

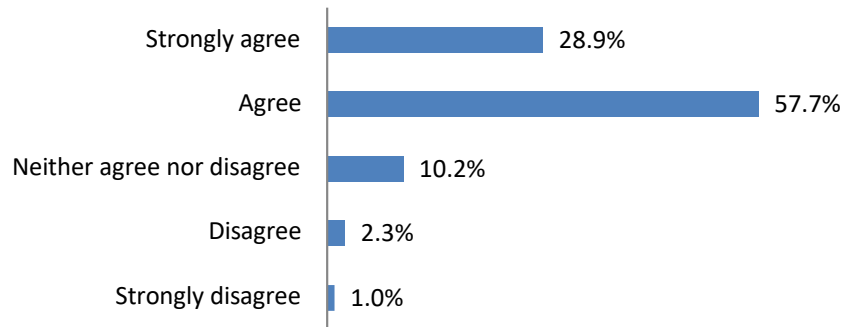
Tracey Gillespie
Human Resources Manager
Employee Engagement Survey and
Communications Plan

Employee Survey Response Rates (14 Sept 17)

Service	Number of Employees	Number of Responses	% Response Rate
Corporate & Housing Services	1,333	710	53.3%
Development Services	728	261	35.9%
Social Work Adult Services	970	259	26.7%
Children's Services	3,932	894	22.7%
Not known		22	
TOTAL	6,963	2,146	30.8%

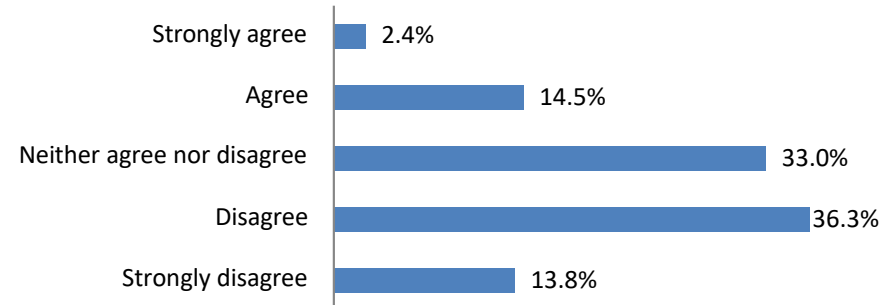
Change Management

Change Management - I understand the need for change



87%
of people strongly agree /
agree that they understand
the need for change

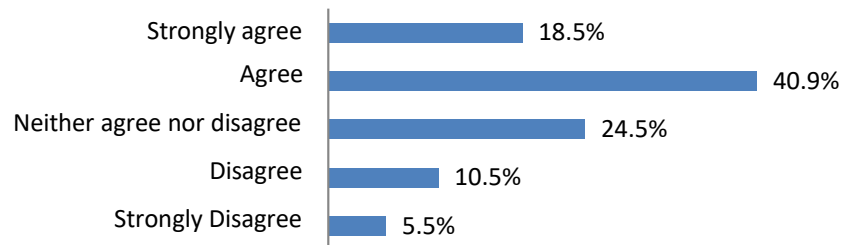
Change Management - I feel involved in the changes
taking place within the Council



17%
of people strongly agree /
agree that they feel involved
in change

Leadership & Management

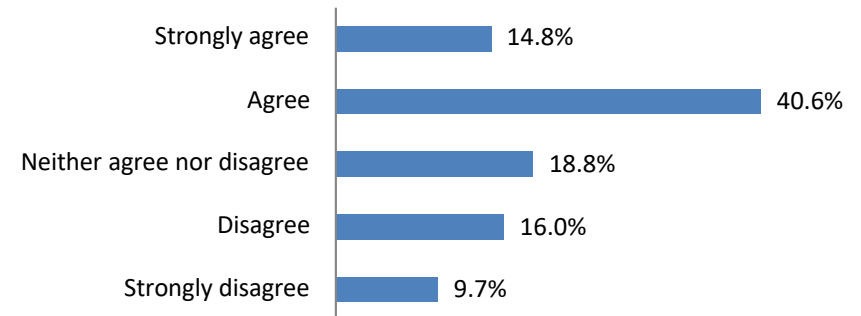
Leadership & Management - My line manager considers my personal welfare and helps me find a good work-life balance



