

Healthy Workforce and Employee Engagement Survey - November 2016

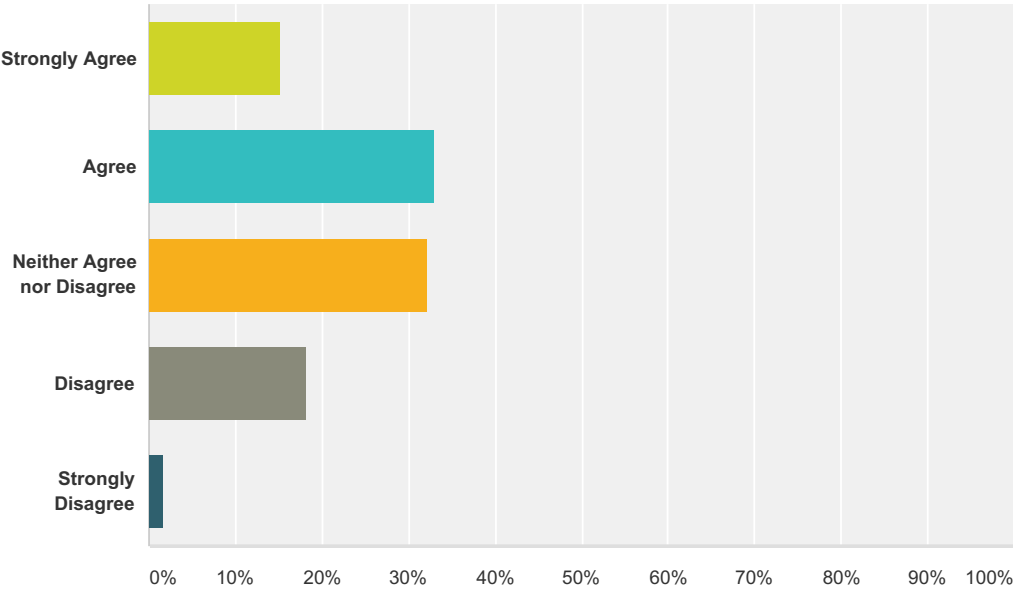
BACKGROUND

- ▶ The Council's Healthy Workforce and Employee Engagement Group conducted a survey in November 2016. The group asked questions designed to assess how employees felt about a number of areas, such as communications, leadership and general health and wellbeing as well as asking how well our corporate values were being applied.
- ▶ This was the first Healthy Workforce and Engagement Survey, the questions were a mix of questions previously asked in the biannual Employee Survey and the annual Lifestyle Survey as well as some new questions, which were selected carefully to address issues raised by staff anecdotally in response to events during 2016.
- ▶ The survey was undertaken using internal resources and expertise. In a change from the Employee Survey, respondents were not asked anything about themselves or their work area to ensure that responses were confidential. The response rate was 81% this equates to 243 employees and is broadly in line with past Employee Survey response rates. However, there was a great deal more qualitative information provided in response to this survey through the comments. The accompanying report provides the statistical survey results and comparison data for specific, repeated questions. The individual comments are not being released in order to protect confidentiality.
- ▶ The survey results are being communicated to staff and members via briefings as part of the Employee Health and Wellbeing Week of activities during week commencing 23rd January 2017. The Health and Wellbeing Group have formulated a Health Improvement plan, starting with a Health and Wellbeing week in January and continuing with a series of initiatives throughout the year.
- ▶ We recognise that we are operating in a changing and challenging environment and we need to address the issues that are currently affecting us so that we can continue to deliver exceptional services to the residents of South Ribble, with this in mind the Healthy Workforce and Employee Engagement Group has shared the results of the survey with all staff, Senior Management Team and Members so that as an organisation we can work collectively to address the issues that impact on staff morale and our ability to deliver exceptional services.
- ▶ The survey will be repeated in June 2017 by the Healthy Workforce and Employee Engagement Group.

Attached: Employee Survey Results – November 2017

Q1 My working environment is stressful.

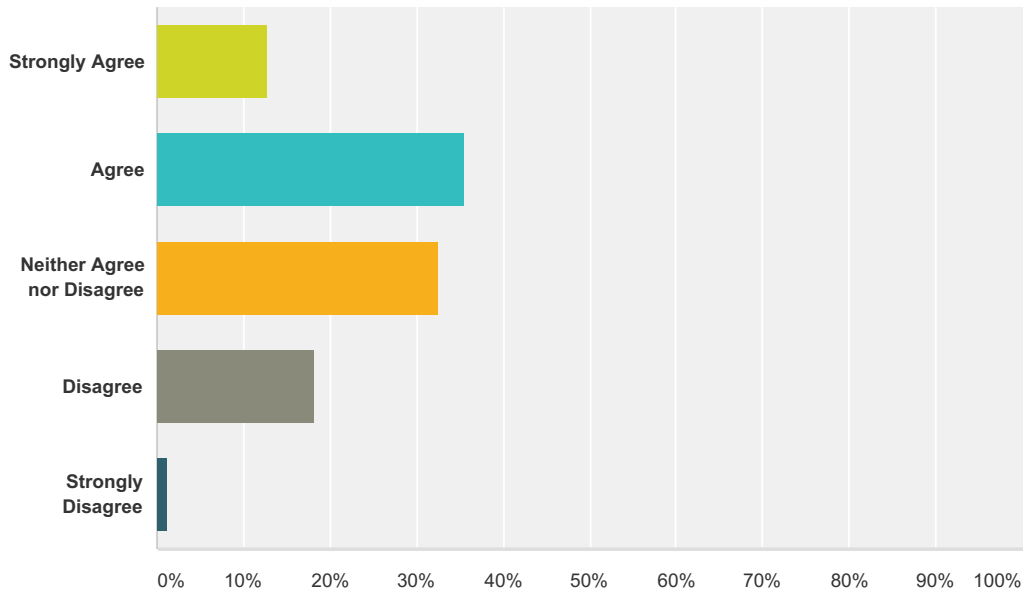
Answered: 243 Skipped: 0



Answer Choices	Responses
Strongly Agree	15.23% 37
Agree	32.92% 80
Neither Agree nor Disagree	32.10% 78
Disagree	18.11% 44
Strongly Disagree	1.65% 4
Total	243

Q2 Overall, my job is stressful.

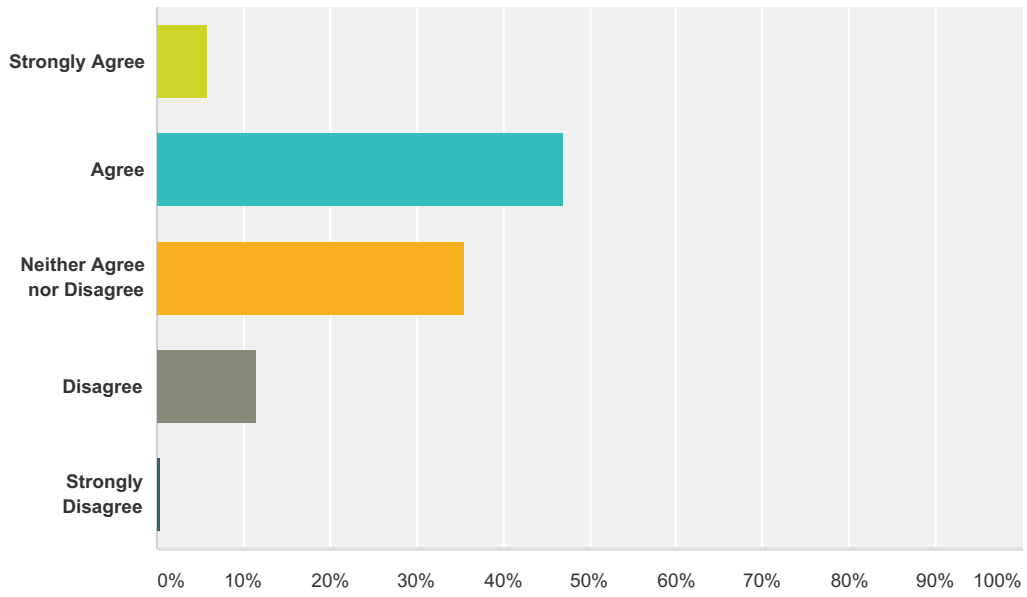
Answered: 243 Skipped: 0



Answer Choices	Responses
Strongly Agree	12.76% 31
Agree	35.39% 86
Neither Agree nor Disagree	32.51% 79
Disagree	18.11% 44
Strongly Disagree	1.23% 3
Total	243

Q3 I am able to deal with stress at work.

