

Cherwell District Council

Staff Survey 2013 Initial Results

Background

- This is the first joint staff survey to be carried out by Cherwell District Council and South Northamptonshire Council.
- The survey was launched on 3rd June 2013 and remained open until the 28th June 2013.
- The majority of staff were asked to complete an online questionnaire, however paper questionnaires were made available for those members of staff who do not have access to a computer.
- A total of 344 responses were received from staff at Cherwell District Council.

Introduction

The following slides will present the initial results from the staff survey:-

- The results are separated into sections, reflecting the format of the questionnaire;
- These results are provided based on the responses from staff employed by Cherwell District Council;
- The results are displayed as a percentage of those who answered each question. As no questions were mandatory, the number of responses to each question does vary;

Response Rate - Summary

| | Number of Staff* | Total Number of responses received | % response rate |
|-----------------------|------------------|------------------------------------|-----------------|
| Cherwell Staff | 459 | 344 | 75.0% |

- *The response rate at 75.0% of staff is lower than for the previous survey carried out in 2010, however it is higher than the response rate for the survey carried out in 2008.*
- *In 2010 the response rate was 84% and in 2008 the response rate was 64%.*
- *It should be noted that the 2010 and 2008 surveys were carried out by an external market research company – IPOS MORI.*

** Based on the establishment number on 30th June 2013*

Section A – Your Job

Section A consisted of 9 statements about the employee's job.

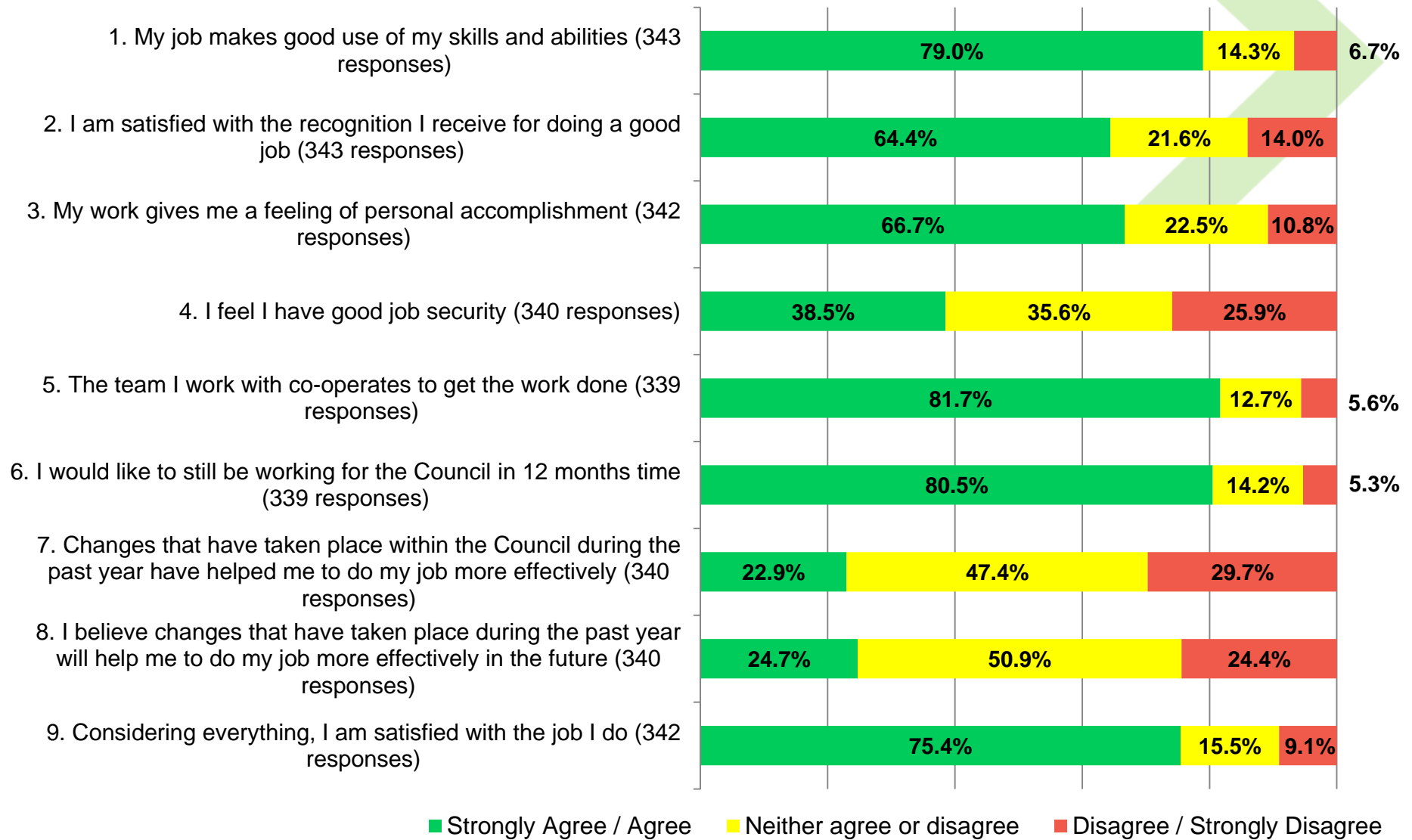
Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement.

Section A: Your Job

Please tick one box only for each question

| | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 1 My job makes good use of my skills and abilities | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

Section A - Your Job (CDC - All Staff Responses)



Section B – Training and Development

Section B consisted of 1 question and 7 statements about the employee's training and development.

Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement.

Section B: Training and Development

Please tick one box only for each question

| | Yes | No | Don't know | Haven't been here long enough to have one |
|--|----------------------------|----------------------------|----------------------------|---|
| 10 Do you have an Appraisal discussion with your manager at least once a year? | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

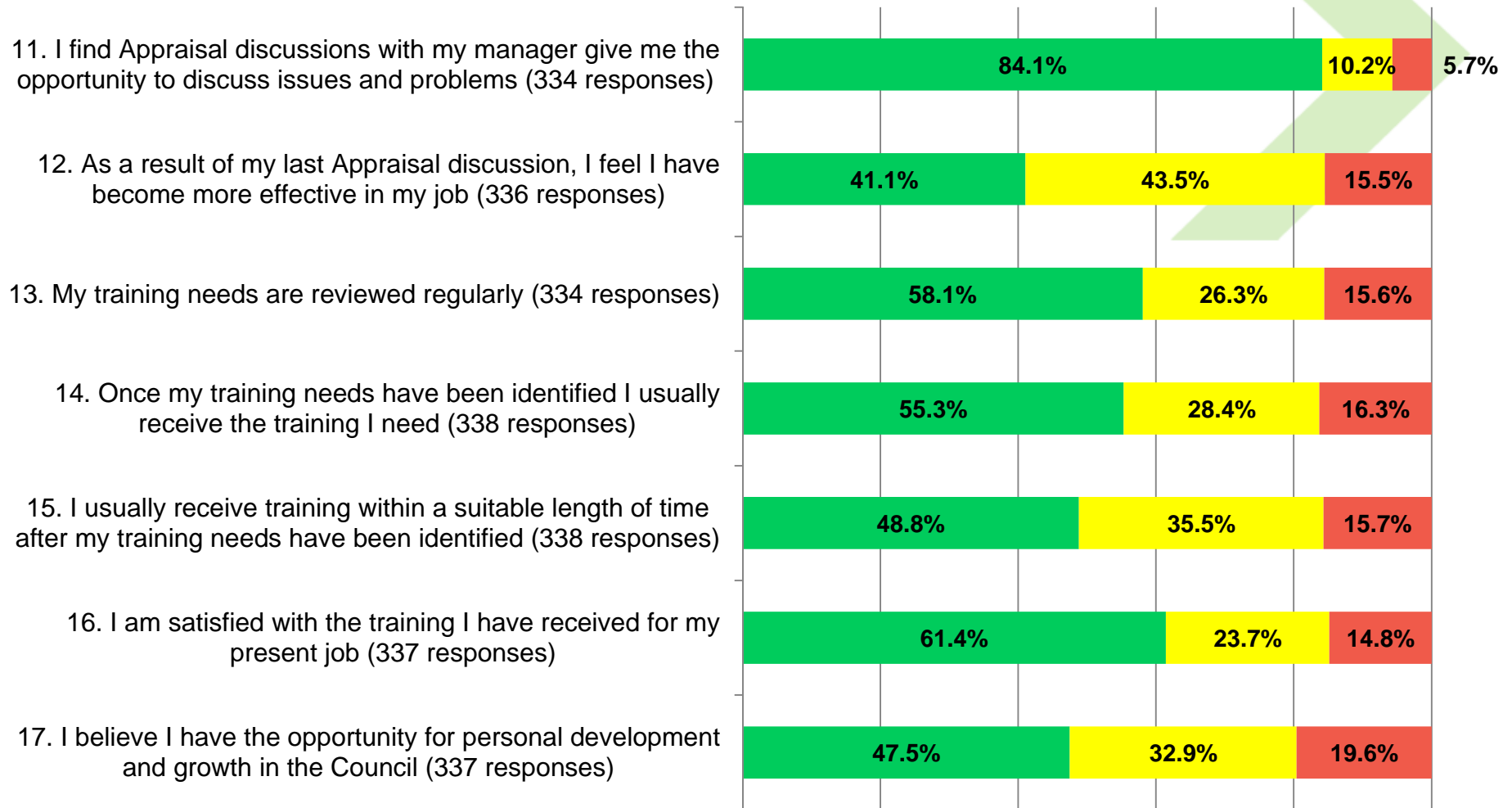
If you ticked "Don't know" or "Haven't been here long enough to have one" please go to Q14

