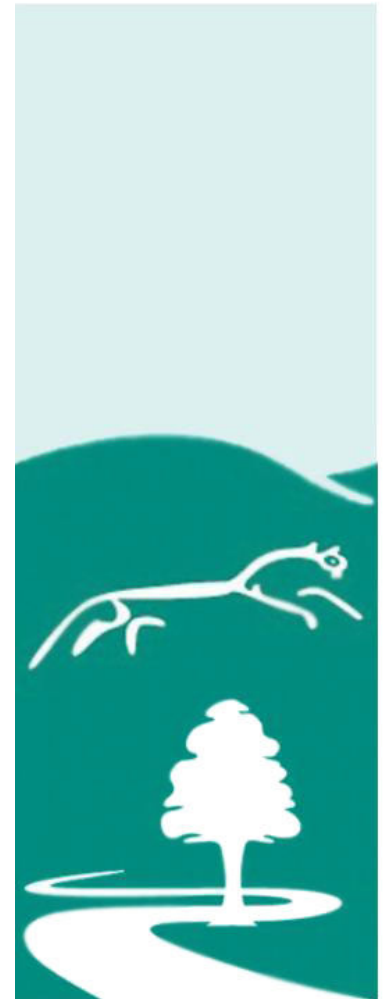




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# Best Companies staff survey

## 2012 Results

# 2012 survey

- email and paper surveys conducted during October 2011
- first *combined* South and Vale survey
- looks at eight factors:
  - my manager
  - leadership
  - my company
  - personal growth
  - my team
  - fair deal
  - giving something back
  - well being
- staff asked to indicate how strongly they agree or disagree with a series of statements for each factor



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# Presentation of results

- each statement and each section is scored out of seven – the higher the score the better/the more positive the response
- 2012 results available overall and by service area
- data from last year's separate surveys combined so that we can compare last year's results with the current year's results
- compare service area scores to councils' average



# Top line results

- 58% response rate – best since 2010 and increase of seven percentage points on last year
- all factors showing an improvement since last year except ‘fair deal’ and ‘my team’
- best scores in ‘my team’, ‘my company’ and ‘my manager’
- lowest score in ‘leadership’ – BUT – biggest improvement in this factor since last year



# Reading the charts

- charts are created using an on-line tool
- the scale on the axis showing the score varies between charts and is quite large so it is important to read the axis as well as look at the bars – some small difference can appear larger/more significant than they are.



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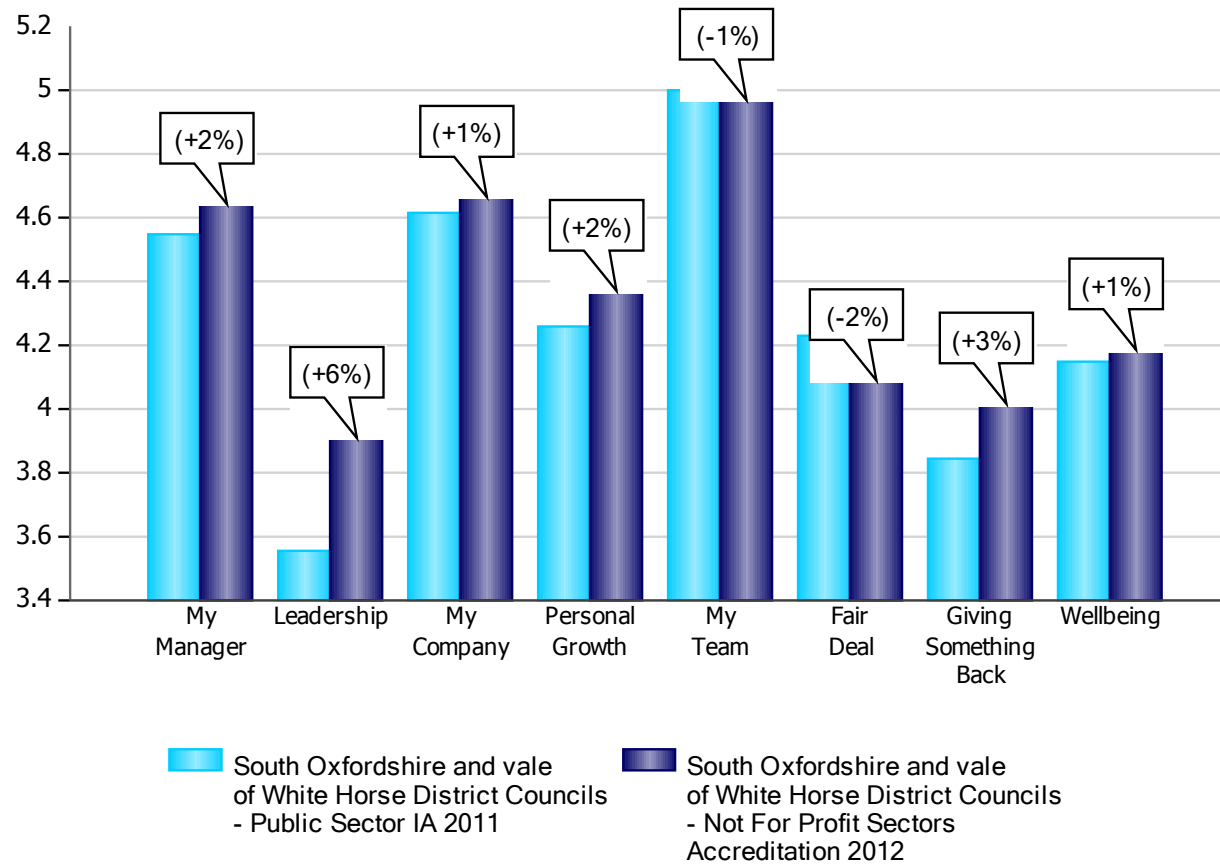