59%

of people strongly agree / agree that managers consider their welfare and work life balance

Leadership & Management - Senior managers are visible and accessible to employees

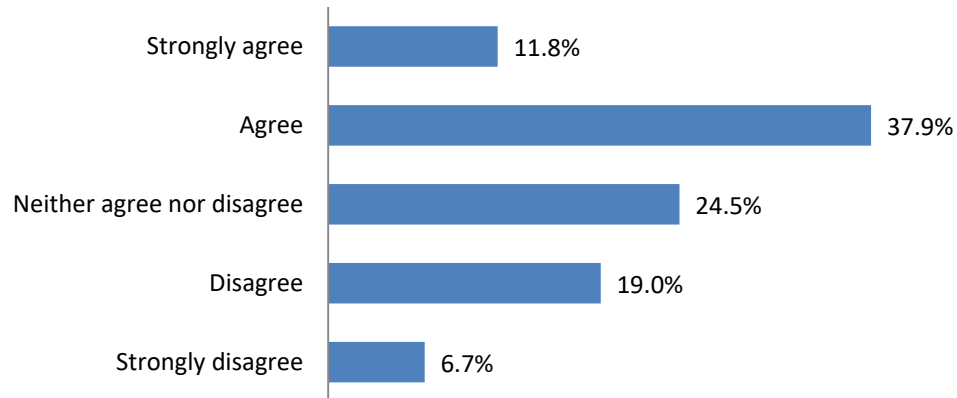


55%

of people strongly agree / agree that managers are visible and accessible

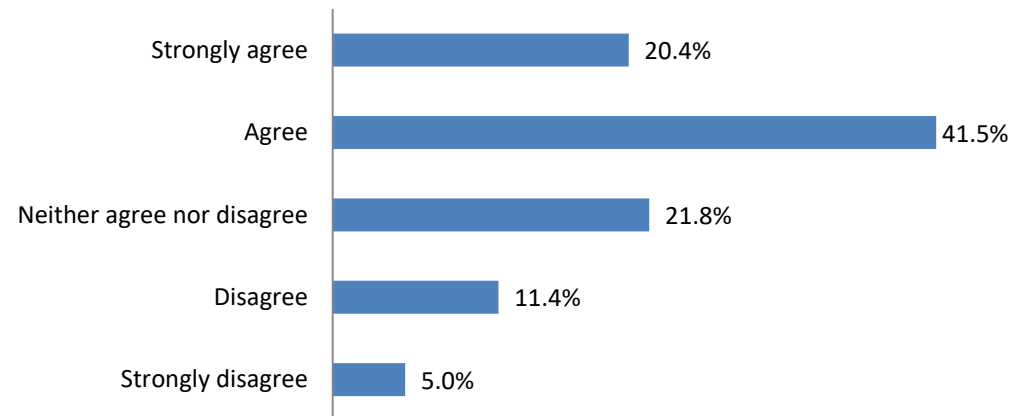
Recognition

Recognition - I feel valued for the work I do



50%
of people strongly agree / agree
that they feel valued for the
work they do

Recognition - I feel someone at work seems to care about me as a person



62%
of people strongly agree / agree
that they feel someone at work
cares about them as a person

“Please tell us one thing that you would improve”

One good thing about working for the Council...

Terms and conditions such as flexible working hours, holidays, sick pay and family policies were recognised as beneficial and attractive

Participants recognised their fellow colleagues and team as good things about working for the Council. There is a sense of belonging and enjoying working together

One thing that you'd improve...

Recognition, listening to staff and more transparency from management

Communications within and across services and from management