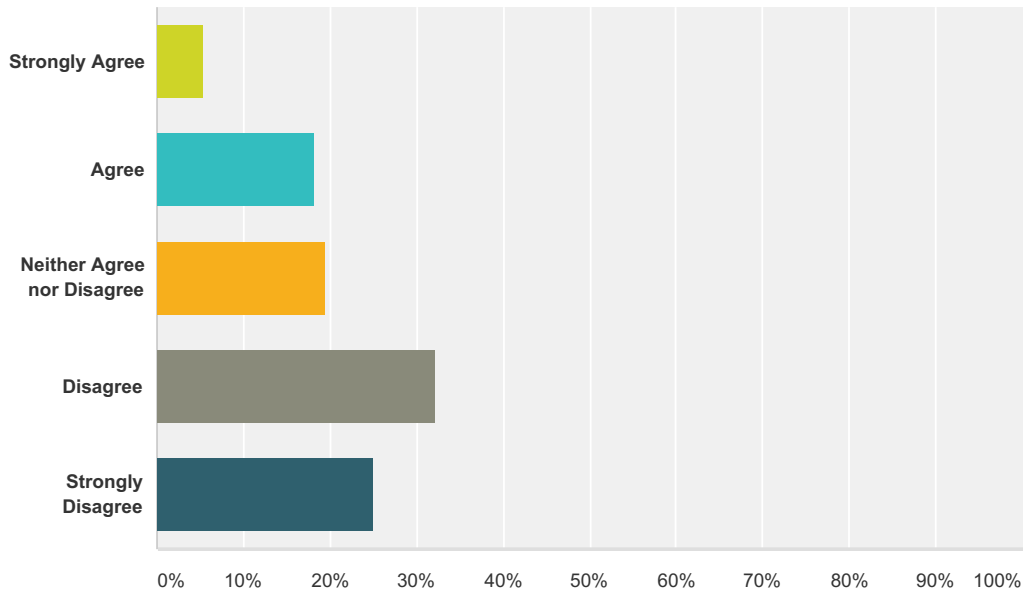
Answered: 243 Skipped: 0



Answer Choices	Responses	
Strongly Agree	5.76%	14
Agree	46.91%	114
Neither Agree nor Disagree	35.39%	86
Disagree	11.52%	28
Strongly Disagree	0.41%	1
Total		243

Q4 I have been bullied or harassed in work.

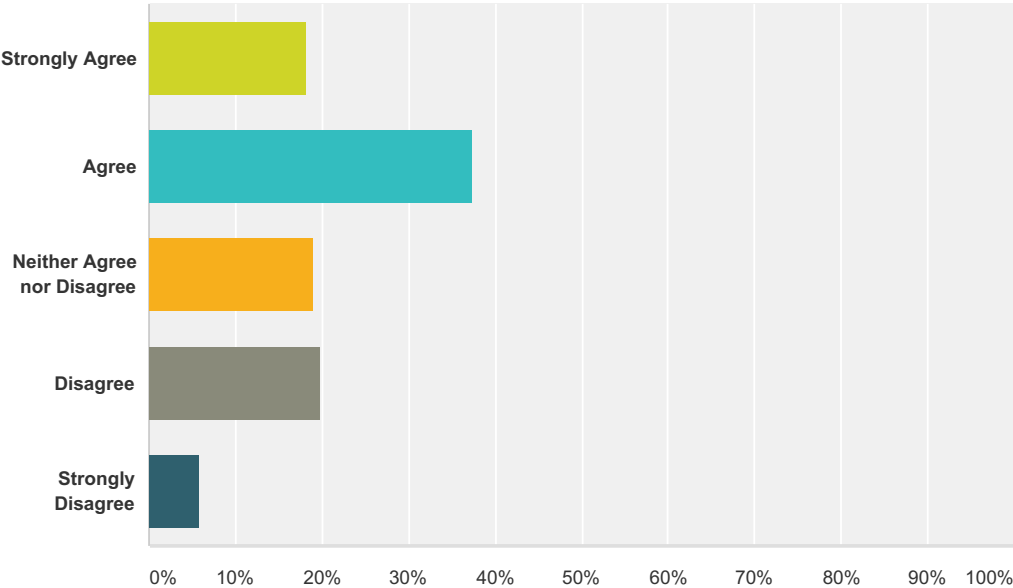
Answered: 243 Skipped: 0



Answer Choices	Responses	
Strongly Agree	5.35%	13
Agree	18.11%	44
Neither Agree nor Disagree	19.34%	47
Disagree	32.10%	78
Strongly Disagree	25.10%	61
Total		243

Q5 I have come into work when I have felt too unwell to do my job.

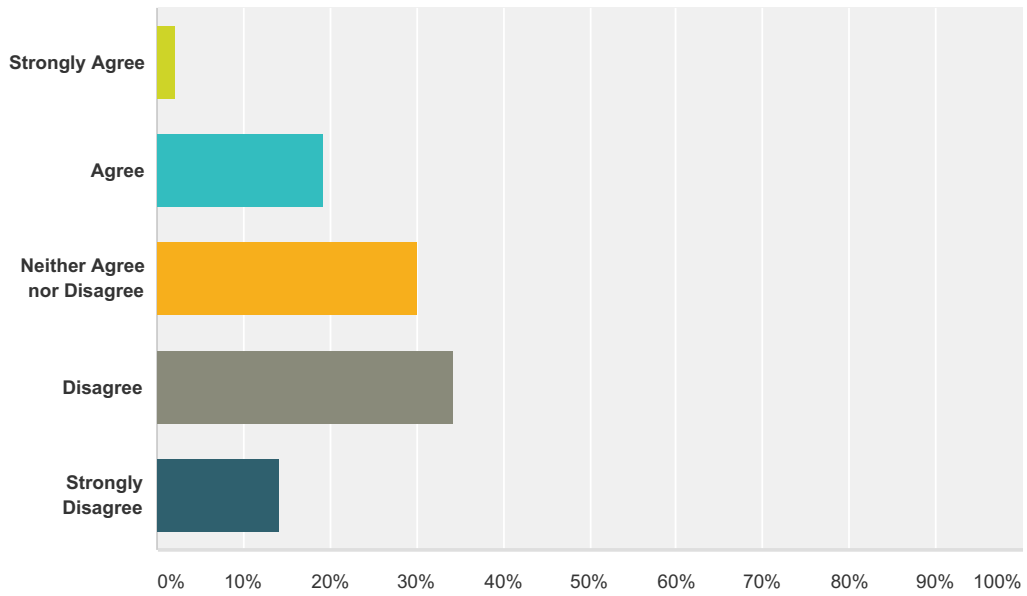
Answered: 243 Skipped: 0



Answer Choices	Responses
Strongly Agree	18.11% 44
Agree	37.45% 91
Neither Agree nor Disagree	18.93% 46
Disagree	19.75% 48
Strongly Disagree	5.76% 14
Total	243

Q6 I am kept informed about what is going on across the Council.