# Overall comparing 2012 and 2011



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## Overall by Factor

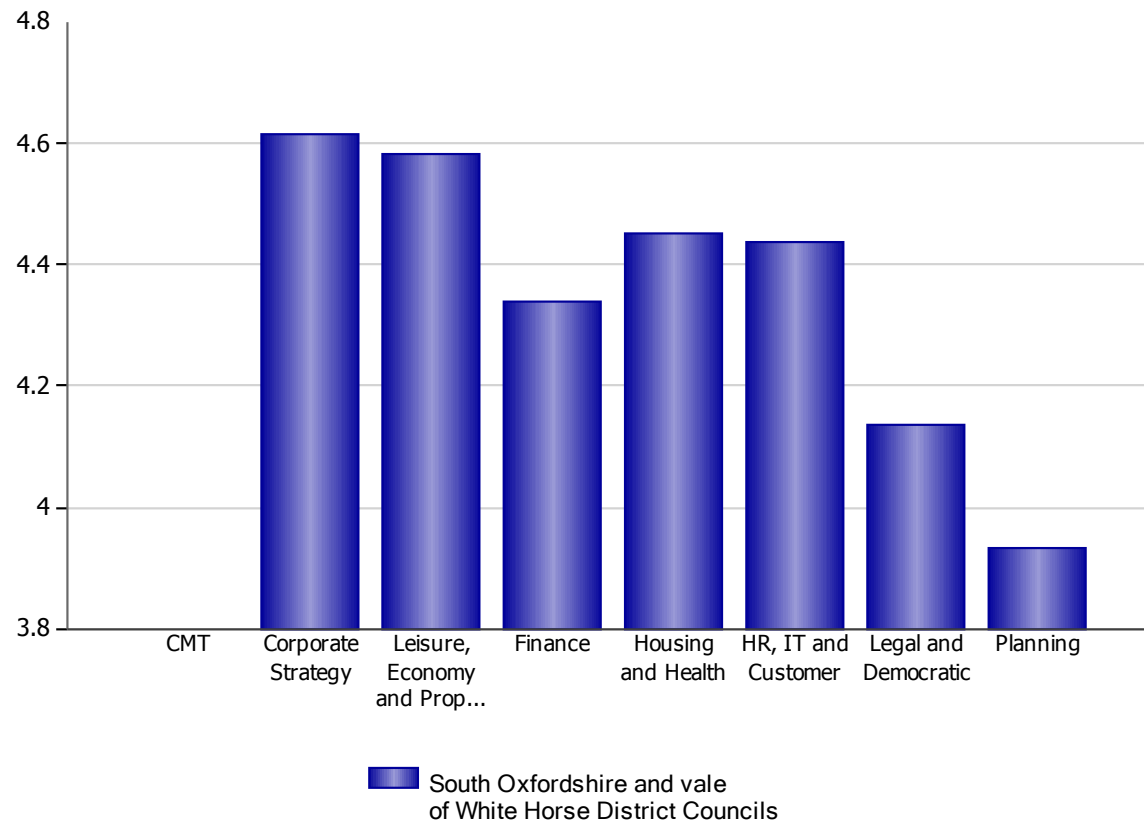


# Overall by employment group



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## Overall by Employment Groups

