

**Appendix F
Agenda Item (10)**

Staff Engagement Survey - percentage of staff who agreed

Statement	2015	2016	variance
The council I am employed by has a clear and inspiring vision	57.88	56.29	-1.59
I have confidence in the top leadership	55.77	59.52	3.75
I know what is expected of me at work	75.88	77.21	1.33
I know how my team contributes to the council's goals	73.08	73.98	0.90
Individual roles and responsibilities in the organisation are clear to me	55.19	65.14	9.95
I trust the information I receive	59.23	63.27	4.04
There is transparency and honest communication about the things that impact me	50.58	55.27	4.69
I feel that change is managed well	44.62	48.3	3.68
I feel that when changes are made they are for the right reasons	51.15	52.21	1.06
I am committed to helping deliver the council's vision	74.81	78.06	3.25
I feel fairly compensated for my work	55.58	56.63	1.05
I feel appreciated for my contribution at work	62.5	64.29	1.79
I receive regular, constructive, feedback; recognition; and praise for my work	61.15	62.41	1.26
I feel my ideas for improvements are encouraged and considered	62.88	65.31	2.43
I am inspired to achieve my goals at work	61.54	63.61	2.07
My manager takes prompt action when the standards set are not met	68.22	68.37	0.15
I have opportunities at work to learn and grow	61.43	64.46	3.03
I am involved in agreeing what it is I have to do	69.57	69.05	-0.52
I am involved in identifying my development needs and agreeing activities to improve my performance	69.57	69.56	-0.01
I feel I am treated fairly	66.86	69.73	2.87
I feel my workload stretches me, but is manageable	58.72	61.39	2.67

(END)