Do you have an Appraisal discussion with your manager at least once a year?



| | Yes | No | Don't know | Haven't been here long enough | Blank (No response) |
|-----------------------|-------------|----|------------|-------------------------------|---------------------|
| Cherwell Staff | 310 (90.1%) | 7 | 3 | 9 | 15 |

Section B - Training & Development (CDC - All Staff Responses)



■ Strongly Agree / Agree
 ■ Neither Agree or Disagree
 ■ Disagree / Strongly Disagree

Section C – Communication

Section C consisted of 12 statements about the Councils' communication.

Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement.

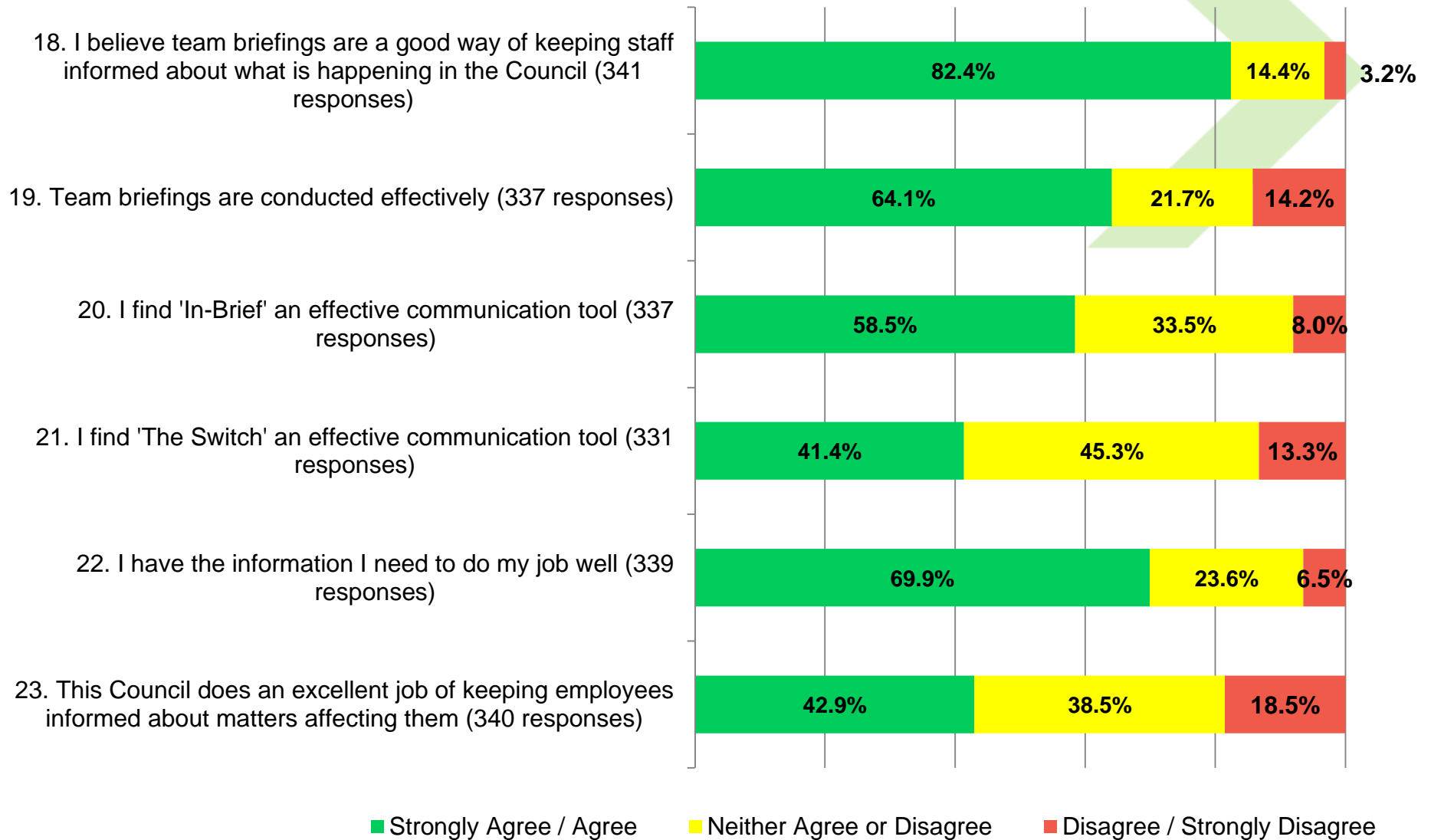
Section C: Communication

Please tick one box only for each question

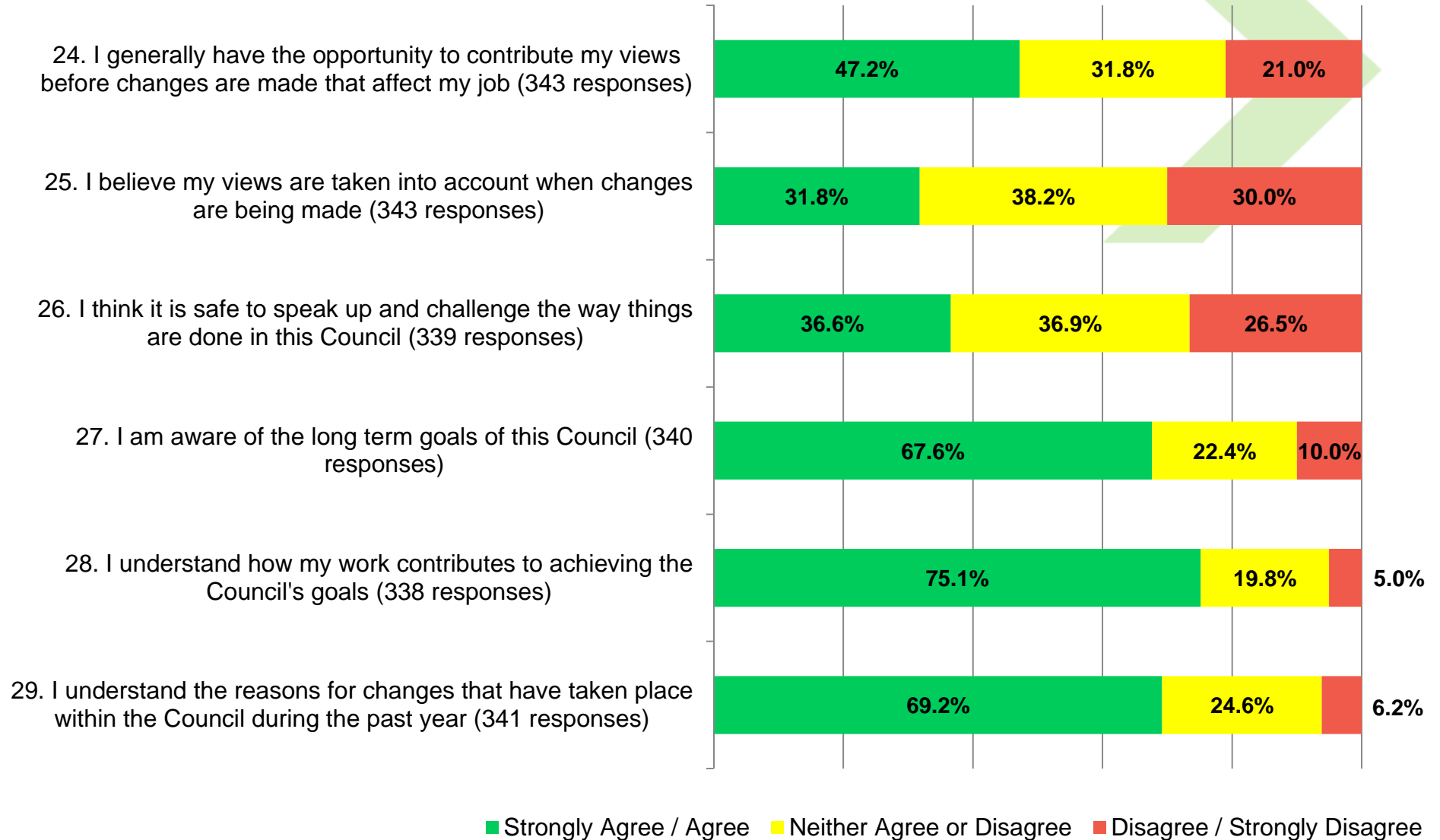
18 I believe team briefings are a good way of keeping staff informed about what is happening in the Council

