

Best Companies staff survey

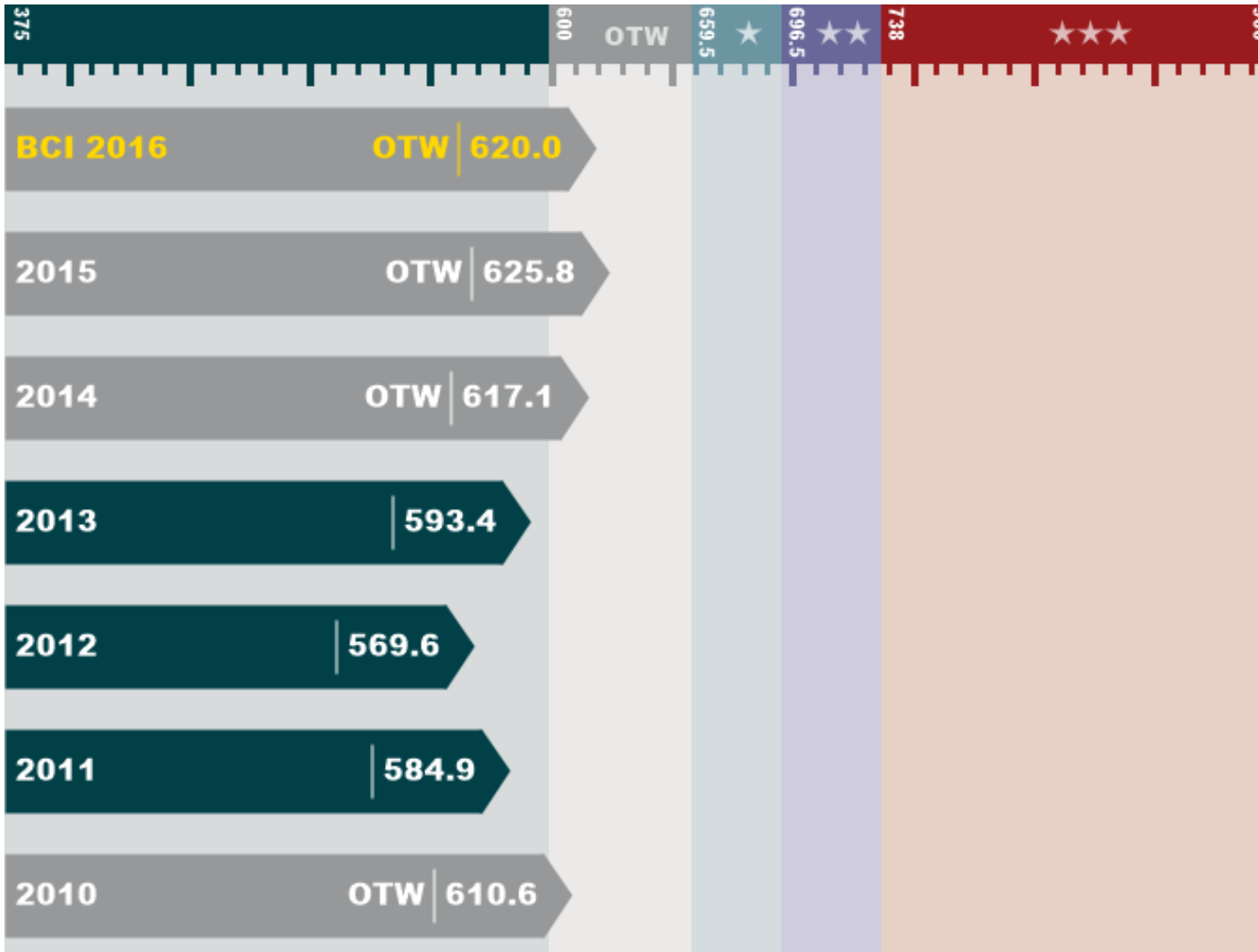
2016 Results



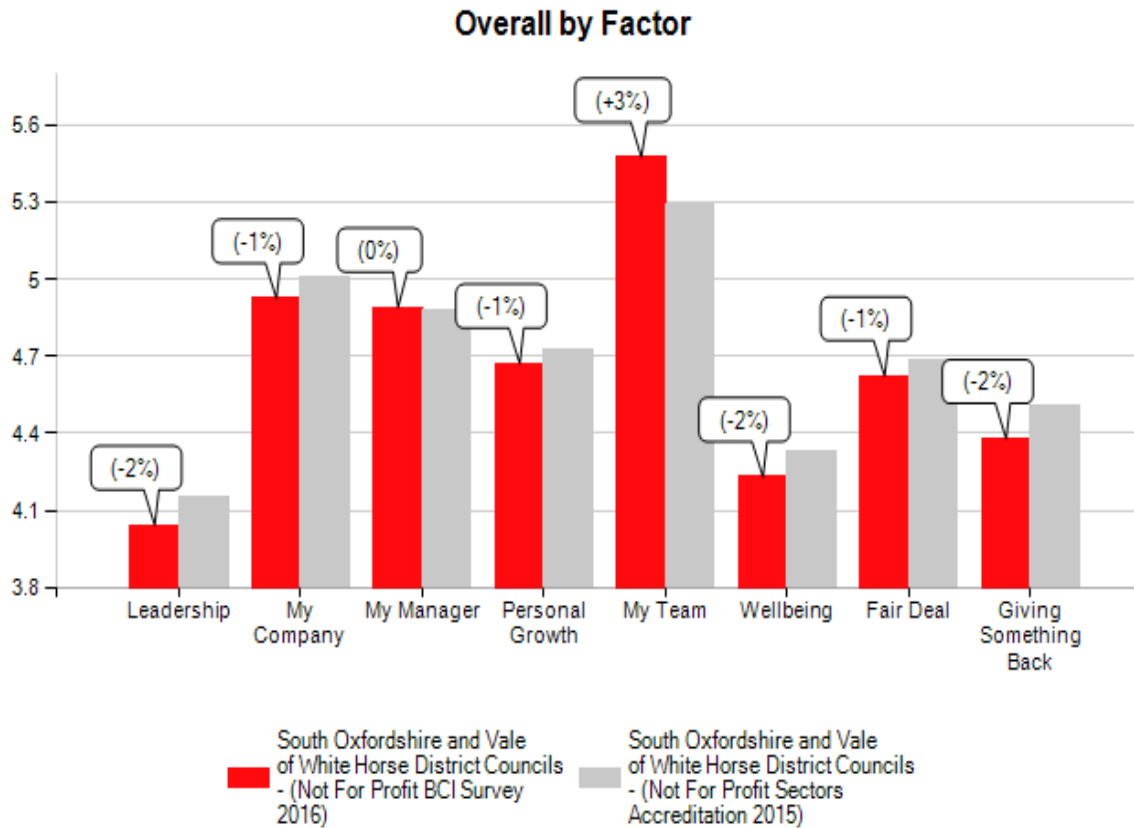
Accreditation score



Listening Learning Leading

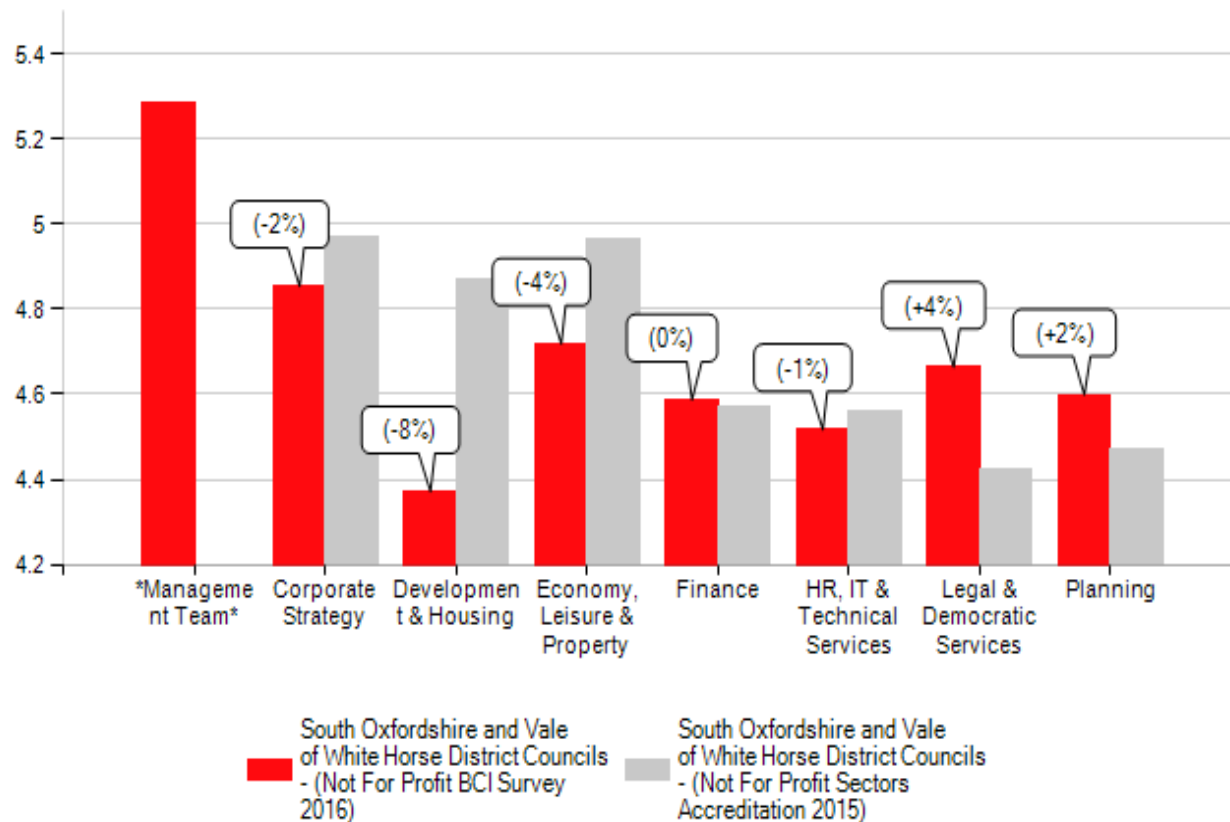


Overall by factor



Overall by employment group

Overall by Employment Group



Top five scored questions



Listening Learning Leading

My Team:

- *'People in my team go out of their way to help me'*
- *'My team is fun to work with'*

Giving something back:

- *'My organisation encourages charitable activities'*



Top five scored questions



Listening Learning Leading

My Company:

- *'I believe I can make a valuable contribution to the success of this organisation'*
- *'My work is an important part of my life'*



Questions with the most increased score compared to last year

More people agree -

My Team:

- *'People in my team go out of their way to help me'*
- *'My team is fun to work with'*

My Manager:

- *'My manager regularly expresses his/her appreciation when I do a good job'*



Listening Learning Leading



Bottom five scored questions



Listening Learning Leading

Leadership:

- *‘Senior managers of this organisation do a lot of telling but not much listening’*
- *‘I have confidence in the leadership skills of the senior management team’*