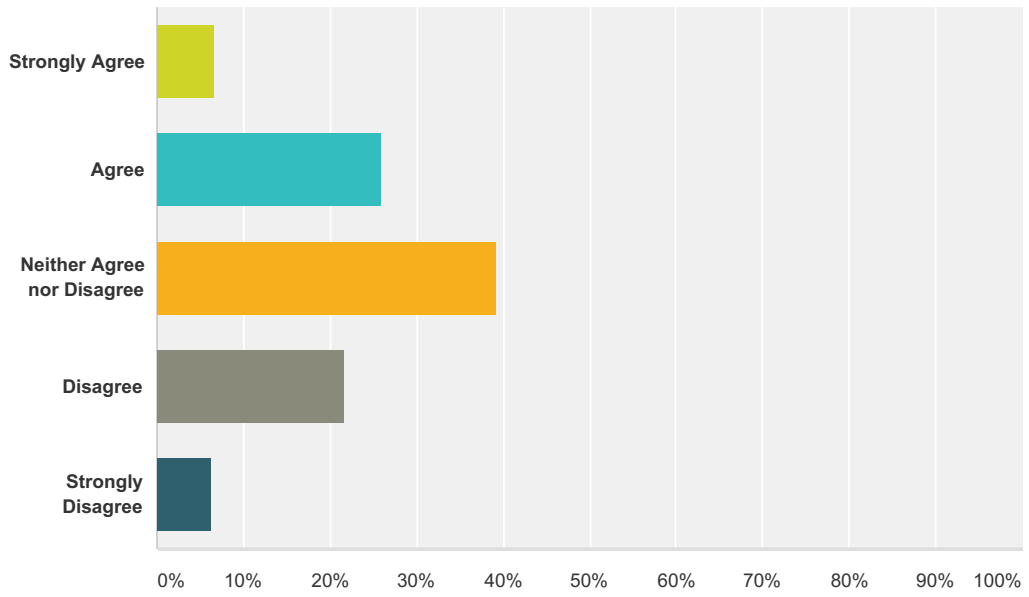
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	2.09% 5
Agree	19.25% 46
Neither Agree nor Disagree	30.13% 72
Disagree	34.31% 82
Strongly Disagree	14.23% 34
Total	239

Q7 I feel proud to work for the Council.

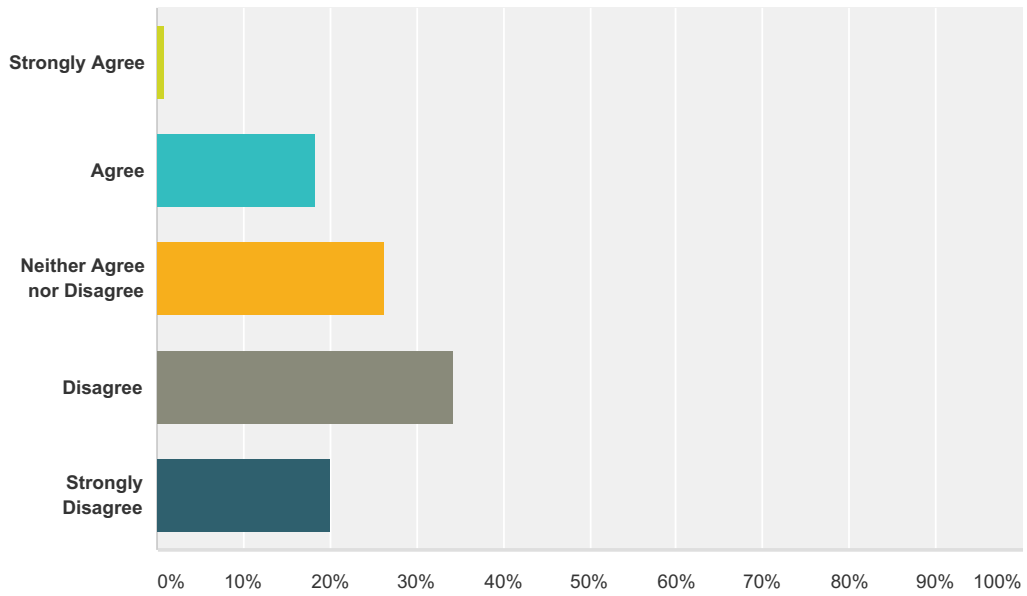
Answered: 239 Skipped: 4



Answer Choices	Responses	
Strongly Agree	6.69%	16
Agree	25.94%	62
Neither Agree nor Disagree	39.33%	94
Disagree	21.76%	52
Strongly Disagree	6.28%	15
Total		239

Q8 I feel that morale is generally good in my service area.

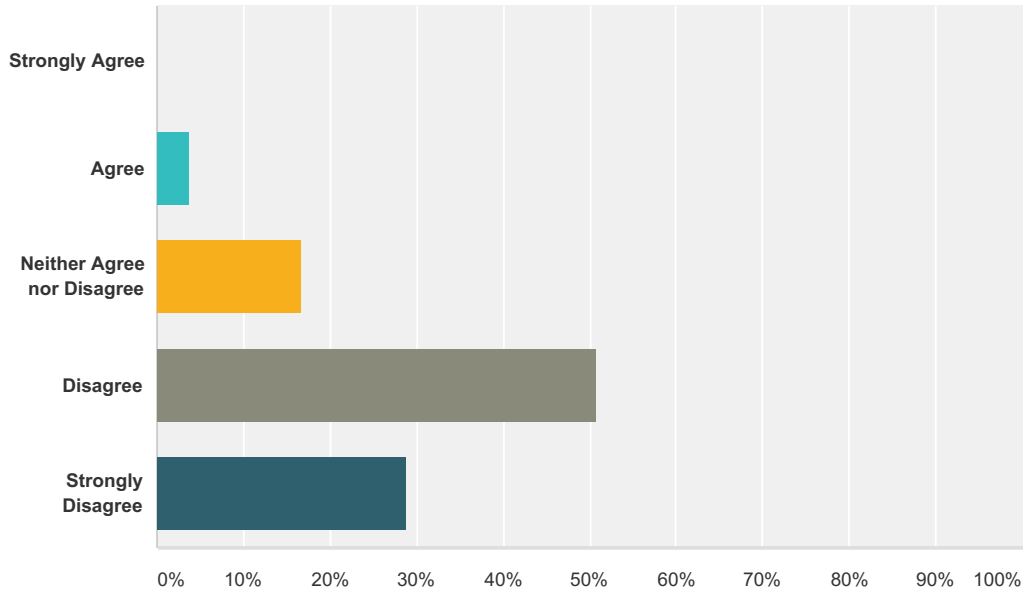
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	0.84% 2
Agree	18.41% 44
Neither Agree nor Disagree	26.36% 63
Disagree	34.31% 82
Strongly Disagree	20.08% 48
Total	239

Q9 Overall I feel that morale is generally good across the Council.