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

Section C - Communication (CDC - All Staff Responses)



Section C - Communication (CDC - All Staff Responses)



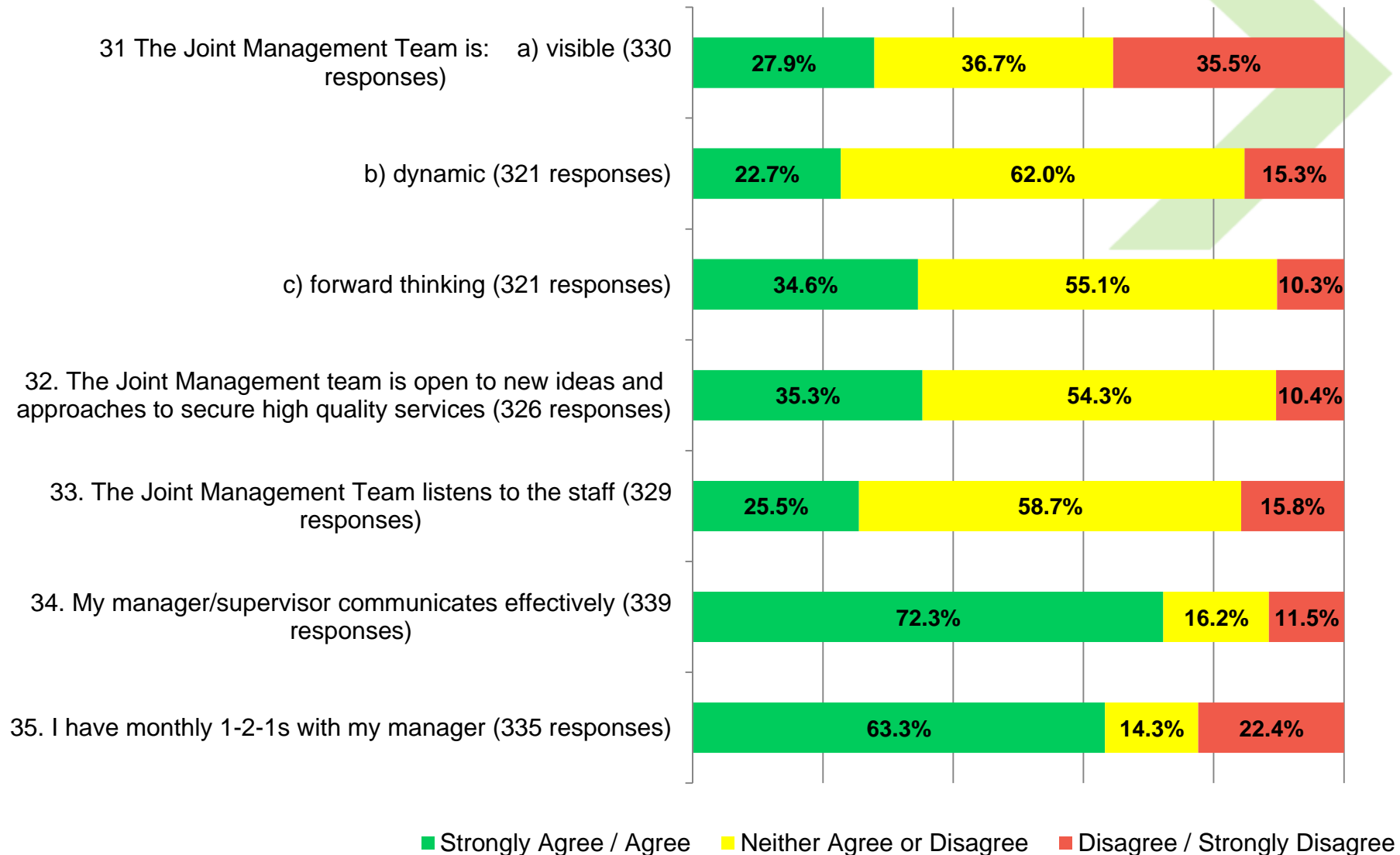
Section D – Management

Section D consisted of 13 statements about the Councils' management.

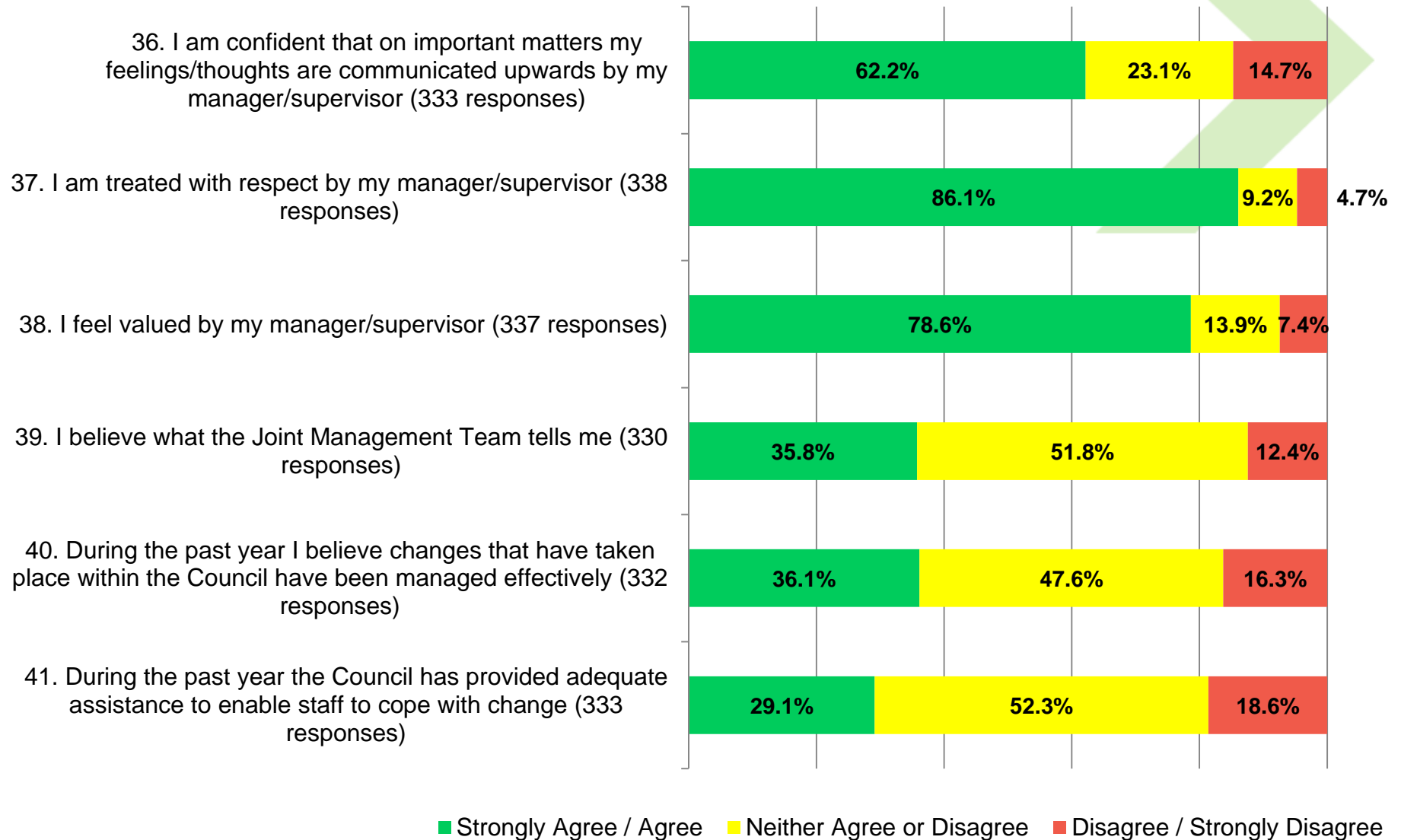
Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement.