Giving Something Back :

- *‘Profit and budget concerns are the only thing driving this organisation’*



Bottom five scored questions



Listening Learning Leading

Personal Growth:

- *'There are limited opportunities for me to learn and grow within this organisation'*

Wellbeing:

- *'Most days I feel exhausted when I come home from work'*



Questions with most reduced score compared to last year



Listening Learning Leading

My Company:

Less people agree

'I love working for this organisation'

More people agree -

Wellbeing:

- *'I am spending too much time working'*

Giving something back:

- *'I think this organisation should put more back into the local community'*



What you said



Listening Learning Leading

What makes this a great place to work?

- *'I have a great relationship with the people in my team - they're positive and supportive and fun to be around. Considering how much time we all spend in work, I think it's vital that you have good relationships with the people around you. I feel like this is a very proactive, supportive workplace'*
- *'Flexible working arrangements and annualised hours'*



What you said

- *‘The collective response to the fire was energising’*
- *‘The working environment is much better now we are at 135 Milton Park - the layout of the office space and the equipment we have, I am enjoying 'hot desking'’*
- *‘Within planning we always have regular weekly service wide updates from our Head of Service - this regular communication and contact is valuable’*



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What you said



What would make this a better workplace?

- *‘Receive fair pay for the work we do, still paid the same as I was two years ago even though my workload has increased a lot and I have taken on a lot more responsibilities and duties, that used to be done by people on a higher salary’*
- *‘Balanced and realistic workload’*
- *‘The knowledge we’ll have jobs this time next year’*



What you said

- *‘Being less surrounded by performance statistics (e.g. rest areas) even during break time’*
- *‘Clearer communication and better and quicker decision making’*
- *‘Allocating desks and relaxing the ‘no eating at desks policy’ would increase team morale and provide a sense of belonging’*



Next Steps

- Share results for each service area with each Head of Service
- Identify two council wide actions, that are linked to our vision and values and that will ensure staff stay engaged



Listening Learning Leading

