

Appendix A

Engagement questions	
Say	
Stay	
Strive	

Staff Survey 2017 - Overview

70 High Scores
50 Low Scores

	COUNCIL		LG Benchmark	Directorate		Directorate		Directorate		Directorate		Directorate	
	2017	Change From 2016	2017	Executive Office	Change From 2016	Office of the Director of Public Health	Change From 2016	People	Change From 2016	Place	Change From 2016	Transformation and Change	Change From 2016
Response Rate	60.52%	6.52%	59.8%	90.00%	25.00%	97.89%	20.89%	50.64%	9.64%	59.50%	9.50%	68.15%	-3.85%
Overall Engagement Score	67%	3%		73%	19%	64%	5%	69%	3%	66%	2%	65%	2%
My Job	67	1	66	71	22	66	1	71	1	64	1	67	2
Working in my job makes me want to do my best	84	1	73	91	23	74	-5	88	0	81	3	85	3
I feel valued for the work I do	55	0	55	57	22	55	1	60	1	52	0	52	-3
My job makes good use of my skills and abilities	69	2	74	82	35	65	-1	71	-2	67	-1	69	5
I have the right tools to do my job	61	4	61	56	12	69	9	65	4	56	2	61	4
My Career	50	3	66	54	28	54	12	51	4	48	1	48	0
I receive regular and valuable discussions with my line manager about my performance	66		66	75		73		74		56		66	
I have career or job opportunities in the Council	34	0		39	10	30	6	33	1	38	2	33	-4
I get the development I need to do my job well	48	-1		49	28	59	6	48	-1	50	0	45	-3
My Employer, the Council	60	4	54	62	14	56	6	60	3	60	3	61	4
I am able to share my views before changes are made which affect my job	45	-3	44	50	9	51	-3	45	-3	49	-6	39	-5
Working here makes me want to go the extra mile	58	20		66	31	49	22	61	23	57	14	56	20
Plymouth City Council is a good employer	63	2		64	8	51	18	61	-1	63	-1	66	3
I am happy with my working environment	58	0	61	73	20	57	-6	55	-2	55	5	61	-2
My job here allows me to balance my work and home life	68	8	44	47	18	67	10	67	6	66	5	72	12
I would like to be working for the Council in 12 months' time	75	0	68	76	5	66	-1	78	1	76	0	73	0
I am satisfied that my pay level is appropriate for my role	44	-7		40	-7	49	1	47	-8	38	-8	47	-5
I am satisfied with my benefits (annual leave, flexitime, flexible working, pension, iChoose options and discounts)	77	17	54	75	23	71	17	76	16	80	21	78	9
Plymouth City Council cares about my health, safety and wellbeing	57		52	64		48		54		60		58	
My Team	61	-3	60	62	12	53	-7	62	-5	59	-4	62	-1
Morale is good where I work	42	7		27	18	38	9	40	5	46	5	42	9
My team uses customer feedback to improve our service	53	-18	69	45	-11	43	-24	55	-18	49	-26	56	-12
I feel a sense of belonging in my team	72	3	50	89	33	66	8	73	0	70	7	74	3
My team works well with others to provide joined up services	76	-5	62	87	8	67	-20	80	-6	72	-1	77	-5
My Line Manager	68	0		82	29	74	3	71	1	65	5	67	-4
My line manager encourages me to put forward my ideas and opinions	72	0		88	26	77	-1	73	-1	70	2	69	-5
My line manager leads by example	67	1		77	24	72	4	68	0	65	7	67	-3
My line manager keeps me informed about what the Council is doing	67	7		79	12	73	5	71	10	61	5	65	4
Senior Managers (Directors and Assistant Directors)	42	5	47	44	13	52	13	46	5	43	-2	34	3
My Director and Assistant Director lead by example	42	5		40	11	51	14	47	5	45	1	33	3
I trust my Director and Assistant Director to be open and honest	41	3	47	49	17	52	12	46	5	41	-4	34	3
The Council	78	5	86	85	14	72	2	80	5	77	4	77	6
I can see how my work here makes a positive difference to the people in the city	78	11		82	16	76	0	83	14	80	11	72	9
I want to help the Council achieve its goals	89	3	86	98	16	82	-1	89	0	89	6	90	3
I speak highly of the Council to other people	67	3		77	12	60	9	70	3	63	-3	68	5
Equality and Diversity	77	4	76	77	21	76	5	79	5	75	2	76	0
I feel able to report bullying, harrassment or discrimination	78	5		77	24	77	6	79	4	76	3	79	3
I am treated with fairness, respect and without discrimination	75	1	76	77	18	76	5	78	5	74	1	73	-3
Communications	64	6	84	80	24	59	0	65	6	65	4	62	8
I am clear about how I contribute to the Council's priorities	74	3	84	84	10	71	4	74	1	74	1	73	3
I am kept well informed about Council plans and progress	55	12		76	38	46	5	57	12	57	7	50	12