| Section D: Management <i>Please tick one box only for each question</i> | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 31 The Joint Management Team is a) visible, | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

Section D - Management (CDC - All Staff Responses)



Section D - Management (CDC - All Staff Responses)



Section E – Management Style

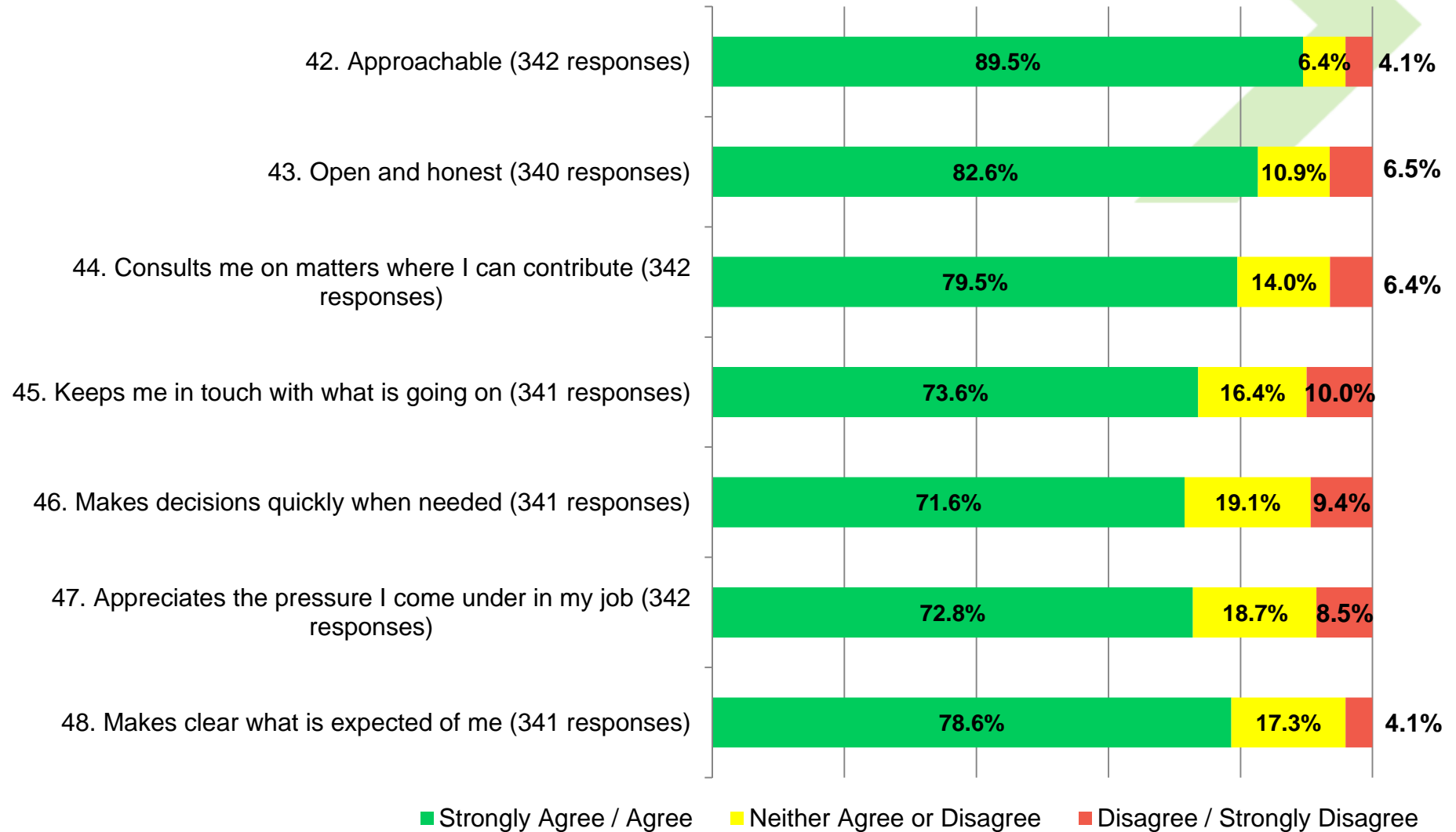
The first part of section E consisted of 14 statements about the employee's immediate line manager.

Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement.

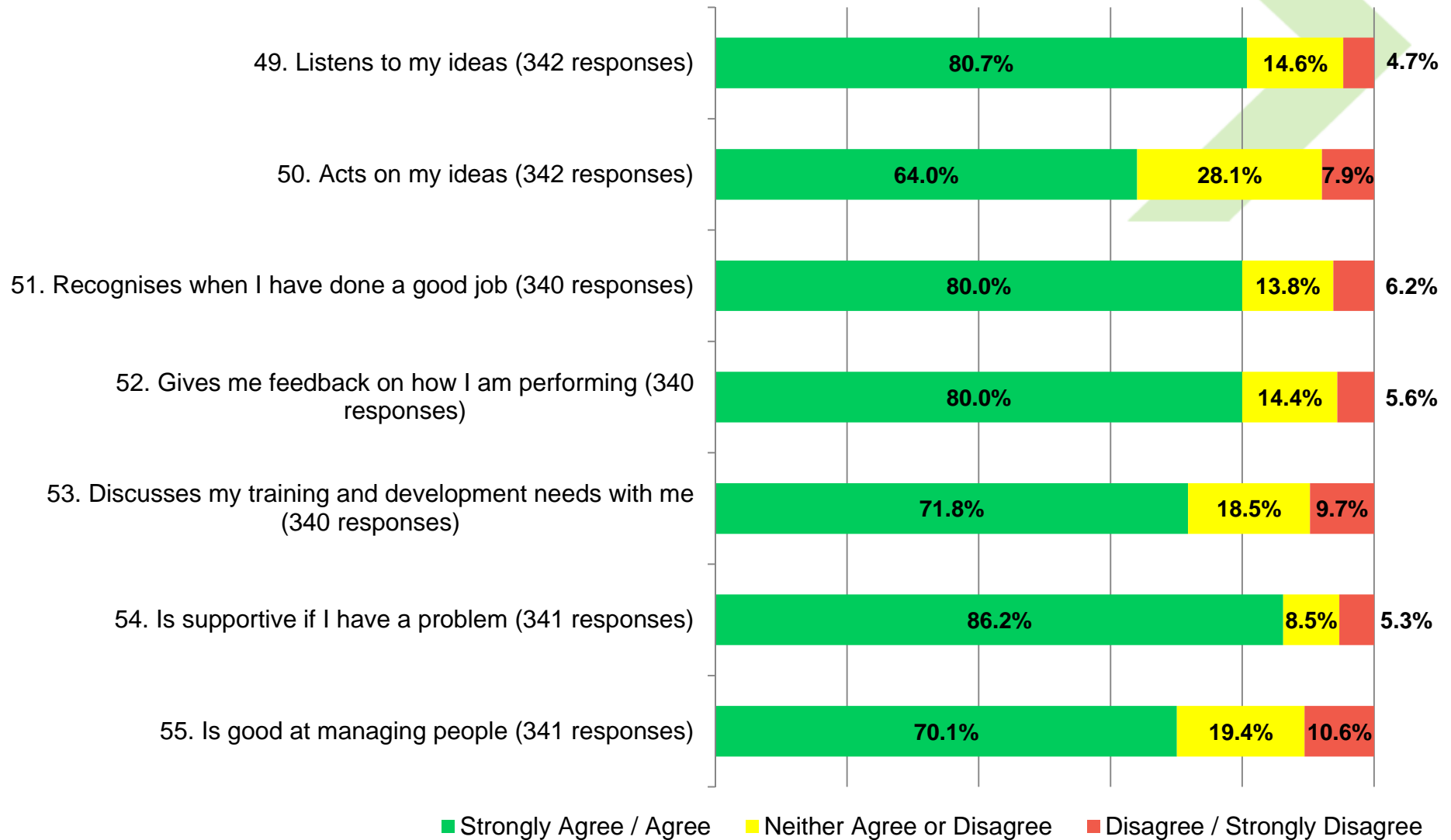
Section E: Management Style

| <i>Please tick one box only for each question</i> | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|--------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 42 | Approachable | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

Section E - Management Style (Immediate Line Manager) (CDC - All Staff Responses)



Section E - Management Style (Immediate Line Manager) (CDC - All Staff Responses)



Section E – JMT and Councillors

The second part of section E consisted of 8 statements about the Joint Management Team and Councillors.

Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement. Those in shared services were also asked to respond to certain questions about South Northamptonshire Council.

**For those employees working in a SHARED SERVICE ONLY
this section refers to the authority which is not your contracted
employer**

Please tick one box only for each question

60a Councillors have a clear vision of where the Council is going

Strongly
agree

Agree

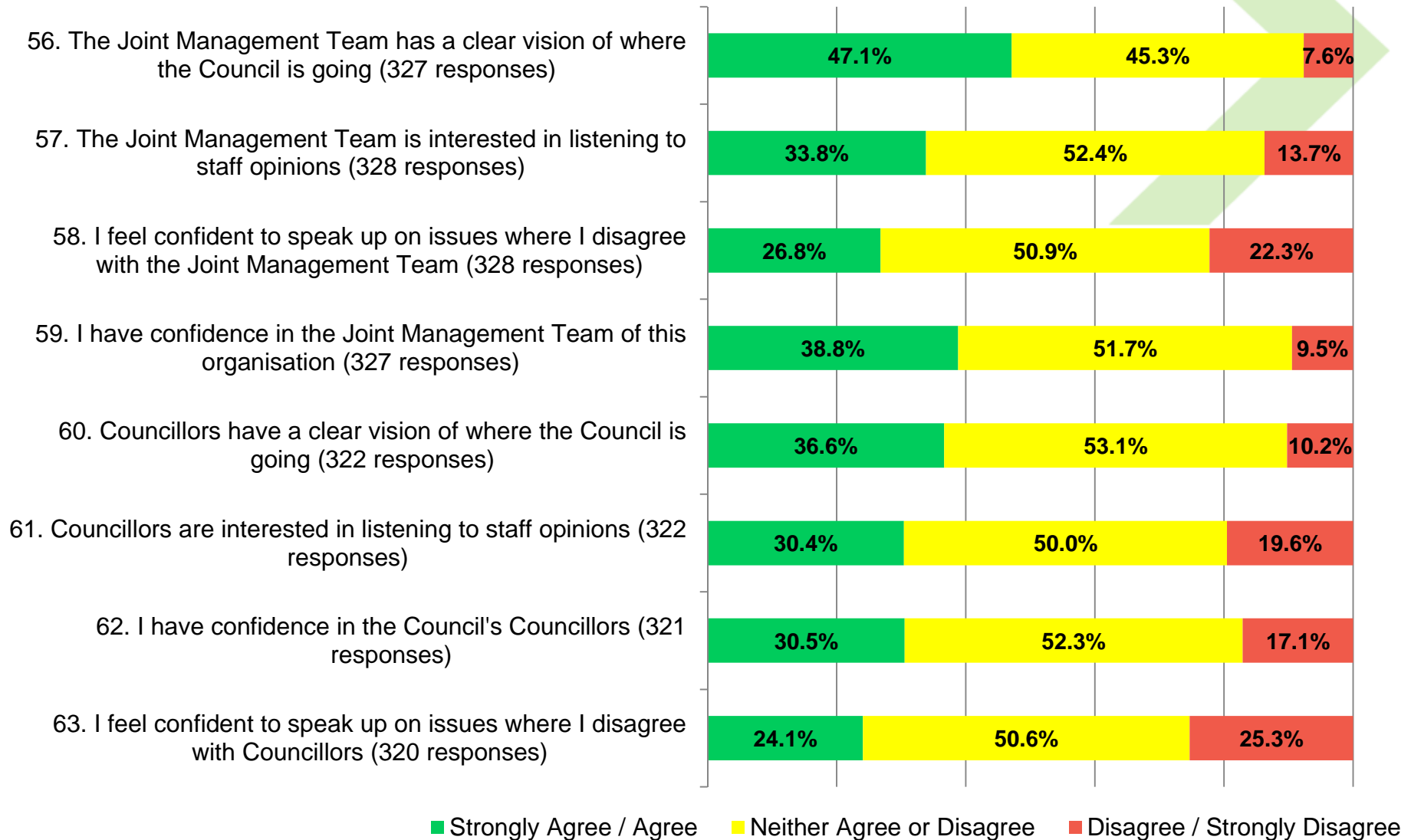
Neither
agree nor
disagree

Disagree

Strongly
disagree

 1 2 3 4 5

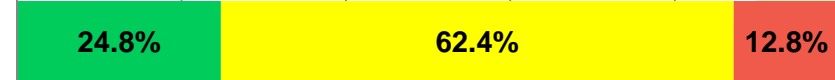
Section E - Management Style (JMT & Councillors) (CDC - All Staff Responses)



Section E - Management Style (JMT & Councillors)

(CDC - Shared/Joint Staff Responses)

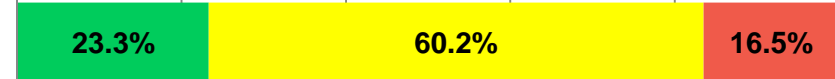
60a. Councillors have a clear vision of where the Council is going (109 responses)



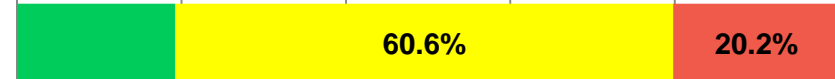
61a. Councillors are interested in listening to staff opinions (107 responses)



62a. I have confidence in the Council's Councillors (103 responses)



63a I feel confident to speak up on issues where I disagree with Councillors (104 responses)



■ Strongly Agree / Agree
 ■ Neither Agree or Disagree
 ■ Disagree / Strongly Disagree

Data Quality Note

Please note that the information presented above is based on all staff who completed this section.

Although only shared staff were asked to only complete this section, the number of responses here is higher than the total number of staff who indicated that they worked across both Councils (71 staff).

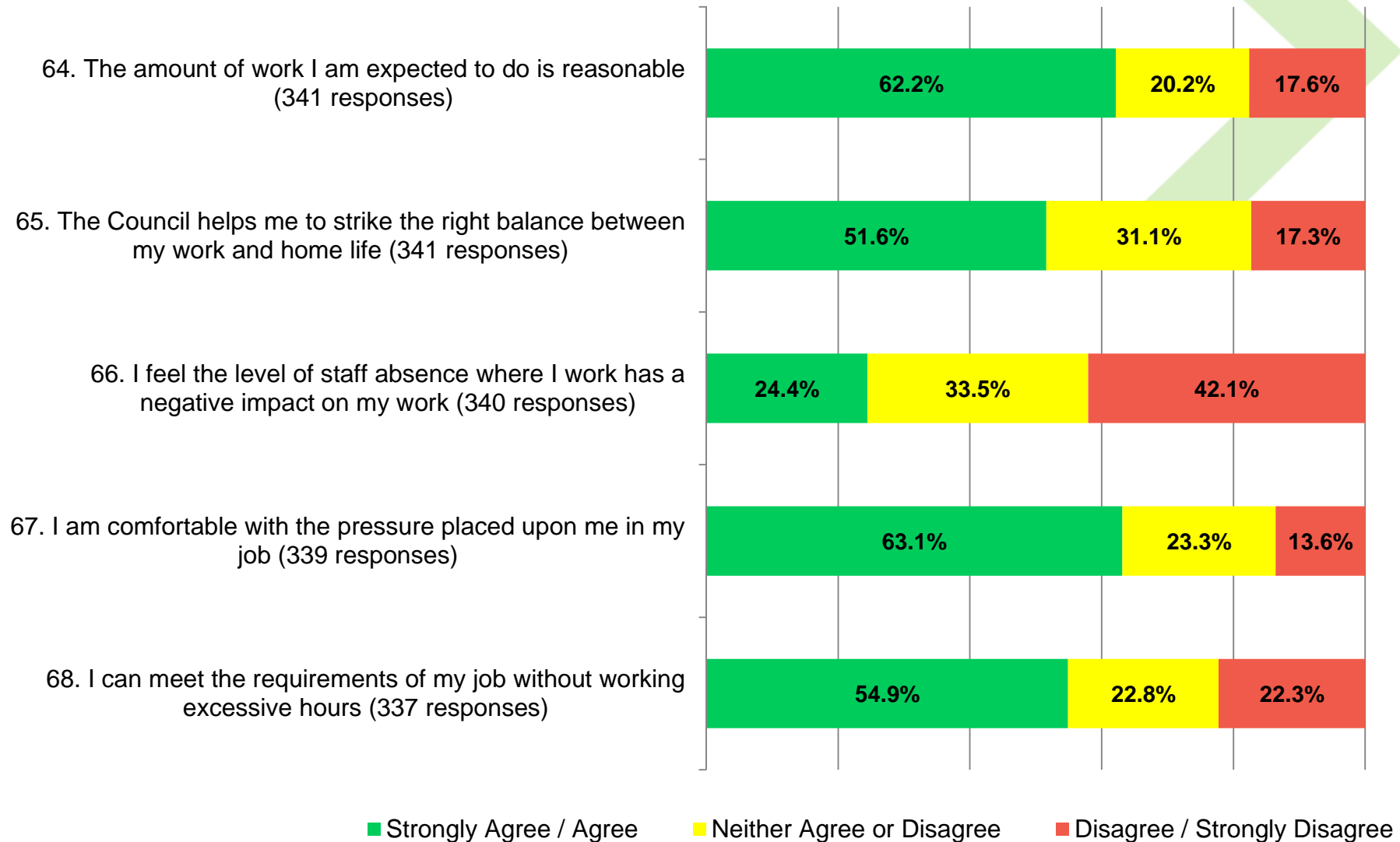
Section F – Work Life Balance

Section F consisted of 5 statements about the employee's work life balance.

Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement.

| Section F: Work Life Balance | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| <i>Please tick one box only for each question</i> | | | | | | |
| 64 | The amount of work I am expected to do is reasonable | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

Section F - Work Life Balance (CDC - All Staff Responses)



Section G – Working Environment

Section G consisted of 14 statements about the employee's working environment.

Staff were asked to indicate their place of work and then tick the most appropriate box to indicate whether they agreed or disagreed with the statement.

Section G: Working Environment

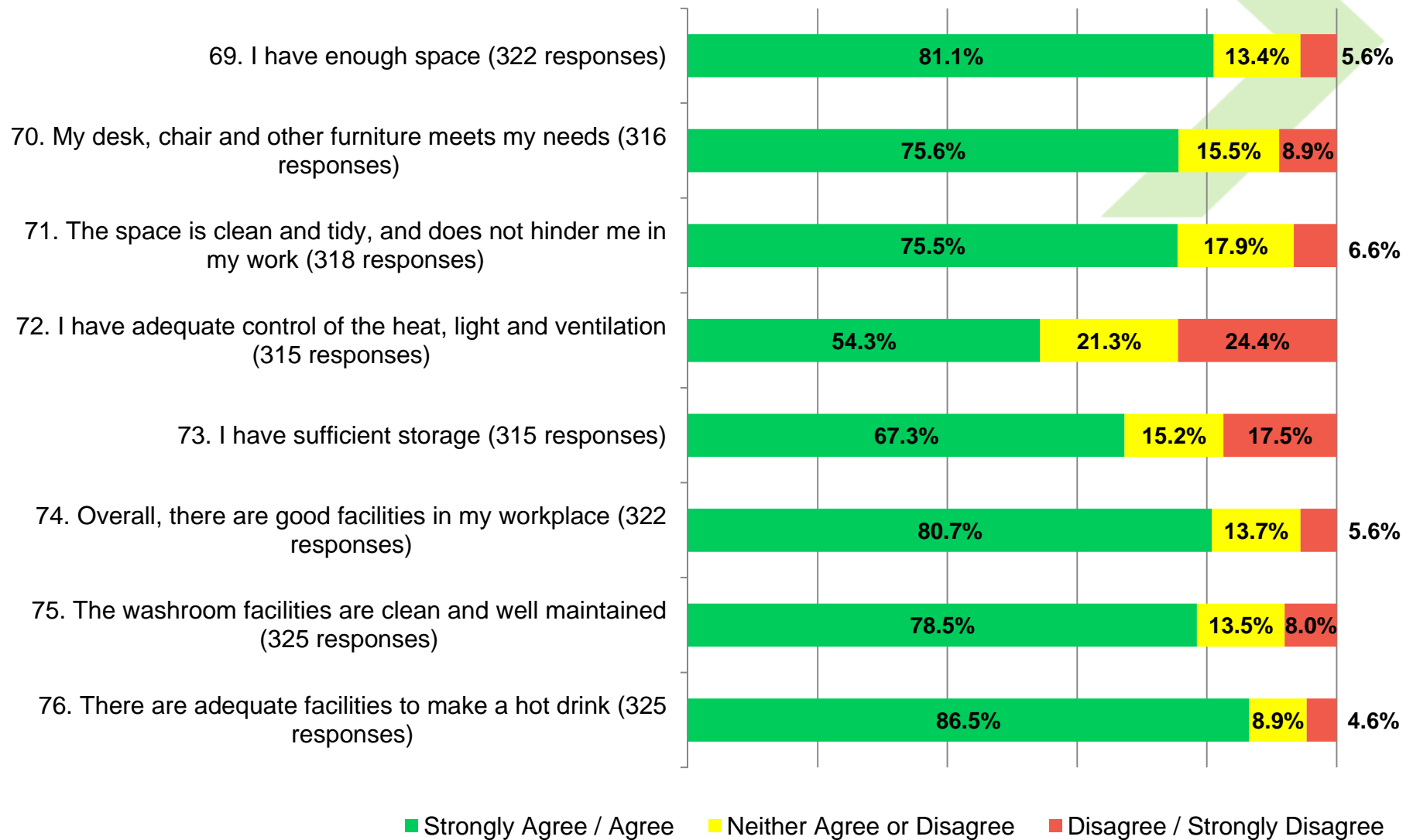
Please tick one box only for each question

(N.B: for employees in a shared service this section refers to the council which is your contracted employer)

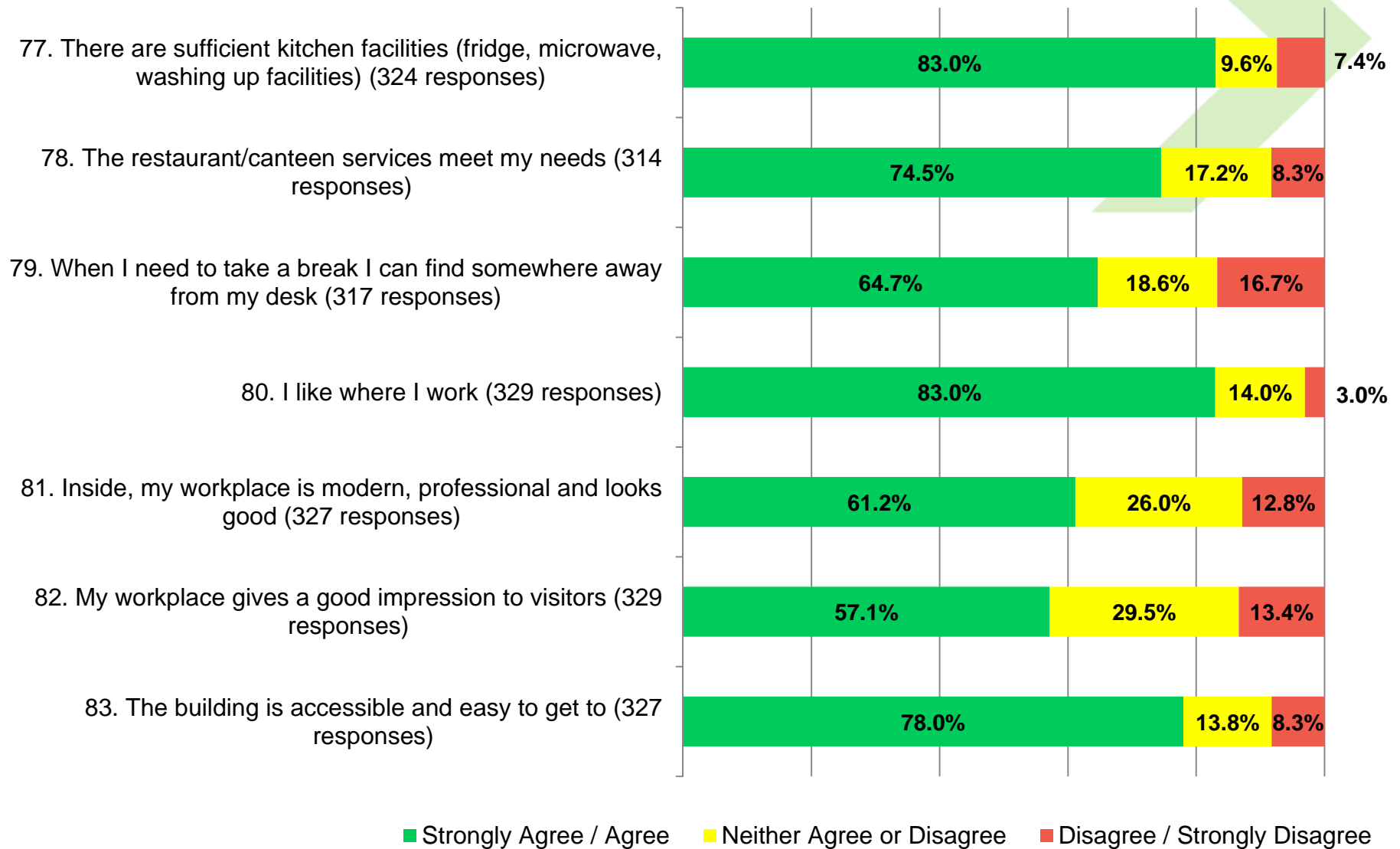
Please indicate the place of work you are referring to here

| Springfields | Tove Depot | Bodicote | Thorpe Lane Depot | Other |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