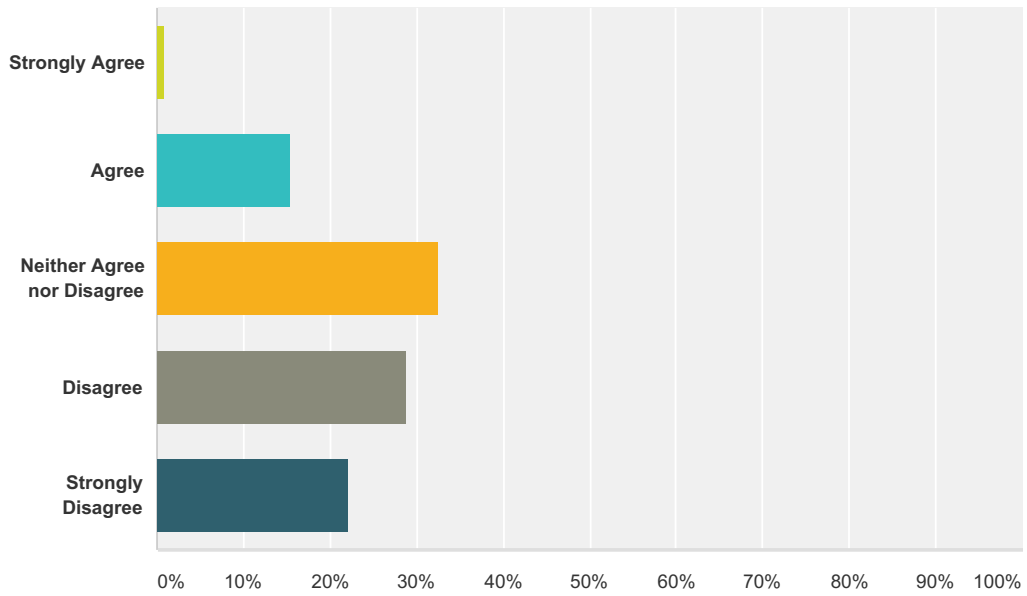
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	3.77% 9
Neither Agree nor Disagree	16.74% 40
Disagree	50.63% 121
Strongly Disagree	28.87% 69
Total	239

Q10 I feel that the work of my service area is valued by the councillors.

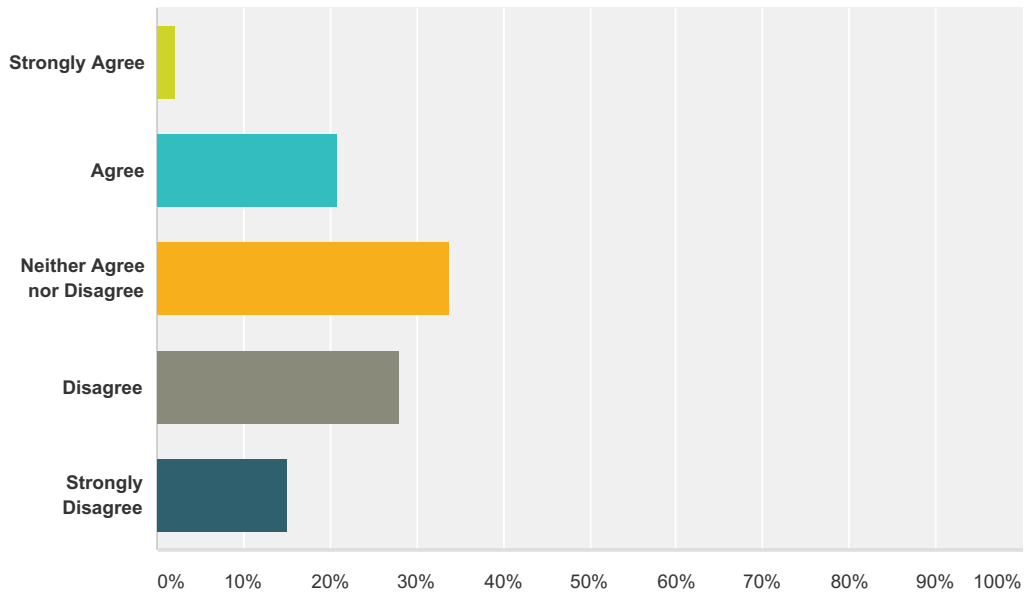
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	0.84% 2
Agree	15.48% 37
Neither Agree nor Disagree	32.64% 78
Disagree	28.87% 69
Strongly Disagree	22.18% 53
Total	239

Q11 I feel that the council has high levels of ethical standards and behaviour.