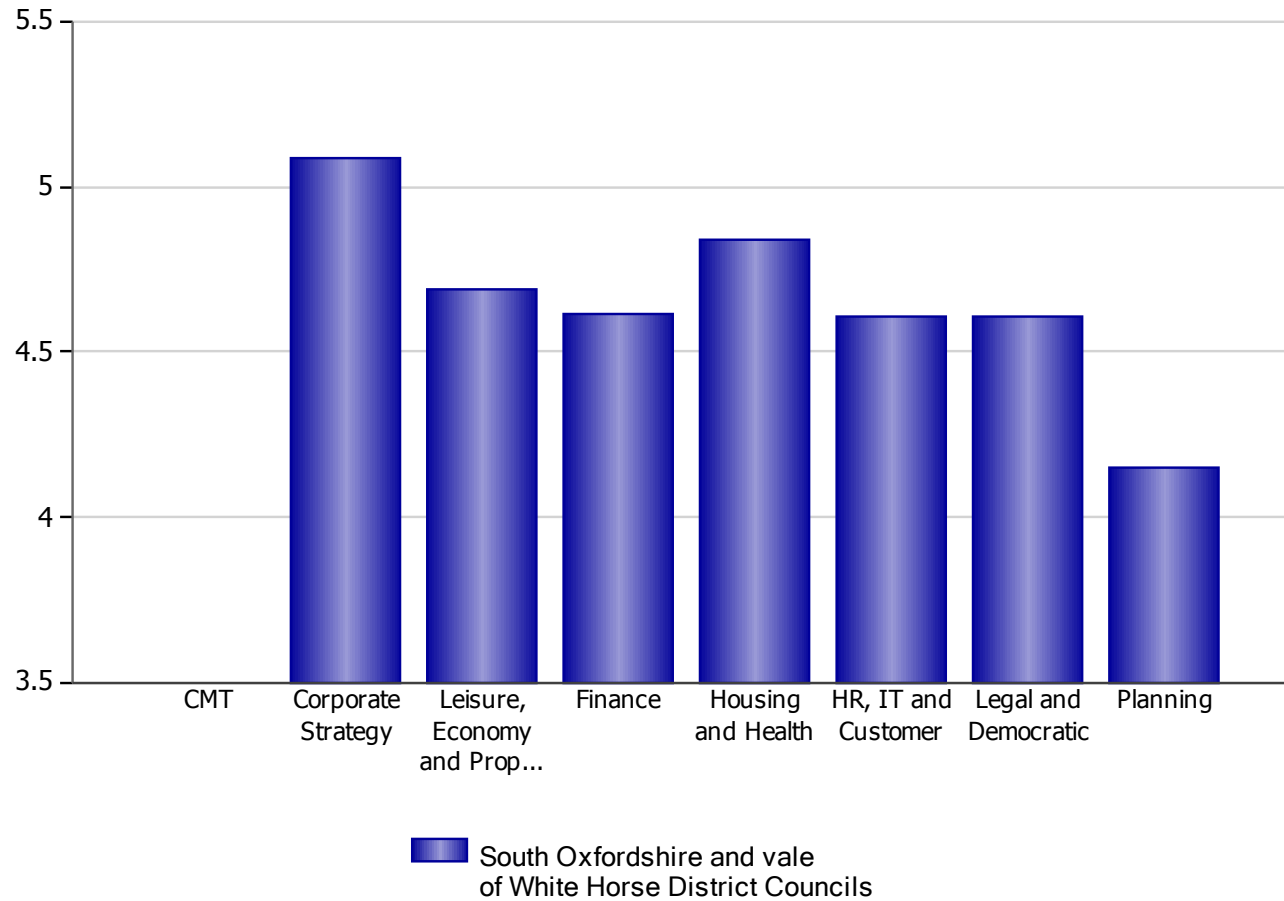


# My manager by employment group



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## My Manager by Employment Groups