Section G: Working Environment (All Locations) (CDC- All Staff Responses)



Section G: Working Environment (All Locations) (CDC - All Staff Responses)



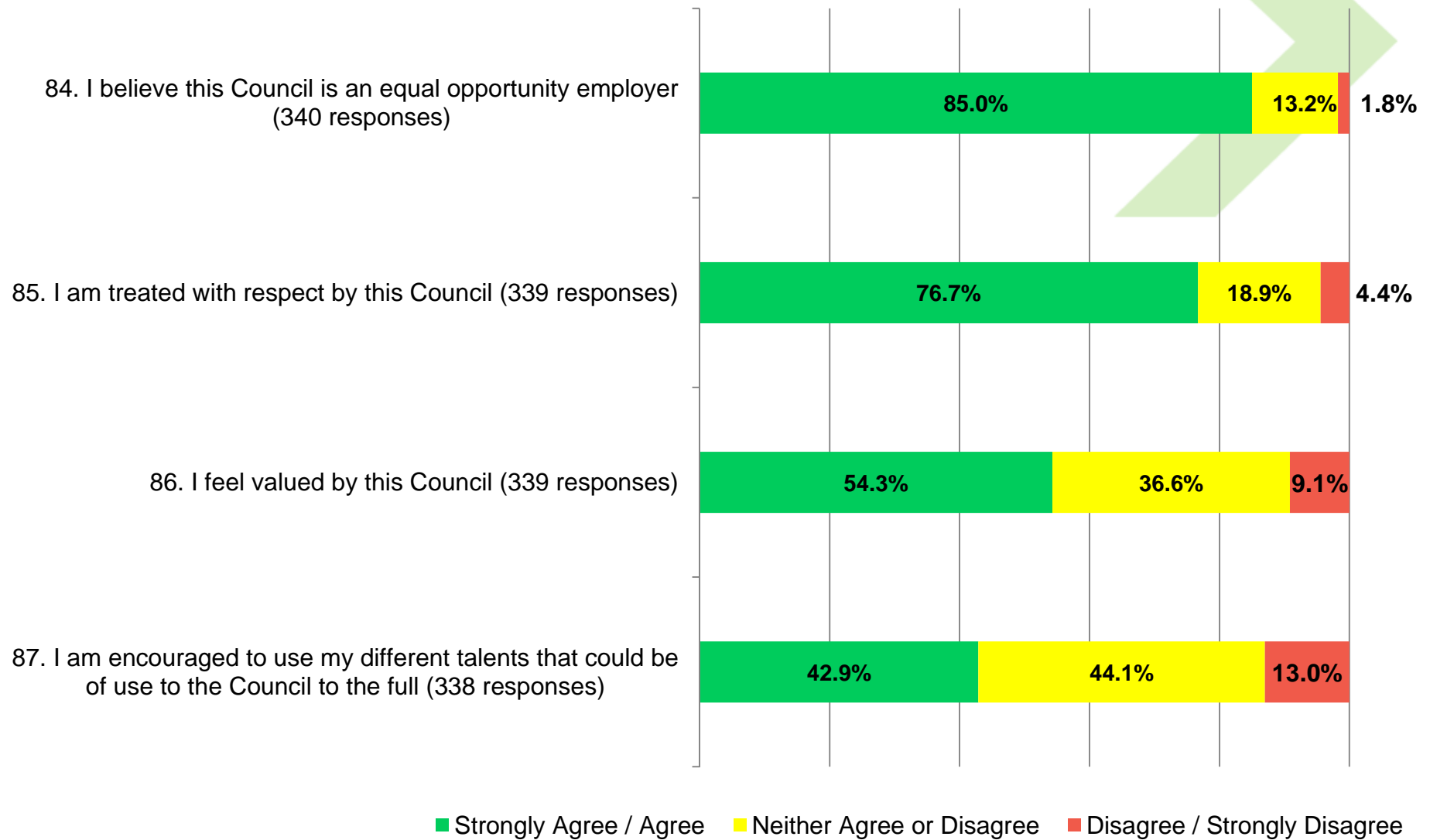
Section H – Equality & Diversity

Section H consisted of 4 statements about equality and diversity.

Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement.

| Section H: Equality & Diversity | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| <i>Please tick one box only for each question</i> | | | | | | |
| 84 | I believe this Council is an equal opportunity employer | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

Section H: Equality & Diversity (CDC- All Staff Responses)

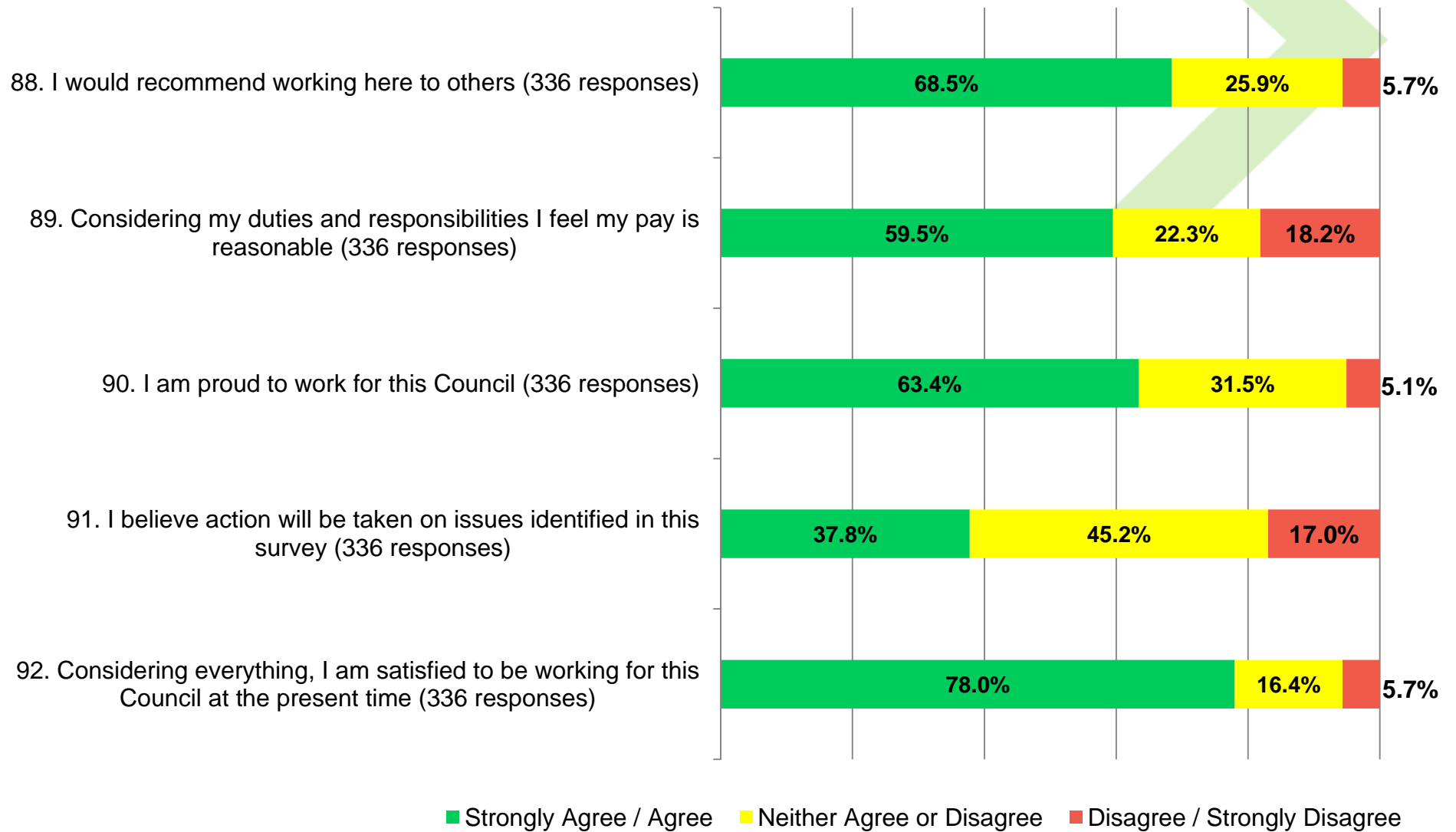


Section I – Perceptions of the Council

Section I consisted of 5 statements about the employee's perception of the Council.