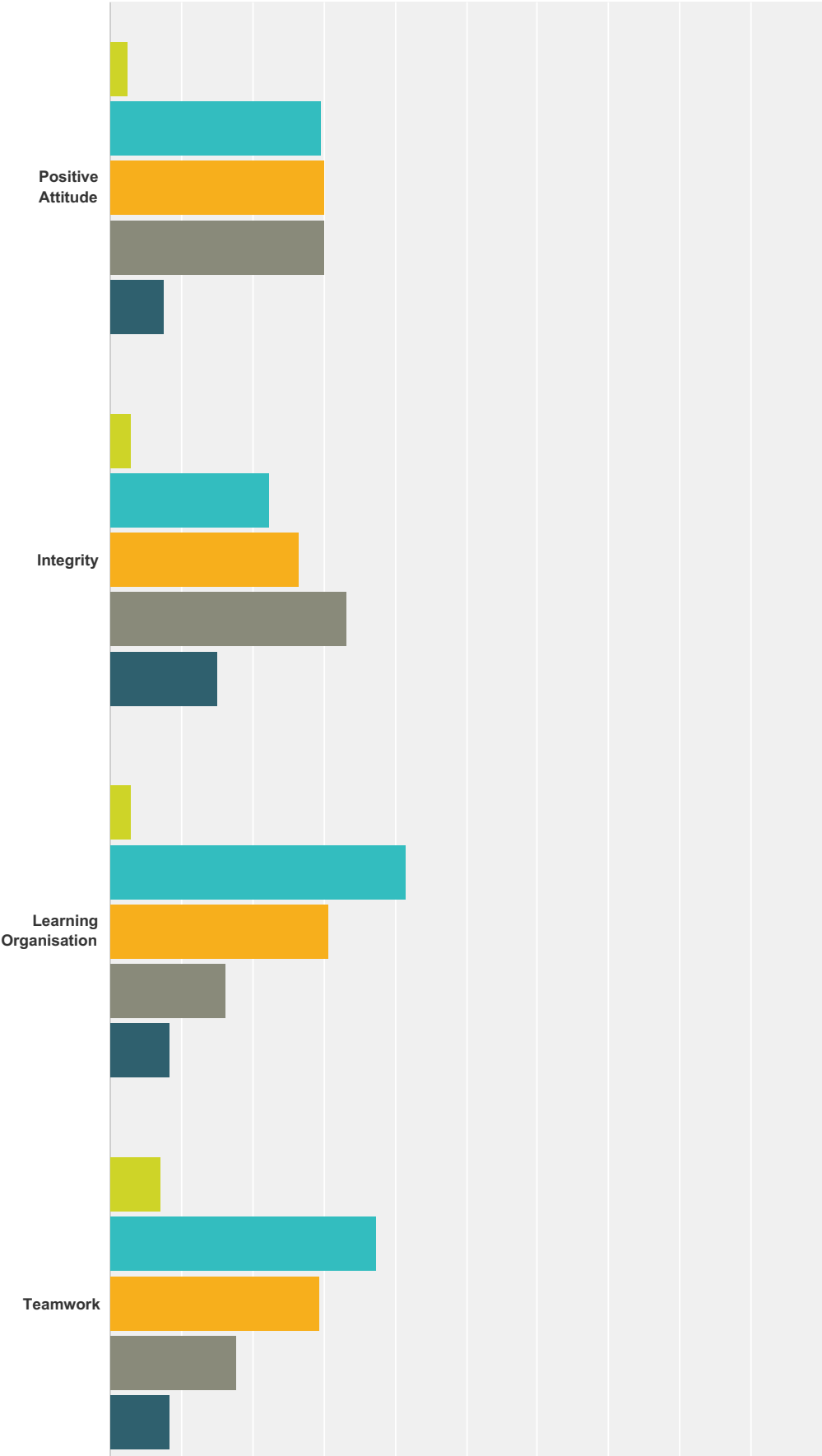
Answered: 239 Skipped: 4

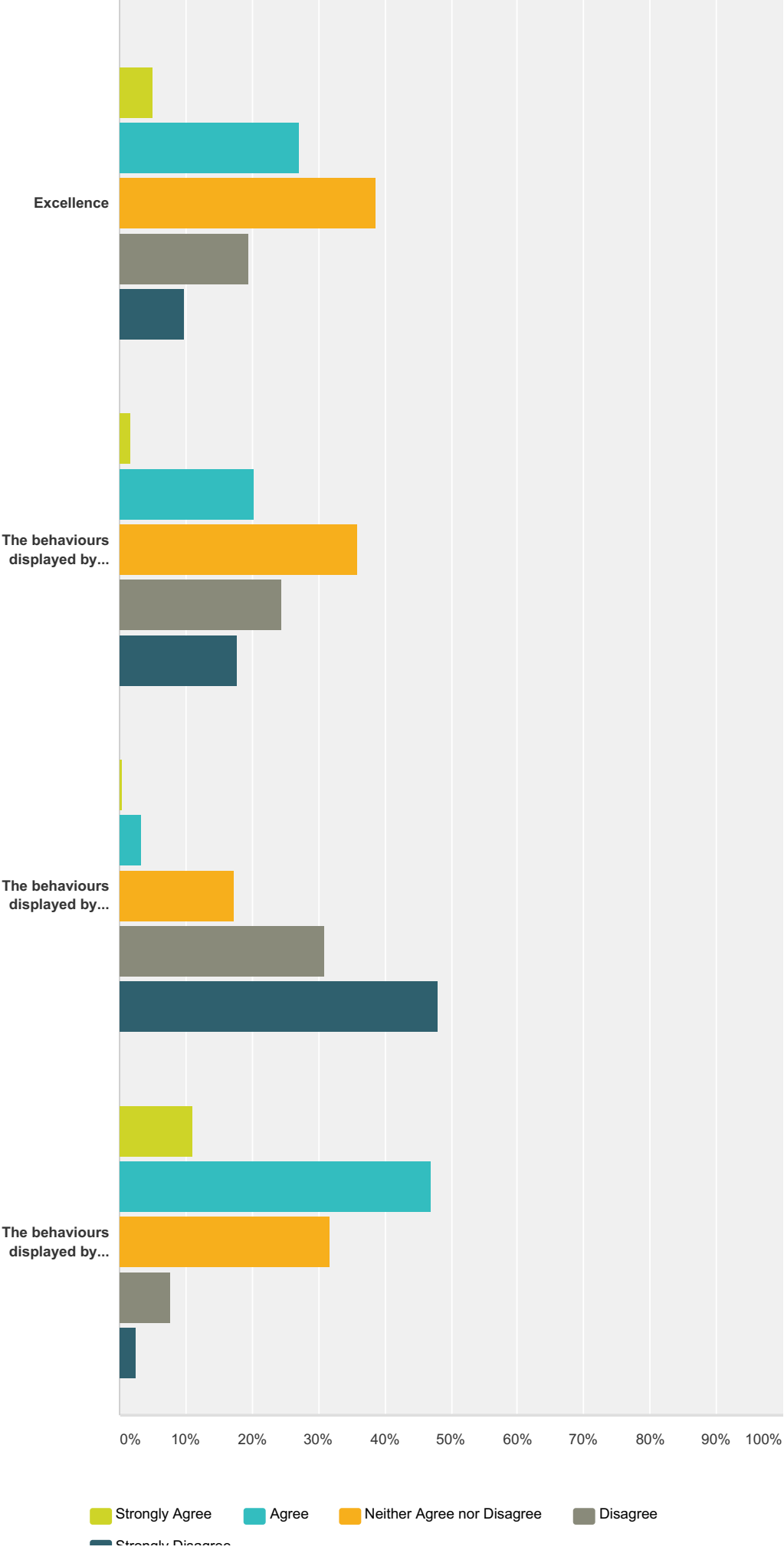


Answer Choices	Responses
Strongly Agree	2.09% 5
Agree	20.92% 50
Neither Agree nor Disagree	33.89% 81
Disagree	28.03% 67
Strongly Disagree	15.06% 36
Total	239

Q12 The following statements relate to the core values of the council. I think that these values are being applied at present.

Answered: 239 Skipped: 4





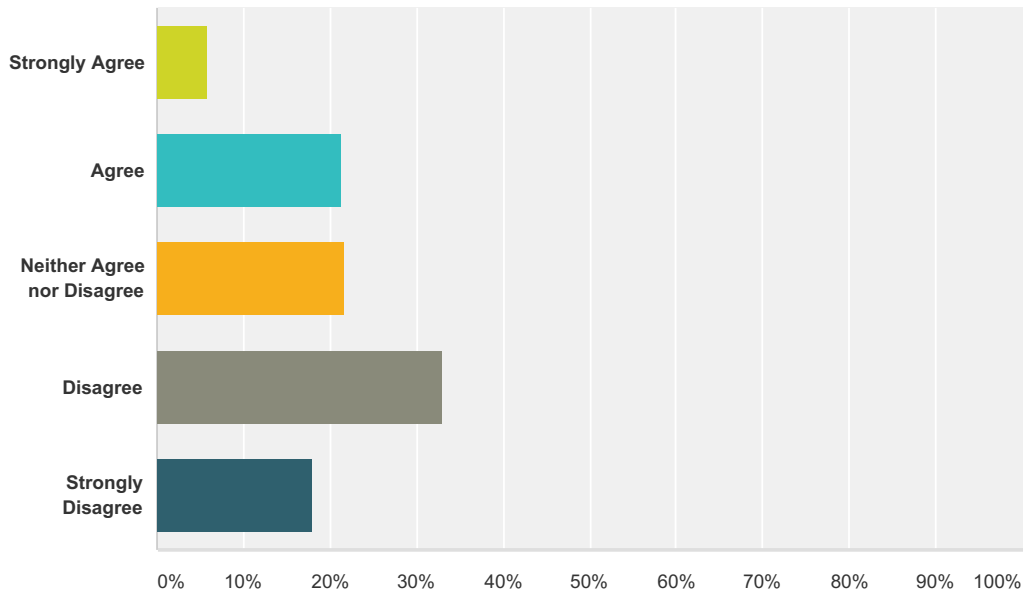
Healthy Workforce and Employee Engagement Survey - November 2016

Strongly Disagree

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Positive Attitude	2.51% 6	29.71% 71	30.13% 72	30.13% 72	7.53% 18	239
Integrity	2.94% 7	22.27% 53	26.47% 63	33.19% 79	15.13% 36	238
Learning Organisation	2.94% 7	41.60% 99	30.67% 73	16.39% 39	8.40% 20	238
Teamwork	7.14% 17	37.39% 89	29.41% 70	17.65% 42	8.40% 20	238
Excellence	5.08% 12	27.12% 64	38.56% 91	19.49% 46	9.75% 23	236
The behaviours displayed by the Senior Management Team are consistent with these values.	1.69% 4	20.25% 48	35.86% 85	24.47% 58	17.72% 42	237
The behaviours displayed by the councillors are consistent with these values.	0.42% 1	3.38% 8	17.30% 41	30.80% 73	48.10% 114	237
The behaviours displayed by Staff are consistent with these values.	11.02% 26	47.03% 111	31.78% 75	7.63% 18	2.54% 6	236

Q13 I have experienced unfair or abusive treatment at work.