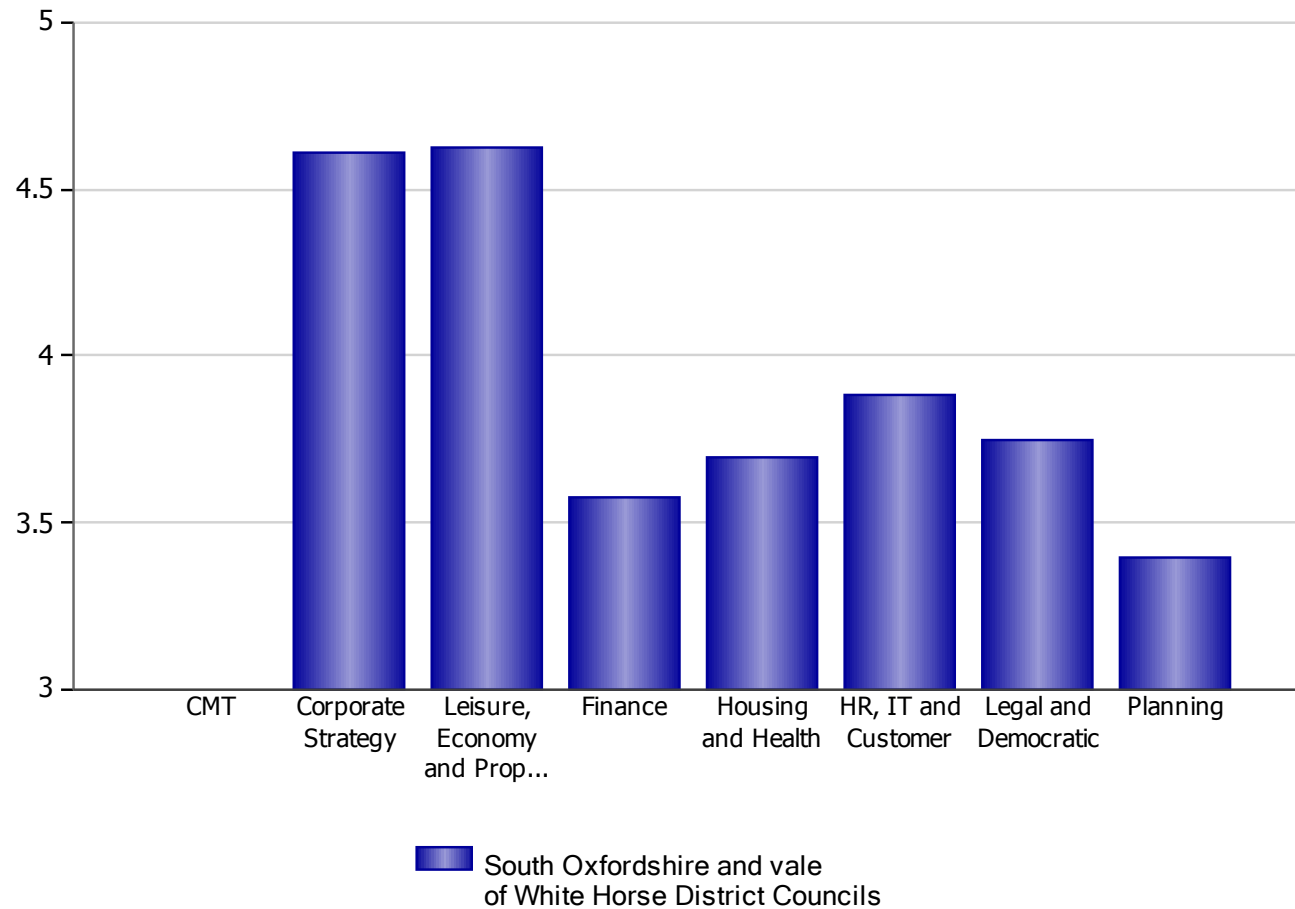


# Leadership by employment group



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## Leadership by Employment Groups

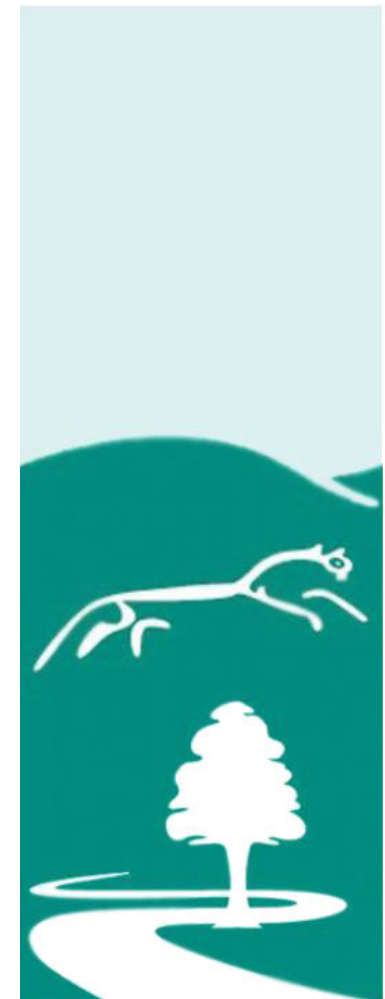
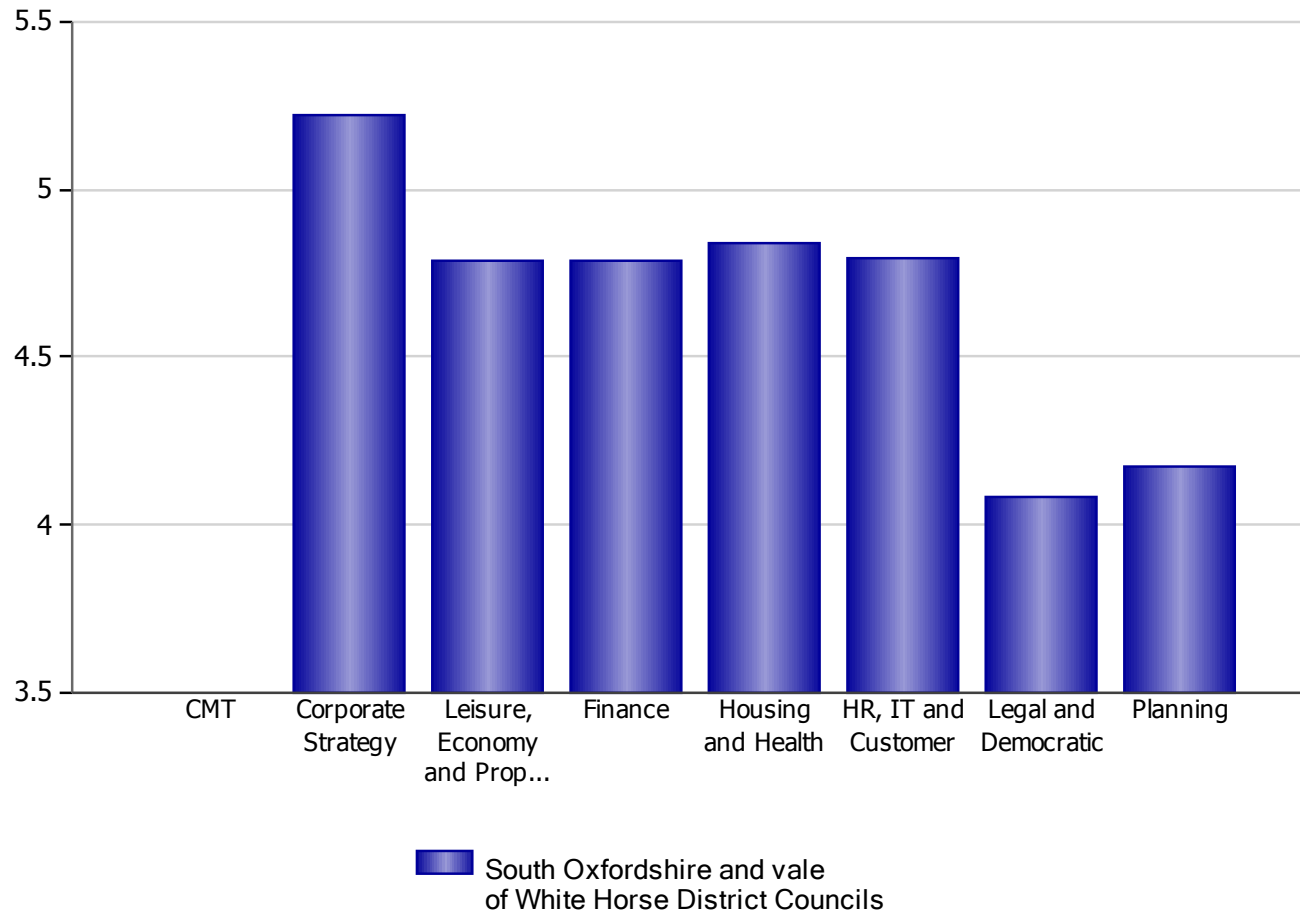


