



Broxtowe
Borough
COUNCIL

2021

Employee Survey RESULTS

We recently asked you to tell us your thoughts about working at Broxtowe and what we can do to improve as an employer.

43%

of you took part
and here's some
of the things
you said ...



Benchmarks linked to the PEOPLE STRATEGY

96% Employees aware of their own training needs

↑1%
Compared to 2020

79% Employees who feel the Council is committed to equality and values diversity

↓4%
Compared to 2020

Benchmarks linked to the

COMMUNICATIONS AND ENGAGEMENT STRATEGY



93% Employees who are aware of the values

↑3%
Compared to 2020

78% Employees who are aware of the Council's vision and long term goals

↑10%
Compared to 2020

83% Employees who understand how the Council's vision and values relate to the work they do

↑6%
Compared to 2020

53% employees who feel informed

↓4%
Compared to 2020



Areas where we have improved on since last year:

I understand how my work contributes to the success of the organisation

95%
↑5%

* Compared to 2020

80%
↑3%

I like my job and enjoy working at the Council

My line manager gives me regular and constructive feedback

76%
↑3%

57%
↑7%

I believe that the General Management Team demonstrates effective leadership

Change is managed effectively

49%
↑3%

82%
↑15%

I feel supported at work in relation to my own mental health and wellbeing

I am encouraged to identify relevant learning opportunities

79%
↑11%

78%
↑9%

My line manager keeps me informed about developments in the Council

I receive recognition from my manager when I do a job well

80%
↑4%

59%
↑11%

The General Management Team sets and communicates clear priorities

I am valued for what I can offer the organisation

61%
↑5%



Some of the areas which we will focus on improving are:

- 1 Ensuring employees have the support they need to do their job.
- 2 Helping employees find a good work/life balance.
- 3 Continuing work to make sure change is managed effectively.
- 4 Ensuring employees feel comfortable disclosing mental health issues.
- 5 Continuing work to make decision making transparent.

A good place to work

Supported at work

Responded well to the challenges over the last year

I have been welcomed in the best way possible

A good company to work for

GOOD WORKING ENVIRONMENT

Friendly and approachable people

LOVELY STAFF

Values its staff

A nice place to work

Lots of positive things happening

GREAT TO WORK WITH

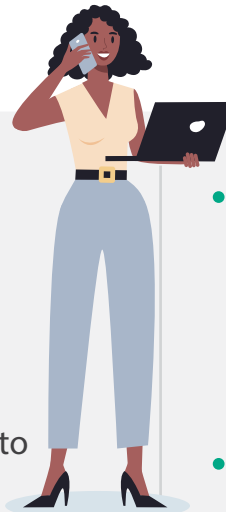
Enjoy my job very much

One of the better organisations I have worked for

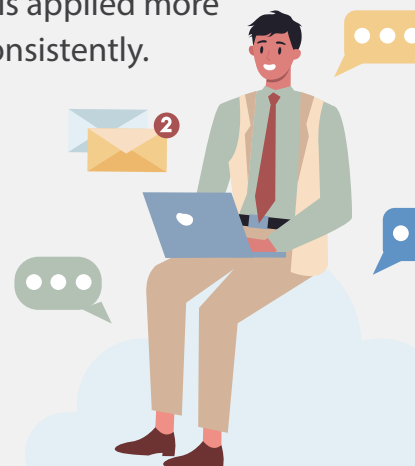
“YOU SAID” > “WE DID”

- Quarterly “question time” sessions for employees from across the Council to ask questions of GMT directly.
- Implementing more mobile technology.
- Exploring ways of promoting the status and value of technical and support officers.
- Reviewing the stability of ICT access at the Council Offices to see if improvements can be made.

- Quicker responses on GMT decisions to officers writing reports – we’ll aim to provide a response within 24 hours of meeting.
- Considering new ways of promoting sustainable travel to work.
- Developing and improving our approaches to stress management.
- Exploring the barriers to cross-team working and way to overcome them.



- Running more informal or social events for employees, including walk-and-talk and standing meetings.
- Actively promoting work/life balance within current terms and conditions, including flexi time arrangements.
- Reviewing the job evaluation scheme to simplify it and make sure it is applied more consistently.



Experiences of working during the pandemic

We also asked you about your experiences of working during the pandemic to help inform future plans for ways of working. The results highlight how everyone is coping differently and has their own personal circumstances which are impacting on this.

80% felt informed about the Council's response.

87% of employees had had regular contact with their manager.

92% of employees had had regular contact with their teams.

Virtual meetings, paperless working, working from home and more flexibility were all things you said you would like to see continued in the future

Some of the things you had found challenging about working during the pandemic were:

- Workload
- Technology
- Adapting to new ways of working
- Safety concerns
- Work/life balance including childcare responsibilities
- Lack of face to face contact

39% of employees had some safety concerns about returning to the offices or delivering services in the future

You can keep up to date with all the measures being put in place to ensure a safe return to the Council Offices by reading Friday's Employee Briefing or looking on the intranet at

<https://intranet.broxtowe.gov.uk/our-council/announcements-and-news/coronavirus/visiting-the-council-offices/>

The average score for how employees were feeling was

6.4 out of 10
↑ from 5.9 in 2020

Some of the things you had enjoyed about working during the pandemic were:

- Sense of teamwork
- Delivering services to support local people
- Improved work/life balance
- The sense of normality that working gave you in uncertain times

91% of employees who are able to, would like to continue working from home to some extent in the future

- Benefits to the environment
- Learning new skills
- Adapting and improving our ways of working
- Work/life balance

Social events and activities was the most common way you think we can bring employees together when restrictions are lifted.