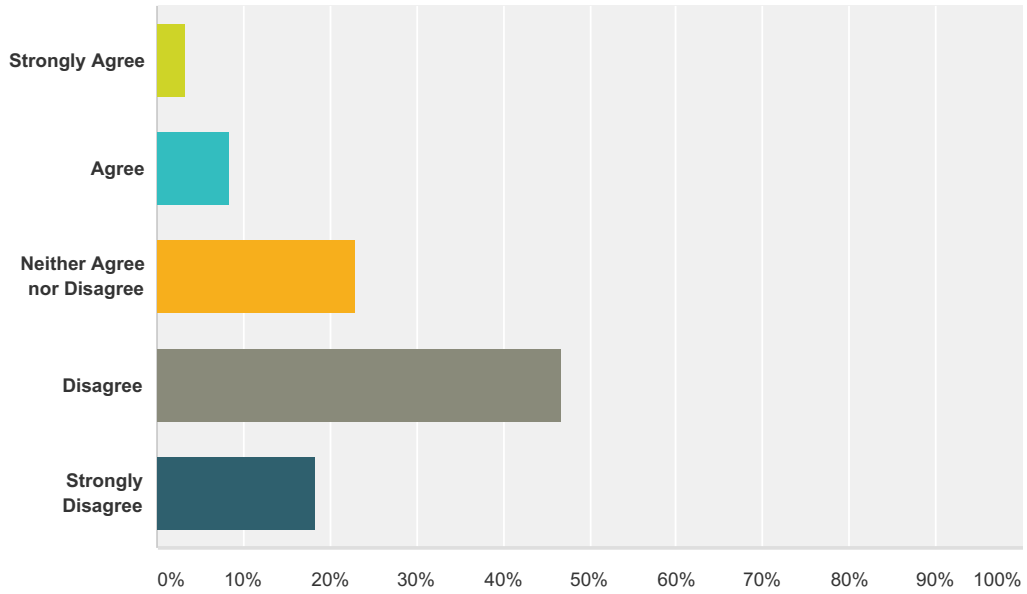
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	5.86% 14
Agree	21.34% 51
Neither Agree nor Disagree	21.76% 52
Disagree	33.05% 79
Strongly Disagree	17.99% 43
Total	239

Q14 I am having to work long hours with insufficient breaks.

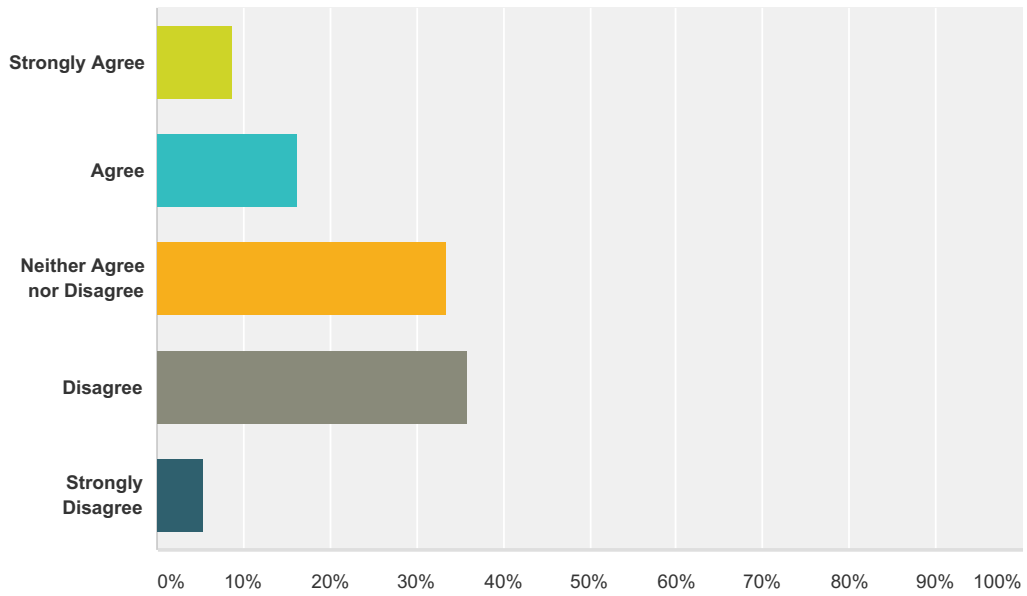
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	3.35% 8
Agree	8.37% 20
Neither Agree nor Disagree	23.01% 55
Disagree	46.86% 112
Strongly Disagree	18.41% 44
Total	239

Q15 I feel that my skills are underused in my day to day work.

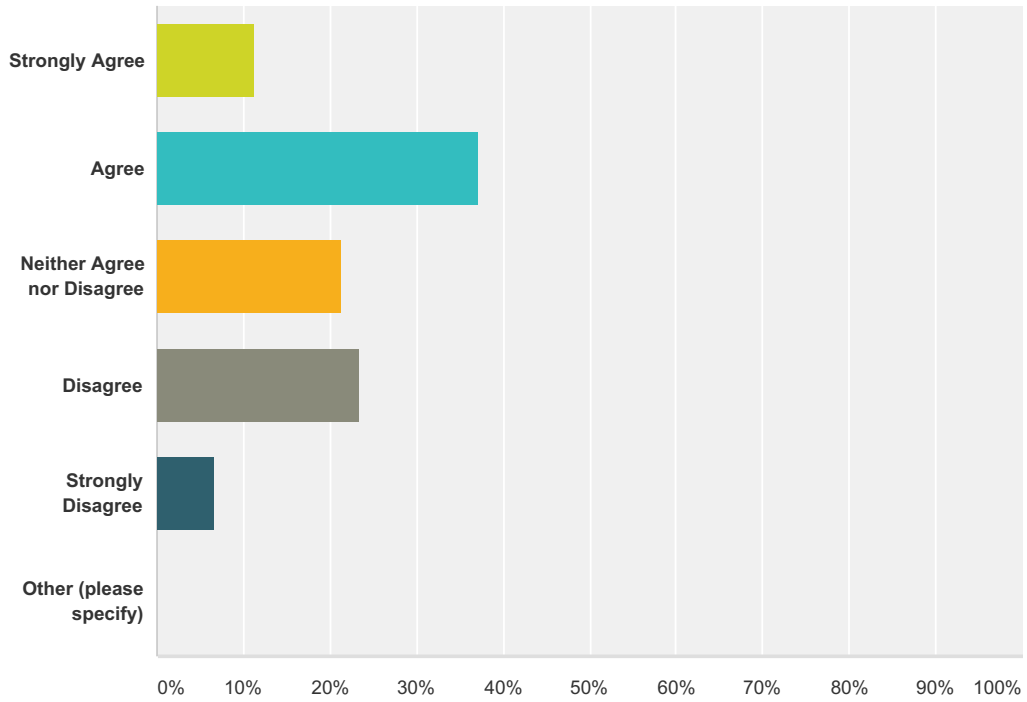
Answered: 239 Skipped: 4



Answer Choices	Responses	
Strongly Agree	8.79%	21
Agree	16.32%	39
Neither Agree nor Disagree	33.47%	80
Disagree	35.98%	86
Strongly Disagree	5.44%	13
Total		239

Q16 I have felt unhappy or depressed because of work.