# My company by employment group



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## My Company by Employment Groups

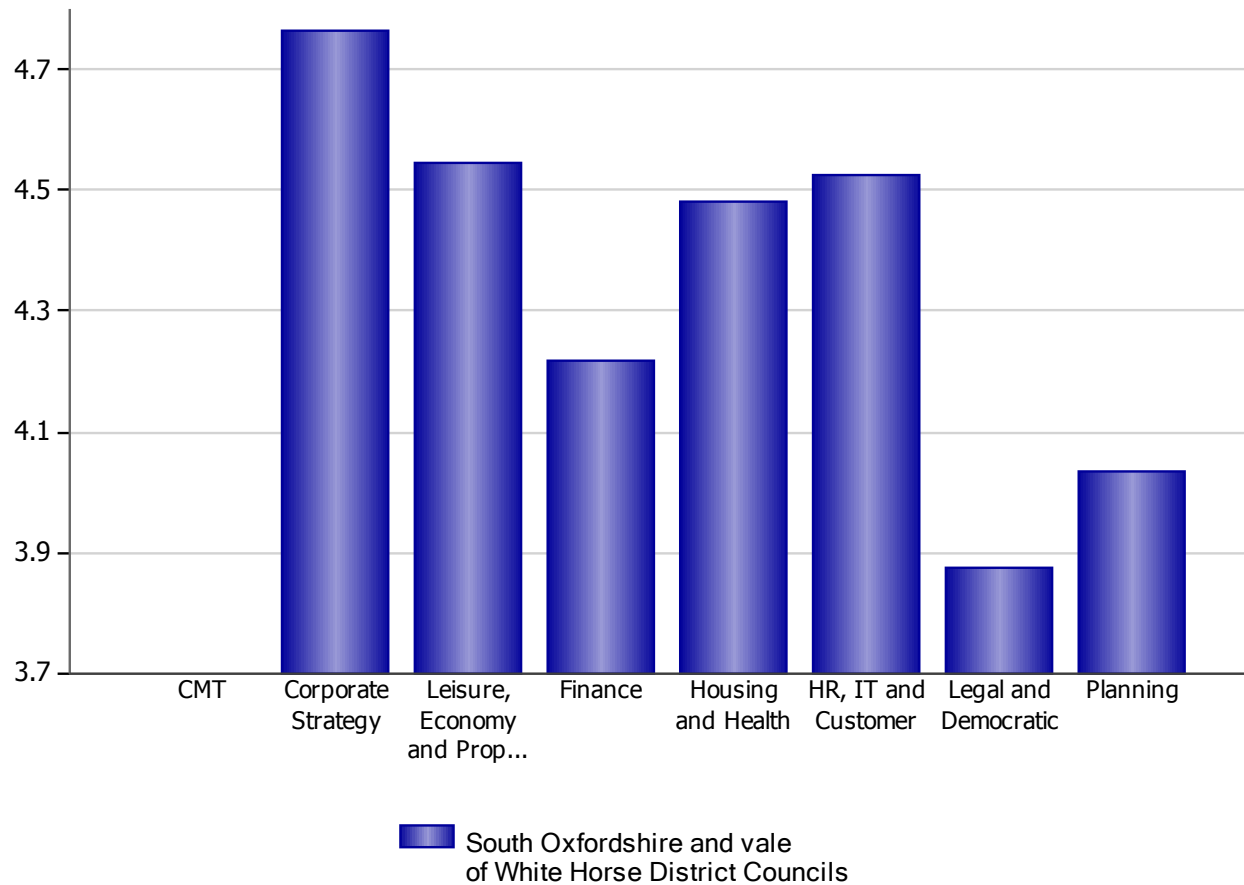


# Personal growth by employment groups



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## Personal Growth by Employment Groups

