

Survey Sections	2015		2013		2011		2008	Key
You and Your Job								n/a = not asked
I enjoy the work I do	89%	2%	87%	-1%	88%	-2%	90%	improvement
I feel valued and recognised for my work	57%	10%	47%	-7%	54%			static (+/- 2%)
Morale is good where I work	49%	9%	40%	8%	32%			decline
I take pride in working for the Council	70%	5%	65%	-5%	70%			* = reverse question
I feel motivated to do a good job and go the extra mile when required	79%	5%	75%	-2%	77%			
I would recommend the Council as a good place to work	61%	14%	47%	-8%	55%	-10%	65%	

Leadership and Senior Management								
I believe senior management demonstrate leadership for my service and department	52%	n/a	n/a	n/a	n/a			
I believe senior management have a clear vision of where the organisation is going	49%	19%	30%	-4%	34%	-4%	38%	
I believe elected members provide leadership for the Council	27%	16%	11%	-1%	12%			
I understand the role of elected members	55%	6%	49%	6%	43%			
I can see how my objectives link to the Council's objectives and priorities	45%	-1%	46%	-11%	57%			
Overall, I am satisfied with the leadership and direction I receive	47%	22%	25%	-18%	43%			

Line Management and Supervision								
a) I feel supported by my line manager/supervisor	72%	3%	69%	-4%	73%	-5%	78%	
b) My line manager/supervisor passes information to me effectively	69%	8%	61%	-3%	64%			
c) My line manager/supervisor recognises and gives praise for good performance	63%	2%	61%	-1%	62%	-3%	65%	
d) My line manager/supervisor treats me fairly and with respect	78%	4%	74%	-4%	78%			
e) My line manager/supervisor motivates me	59%	11%	48%	-1%	49%			
f) Overall, I am satisfied with the line management/supervision I receive	68%	8%	60%	-7%	67%			

Communication								
a) I am kept well informed about what is happening in my team	65%	5%	60%	-9%	69%	12%	57%	
b) I am kept well informed about what is happening within the Council	48%	12%	36%	2%	34%	-7%	41%	
c) I believe that the Council will take action to address issues arising from the survey	39%	24%	15%	-15%	30%	-17%	47%	
d) The information I receive is easy to understand	71%	14%	57%	1%	56%	-23%	79%	
e) Communication in my team is i) Open	67%	n/a	n/a	n/a	n/a			
e) Communication in my team is ii) Honest	67%	n/a	n/a	n/a	n/a			
f) Communications from the Council are i) Open	47%	10%	37%	-13%	50%			
f) Communications from the Council are ii) Honest	47%	8%	39%	-15%	54%			
g) Overall, I am satisfied with communication in the Council	47%	16%	31%	-3%	34%			

Training, Performance and Development								
a) I am encouraged to improve my own performance	70%	21%	49%	-5%	54%			
b) I get the training and development I need to do my job effectively	62%	n/a	n/a	n/a	n/a			
c) The training and development I receive helps me to do my job better	65%	16%	49%	-9%	58%			
I have had an appraisal of some kind in the last 12 months	57%	8%	49%	2%	47%	-4%	51%	
Change								
I am aware of the challenges that face the Council over the next few years	79%	n/a	n/a	n/a	n/a			
I expect that the Council will have to change the way it delivers services because of these changes	77%	n/a	n/a	n/a	n/a			

I feel supported by my line manager/ supervisor through changes that affect me*	63%	9%	54%	-4%	58%		
Overall I am satisfied with the way the change management process was handled*	42%	19%	23%	-1%	24%		
Has your team or service experienced change in the last 3 years?	65%	n/a	n/a	n/a	n/a		
Did you get the opportunity to contribute to the change through a consultation exercise?*	48%	n/a	n/a	n/a	n/a		
Did you respond?*	81%	n/a	n/a	n/a	n/a		
Was this useful?*	54%	n/a	n/a	n/a	n/a		
Do you think your response was taken into account?*	36%	n/a	n/a	n/a	n/a		

Workforce Culture: Management and Team							
i) I believe my line manager/supervisor cares about my well-being	74%	n/a		n/a			
ii) I feel my contribution is valued	67%	n/a		n/a			
iii) I trust my line manager/supervisor to communicate openly and honestly with me	68%	n/a		n/a			
iv) My line manager/supervisor manages staff in our team fairly and consistently	64%	n/a		n/a			
v) My team co-operates and works well together	77%	3%	74%	no change	74%		
vi) I feel respected by my colleagues	81%	8%	73%	-6%	79%	no change	79%
Workforce Culture: Work Related							
i) My workload is generally manageable	69%	7%	62%	-5%	67%	15%	52%
ii) I have unrealistic time pressures*	38%	-2%	40%	14%	26%	4%	20%
iii) I have a choice in deciding what I do at work	51%	7%	44%	6%	0.38	no change	38%
iv) I am clear what my duties and responsibilities are	87%	no change	87%	-1%	88%	10%	78%
v) Relationships at work are strained *	29%	1%	28%	14%	14%	1%	13%
Workforce Culture: Behaviours							
Decline/Improvement	94%	n/a	n/a	n/a	n/a		
ii) I am confident that unacceptable behaviour will be taken seriously and dealt with	66%	n/a	n/a	n/a	n/a		
iii) I believe the Council is committed to developing a more positive workforce culture	61%	n/a	n/a	n/a	n/a		
iv) I am subject to unacceptable behaviour / bullying in the workplace *	19%	11%	8%	3%	5%	no change	5%
v) I am aware of the appropriate channels for reporting unacceptable behaviour or bullying	82%	n/a	n/a	n/a	n/a		