regard this Council as a good employer.	61	0	-2	56	-5	33	1	62	-4	64	4	63	1
12. I am happy with my working environment.	58	-2	-2	53	-7	63	17	57	-2	50	-8	63	-1
17. I feel my pay is fair.	51	0	5	47	-4	48	-4	55	0	46	7	52	52
20. I have the right balance between my work and my home life.	60	-1	-5	29	-32	57	22	61	-3	61	-2	60	0
21. I would like to be working for the Council in 12 months' time.	75	-2	8	71	-6	67	-5	77	-2	76	-1	73	0
34. I am satisfied with my total benefits package.	60	10	7	52	2	54	0	60	9	59	18	61	5
My Team	64	1	3	50	-13	60	14	67	2	63	4	63	-3
4. Morale is high in my team.	35	2	-13	9	-24	29	22	35	3	41	6	33	-4
8. My team acts on feedback from customers about the service they receive.	71	2	5	56	-13	67	11	73	2	75	10	68	-2
25. I feel a strong sense of belonging in my team.	69	0	18	56	-13	58	16	73	2	63	-2	71	-2
27. My team works with other departments and partners to deliver better services.	81	-1		79	-3	87	8	86	-1	73	1	82	-3
My Line Manager	68	-1	-2	53	-16	71	0	70	-4	60	-2	71	2
2. My line manager encourages me to put forward ideas.	72	-1	-2	62	-12	78	-4	74	-3	68	2	74	0
13. My line manager gives me useful feedback on how I do my job.	65	-2	-3	44	-23	67	6	68	-5	55	-6	69	4
22. My line manager leads by example.	66	-1		53	-14	68	-2	68	-4	58	-2	70	2
Senior Managers (Directors and Assistant Directors)	37	3	-12	31	-5	39	15	41	2	45	5	31	2
5. Our senior managers (Directors and Assistant Directors) lead by example.	37	3	-14	29	-4	37	19	42	5	44	5	30	3
24. Our senior managers (Directors and Assistant Directors) are open and honest.	38	1	-10	32	-5	40	12	41	-1	45	5	31	1
The Council	73	-1	2	71	-3	70	8	75	-3	73	3	71	-3
19. The Council makes a positive difference to the people of the city.	67	-3		66	-4	76	20	69	-4	69	0	63	-5
26. I support the Council to achieve its goals.	86	-1	2	82	-5	83	-1	89	-1	83	3	87	-3
28. I speak highly of the Council to other people.	64	0		65	1	51	6	67	-4	66	8	63	-1
Equality and Diversity	73	-2	-1	56	-19	71	6	74	-3	73	2	75	-4
11. I feel able to report bullying, harassment or discrimination.	73	-2	2	53	-22	71	7	75	-1	73	1	74	-4
23. I am treated with fairness, respect and without discrimination.	74	-2	-3	59	-17	71	6	73	-6	73	3	76	-3
Communications	58			59		59		59		60		56	
29. My line manager tells me about issues affecting the whole Council.	60			67		68		61		56		61	
30. I am clear about how I contribute to the Council's priorities.	71			74		67		73		73		70	

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32. The Council is effective at communicating with staff.	43			38		41		45		50		38	