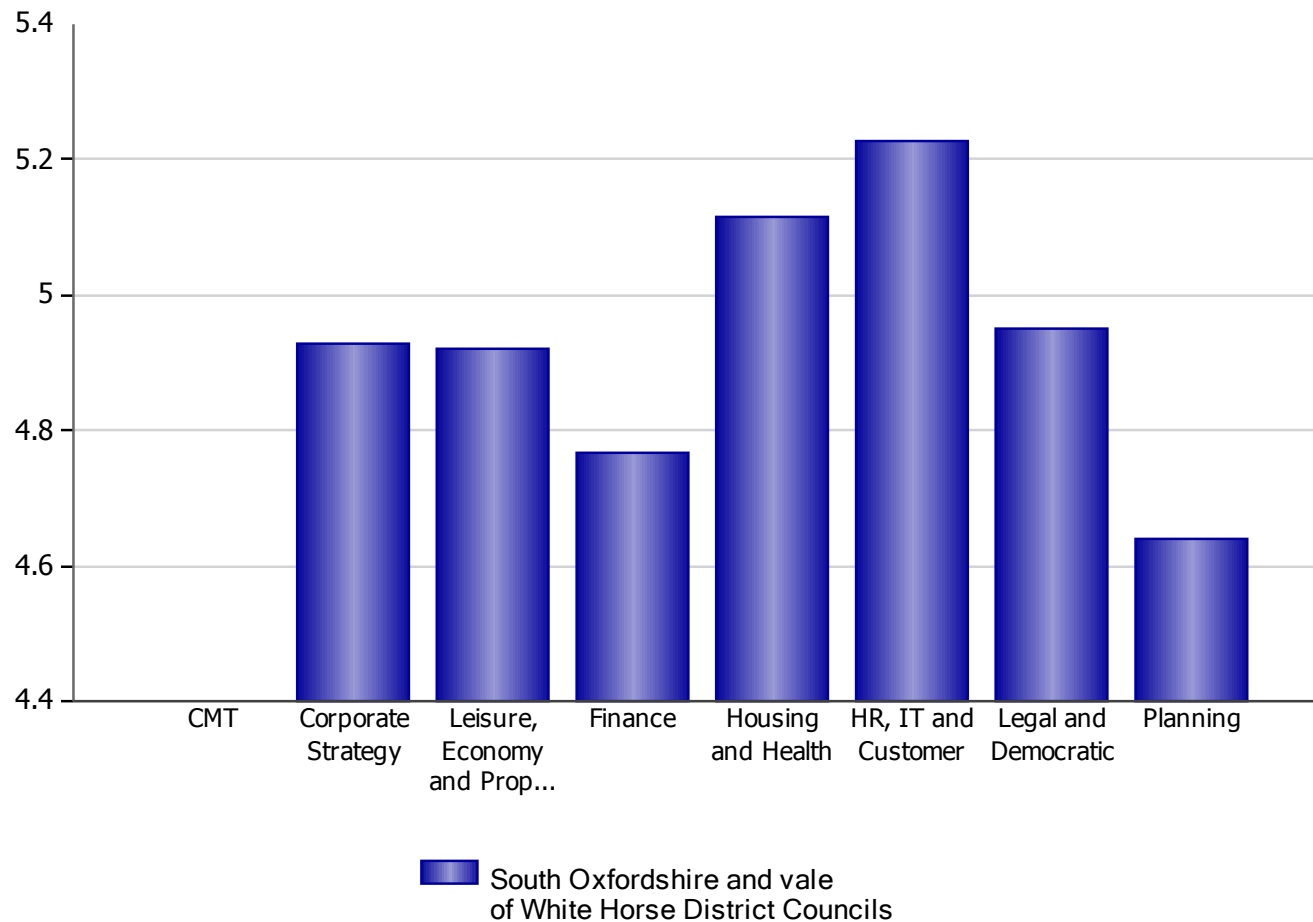


# My team by employment groups



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## My Team by Employment Groups