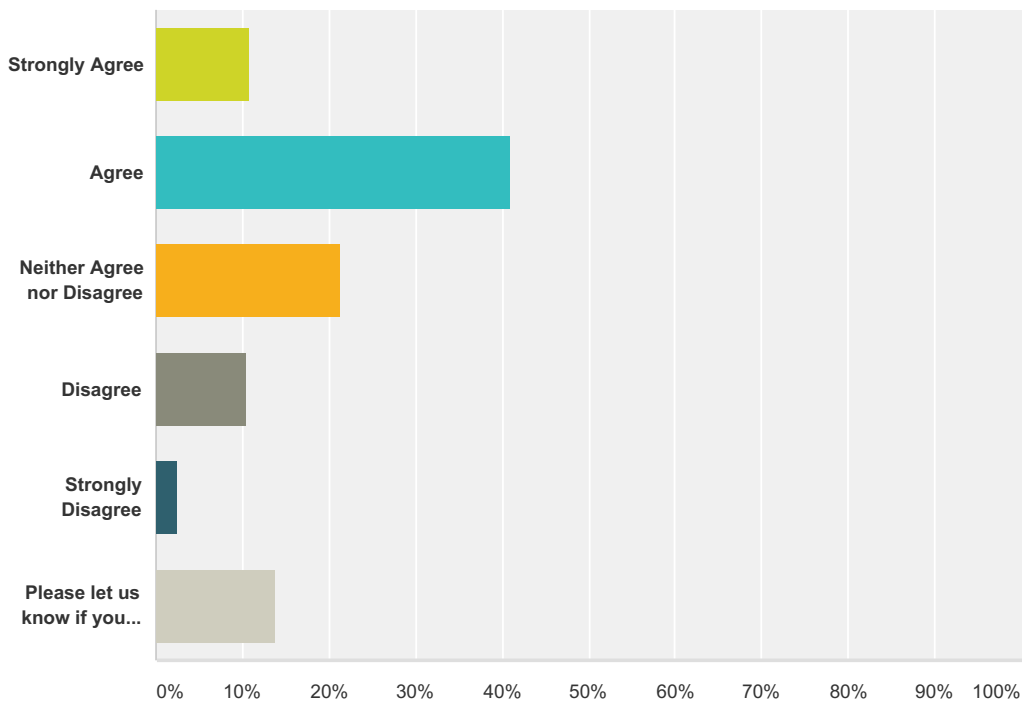
Answered: 239 Skipped: 4



Answer Choices	Responses	Count
Strongly Agree	11.30%	27
Agree	37.24%	89
Neither Agree nor Disagree	21.34%	51
Disagree	23.43%	56
Strongly Disagree	6.69%	16
Other (please specify)	0.00%	0
Total		239

Q17 I have people in work that I can talk to when I have problems.

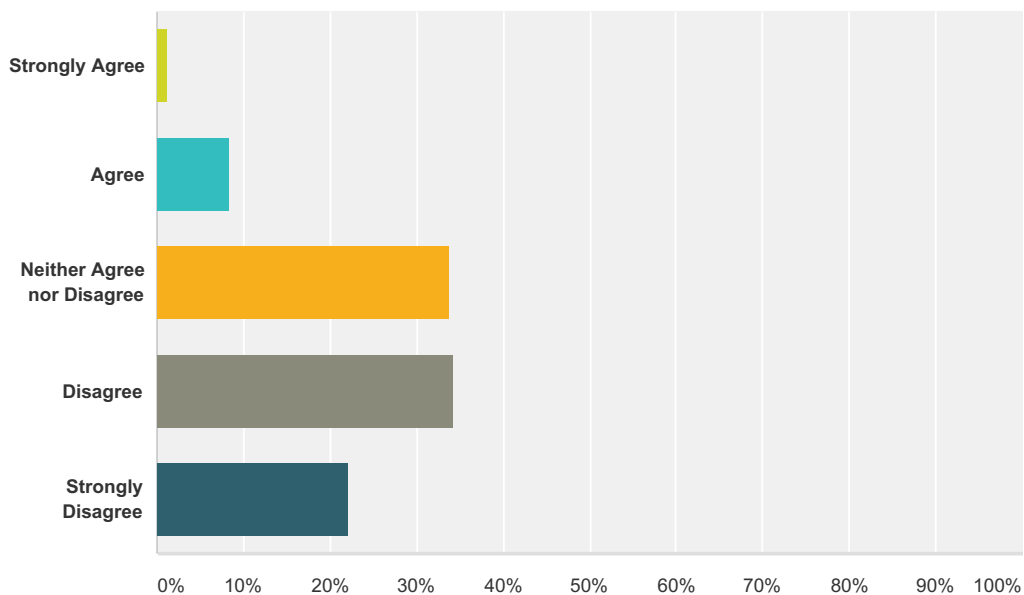
Answered: 239 Skipped: 4



Answer Choices	Responses	
Strongly Agree	10.88%	26
Agree	41.00%	98
Neither Agree nor Disagree	21.34%	51
Disagree	10.46%	25
Strongly Disagree	2.51%	6
Please let us know if you have any comments	13.81%	33
Total		239

Q18 I think the council communicates openly about change and involves people in the big decisions.

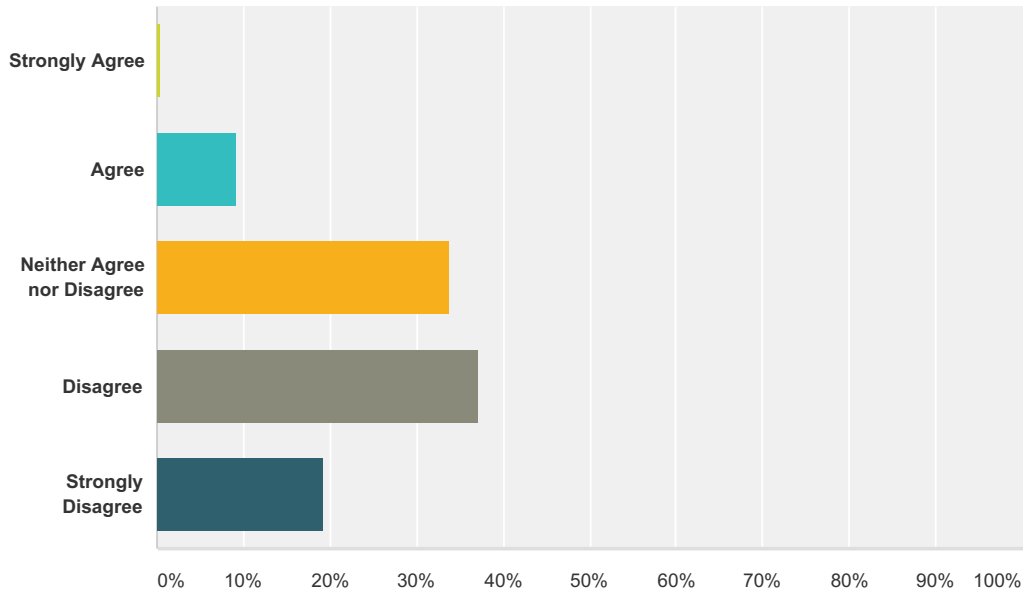
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	1.26% 3
Agree	8.37% 20
Neither Agree nor Disagree	33.89% 81
Disagree	34.31% 82
Strongly Disagree	22.18% 53
Total	239

Q19 I think that the staff's views are listened to, acted on, and help improve the council's services.

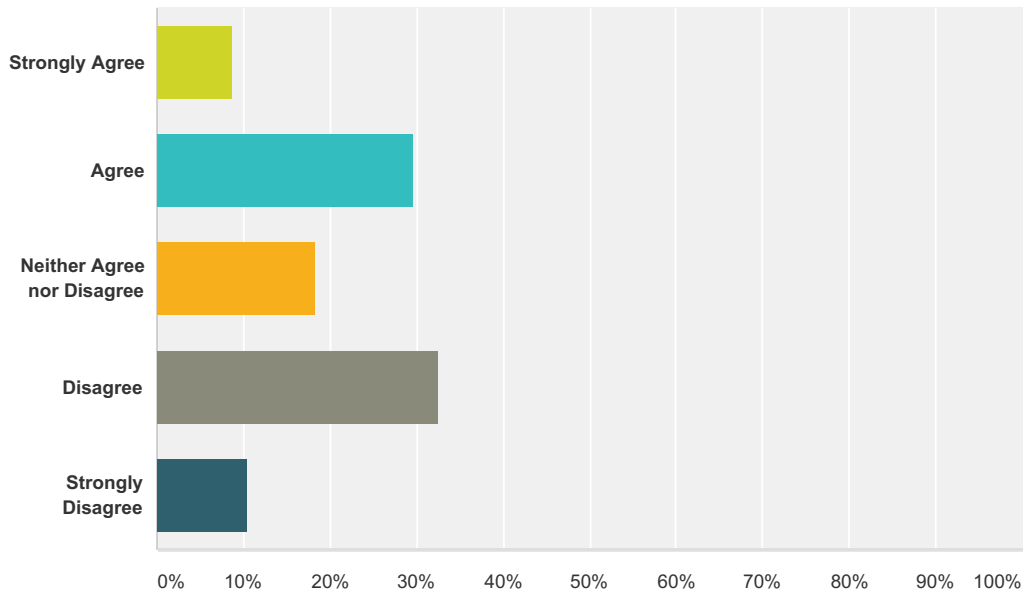
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	0.42% 1
Agree	9.21% 22
Neither Agree nor Disagree	33.89% 81
Disagree	37.24% 89
Strongly Disagree	19.25% 46
Total	239

Q20 I have recently lost sleep because of work.