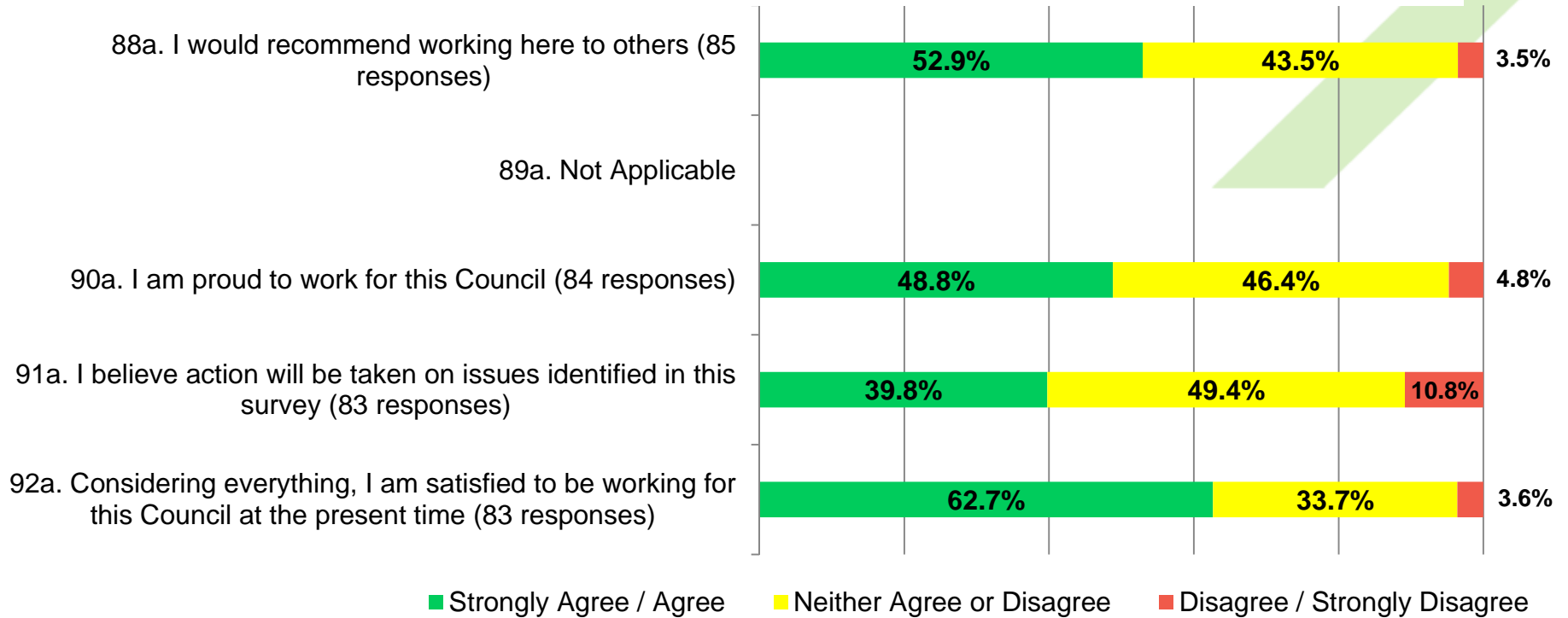
Staff were asked to tick the most appropriate box to indicate whether they agreed or disagreed with the statement. Those in shared services were also asked to respond to certain questions about South Northamptonshire Council.

Section I: Perceptions of the Council (CDC - All Staff Responses)



Section I: Perceptions of the Council (CDC - Shared/Joint Staff Responses)

Staff who work in shared services were asked to answer the following questions about their non contracted employer:



Data Quality Note

Please note that the information presented above is based on all staff who completed this section.

Although only shared staff were asked to only complete this section, the number of responses here is higher than the total number of staff who indicated that they worked across both Councils (71 staff).

Section J – Looking Ahead

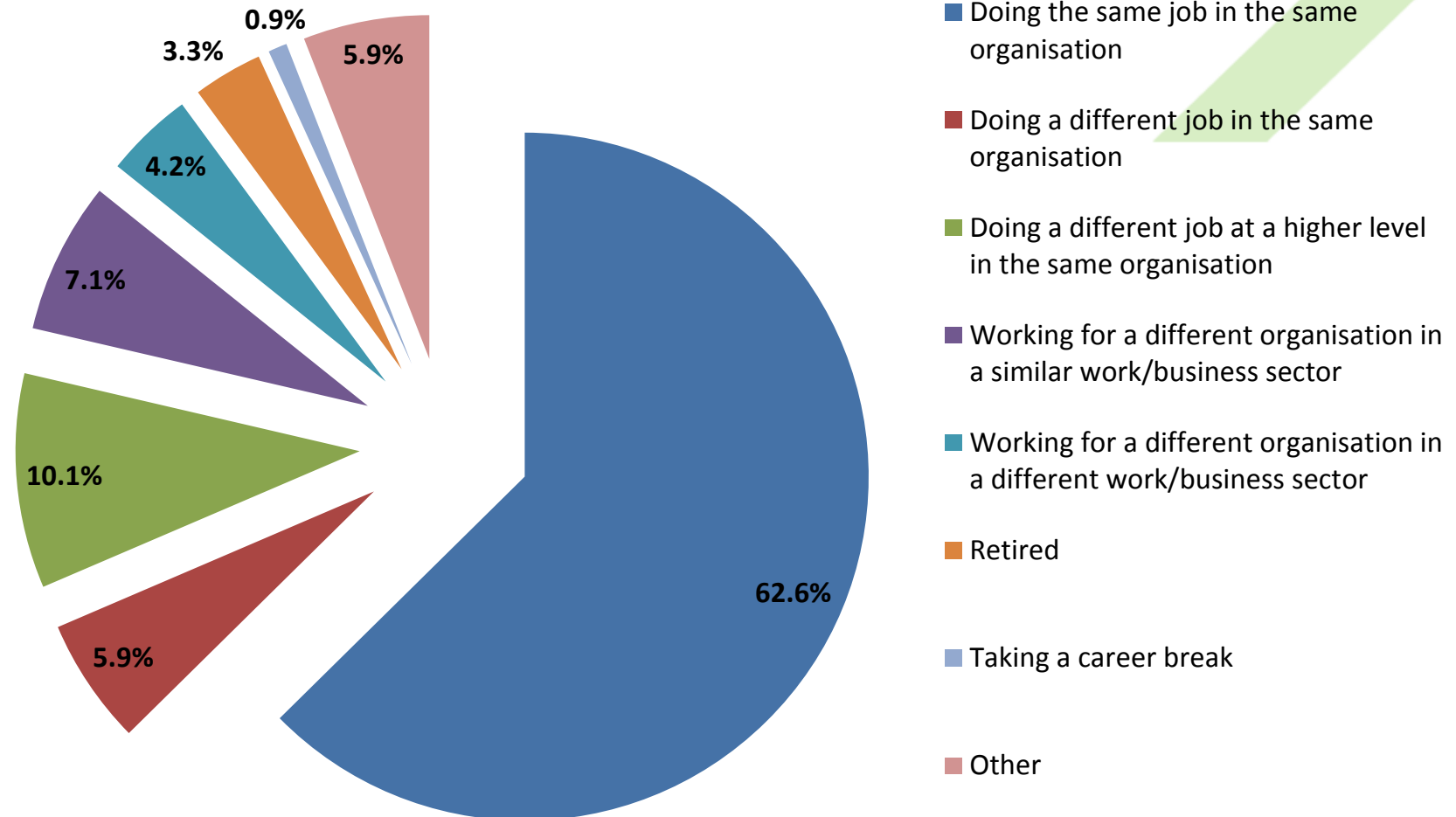
Section J consisted of 3 questions about what the employee would be doing in 2 years time, what they would change about the Council and what other talents they had which would be of use to the Council.

Section J: Looking Ahead

98 What do you think you'll be doing in two years time?

Please tick one box only

98. What do you think you'll be doing in two years time? (CDC - All Staff - 337 responses)



For further information please
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