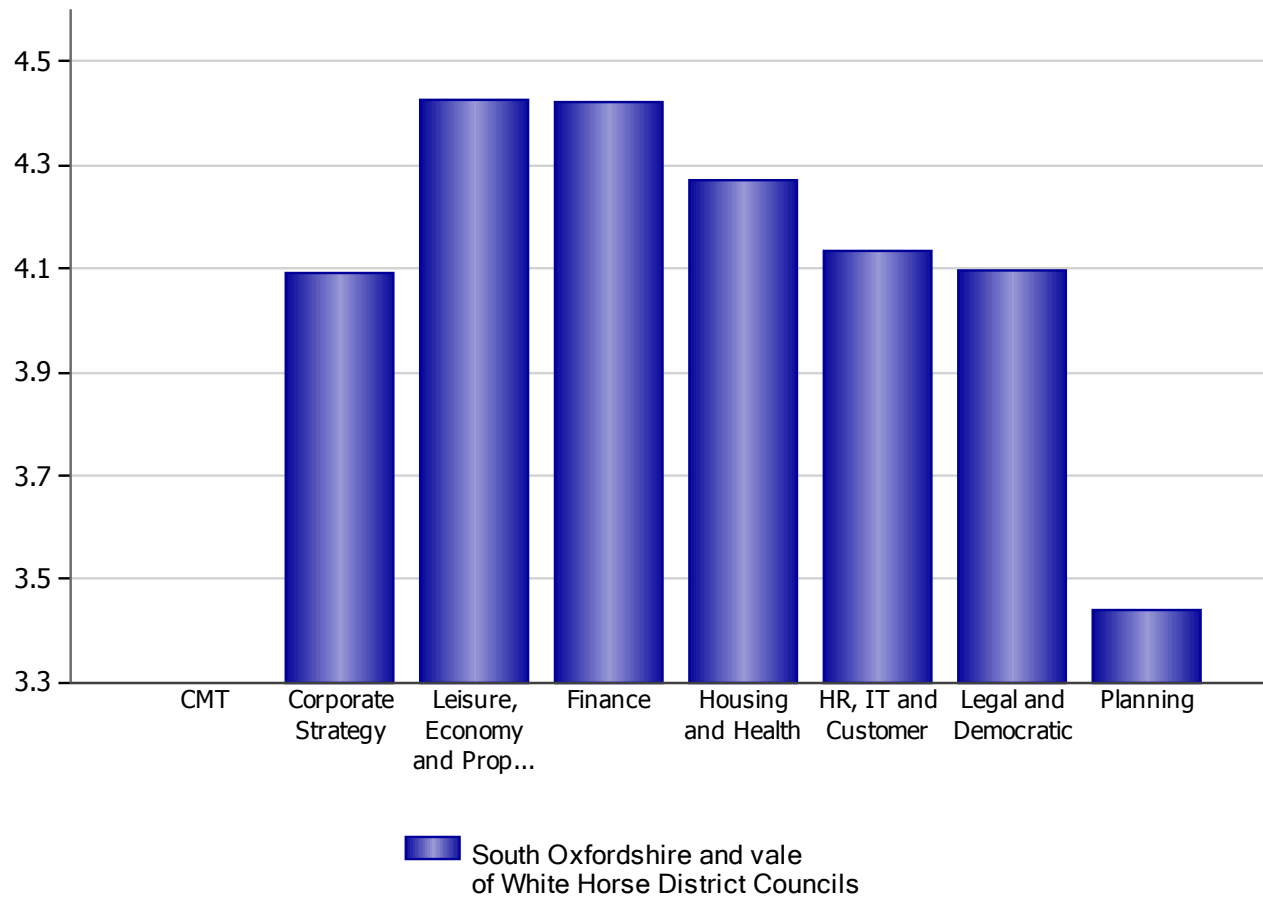


# Fair deal by employment group



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## Fair Deal by Employment Groups