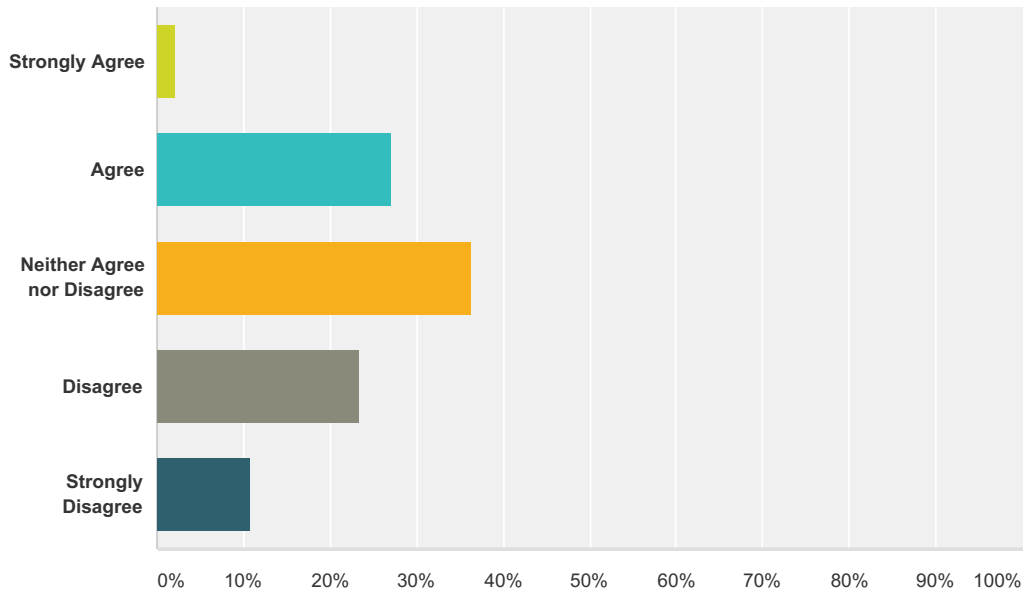
Answered: 239 Skipped: 4



Answer Choices	Responses	
Strongly Agree	8.79%	21
Agree	29.71%	71
Neither Agree nor Disagree	18.41%	44
Disagree	32.64%	78
Strongly Disagree	10.46%	25
Total		239

Q21 I feel motivated in work.

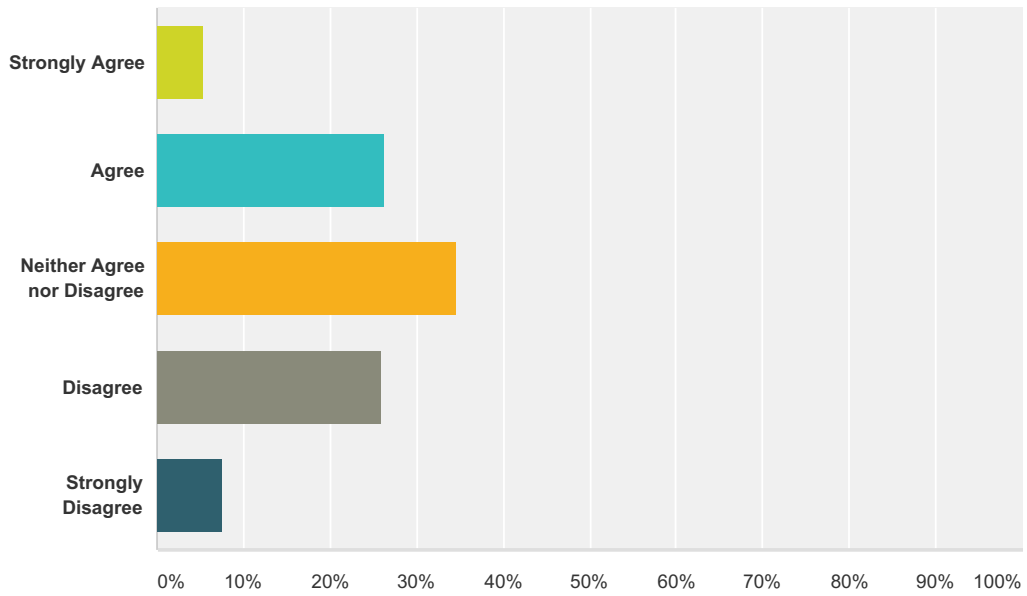
Answered: 239 Skipped: 4



Answer Choices	Responses
Strongly Agree	2.09% 5
Agree	27.20% 65
Neither Agree nor Disagree	36.40% 87
Disagree	23.43% 56
Strongly Disagree	10.88% 26
Total	239

Q22 Taking everything into account I am satisfied with the Council as an employer.

Answered: 239 Skipped: 4



Answer Choices	Responses	
Strongly Agree	5.44%	13
Agree	26.36%	63
Neither Agree nor Disagree	34.73%	83
Disagree	25.94%	62
Strongly Disagree	7.53%	18
Total		239

**Q23 What initiatives would you like to see
as part of the Health & Wellbeing day/week
in January 2017?**

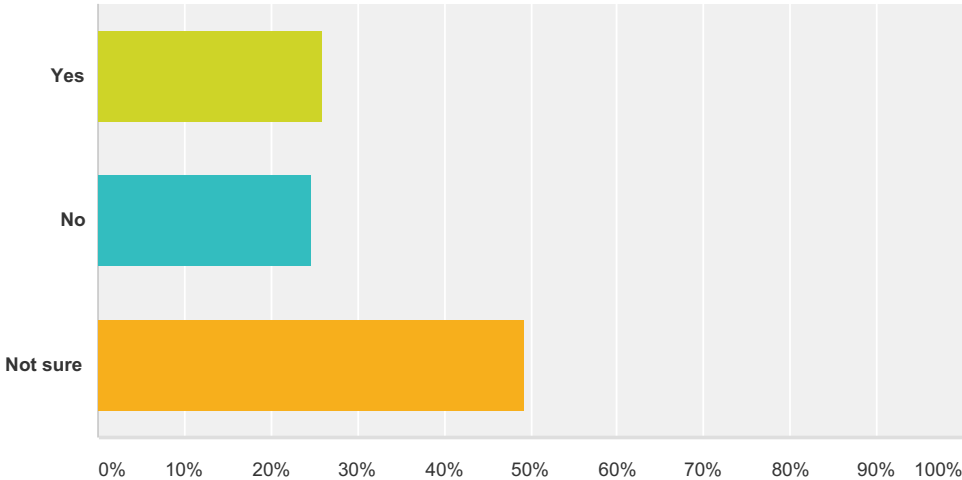
Answered: 73 Skipped: 170

**Q24 If you could change anything at the
Council what would you change?**

Answered: 130 Skipped: 113

Q25 Do you feel optimistic about the future of this Council?

Answered: 231 Skipped: 12



Answer Choices	Responses
Yes	25.97% 60
No	24.68% 57
Not sure	49.35% 114
Total	231