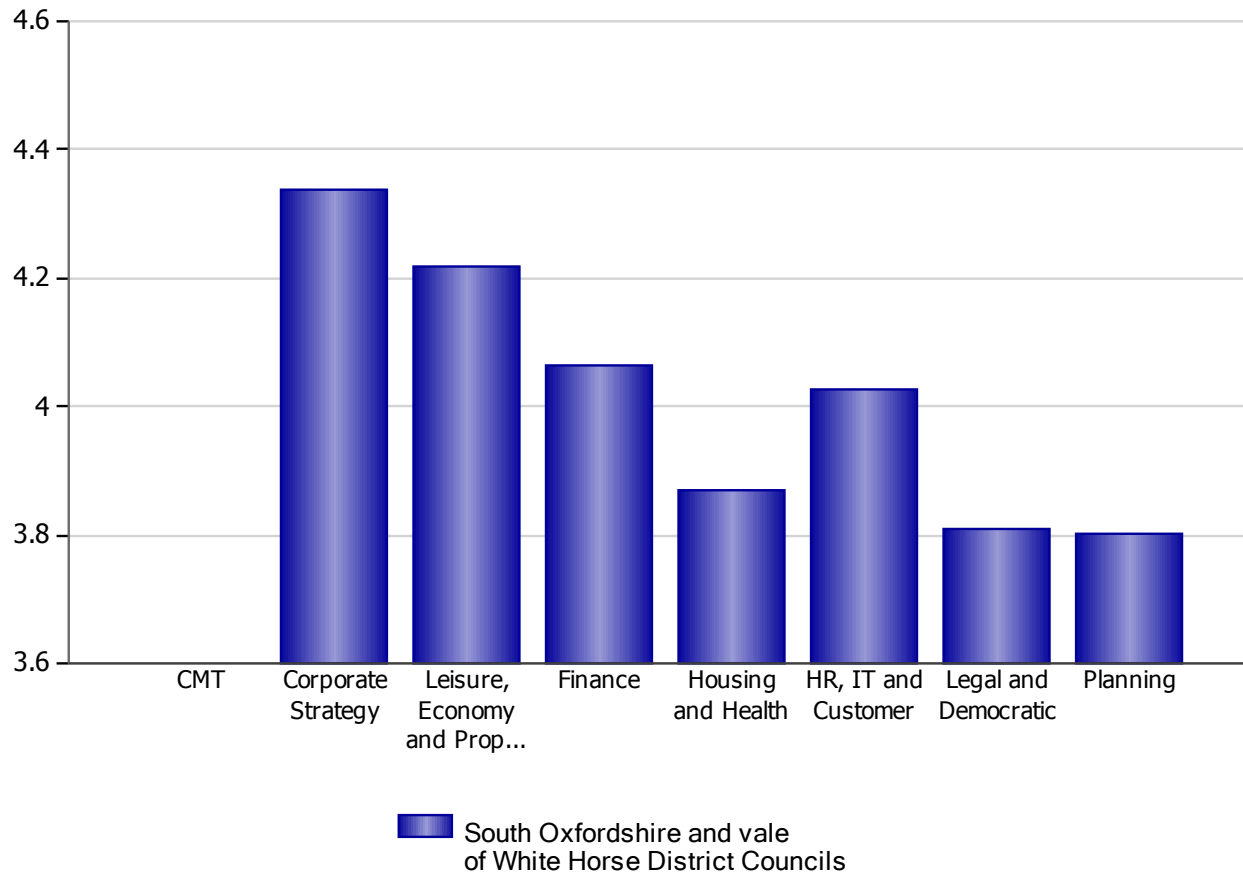


# Giving something back by employment group



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## Giving Something Back by Employment Groups

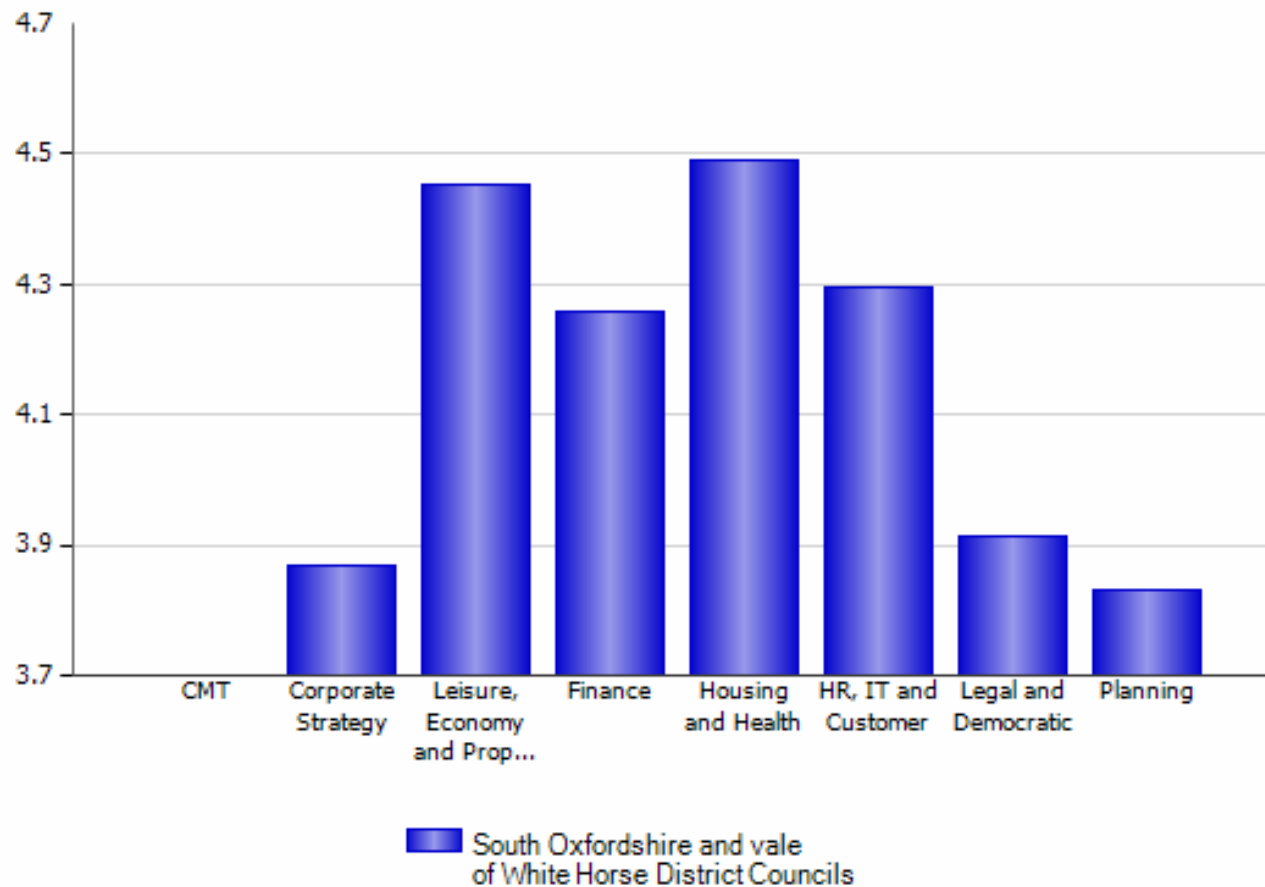


# Well being by employment group



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## Wellbeing by Employment Groups



# Conclusions and next steps

- combined results showing improvement
  - consolidation and settling of new shared management and service delivery
  - action plans arising from last year's staff focus groups following 2011 staff survey results (reports of the focus groups and the action plans are available on the intranet)
- Leadership still low scoring but training/leadership and management programmes to address this, and big improvement on last year



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# Conclusions and next steps

- results data packs showing detailed results for their service area have been provided to heads of so that they can pick up any issues particularly relevant to their service areas
- results are available on the intranet

