



Employee Wellbeing Survey Results

We recently asked you how the pandemic was impacting on you and the way you are working so we can continue to support you and build your feedback into our recovery plans.

200 of you responded and the results highlight how everyone is coping differently and has their own personal circumstances which are impacting on this.

Here's some of the things you said..

How **YOU** are feeling

59/100 was the average score for how employees were feeling

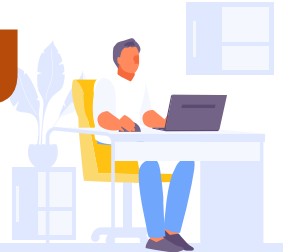


Some of the positives you've been taking from the situation are:

- **Support** from your team and residents
- **More time** for your **personal life** as a result of working from home
- The **normality** of work
- **Lack of commute**
- **More time** to spend with your **family** whilst staying at home

The things that some of you are finding more difficult are:

- Maintaining a **work/life balance** whilst working at home
- **Homeschooling** or looking after your children whilst working
- **Missing your team** members and office dynamics
- Missing family and friends and worrying about their **health**
- **Worrying** about your own health



YOUR work

77% of people said their role had either not changed or they were carrying out the same role but in a different way.

27% of respondents felt that over half of their role was focused on Coronavirus related tasks.

Some of the things you were enjoying about work at the moment were:

- Better communication
- Team work
- The normality of working to help you cope

The things that some of you were finding challenging at work at the moment were:

- Lack of normality
- Lack of communication and interaction
- Being anxious or worried about returning to the offices
- Technology issues
- Increased workload

There were also some service specific concerns – these will be shared with Heads of Service to address.



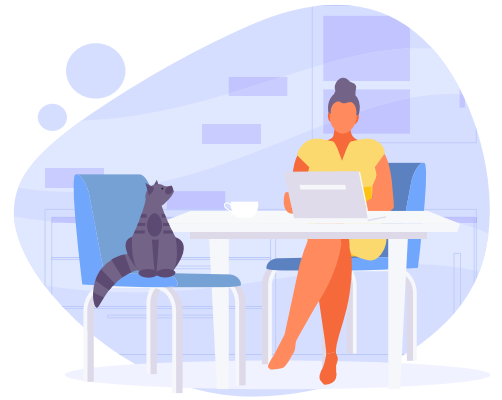
Working from **HOME**

Of those that were able to work from home:

71% either already worked from home regularly or wish to continue to work from home more often in the future.

Lack of commute, benefits to the environment from not being in the office and being more productive were the benefits some of you took from working at home

Having **less of a work/life balance**, lack of social interaction and balancing work and childcare or homeschooling was one of the biggest concerns of those of you who are finding working from home hard.



SUPPORT

88% said that their manager was in touch with their team at least once per week

89% said they were in touch with their team at least once a week.

The most popular way of keeping in touch within teams was email, followed by phone call, **Microsoft Teams** and **Whatsapp** or text.

75% felt contact with colleagues was just right.

Types of support

- **94%** of you were aware of PAM Assist – this will soon be replaced by Care First, our new Employee Assistance Programme
- **82%** were aware of the support from HR
- **93%** were aware of the information on the intranet
- **96%** were aware of the tips in the Employee Briefings

You had some **GOOD IDEAS** about our recovery plans including:



25% suggested a phased return to work

Yes, we are building this into our plans.

When social distancing measures have been reduced, as part of our New Ways of Working programme, we won't force anyone to work from home if they don't want to but we will encourage those who do to keep doing so and to do it more often.

17% suggested greater communications and one to one support

We've had some really positive feedback about the employee briefings so we've listened to this feedback and will be starting a new weekly employee newsletter from June which will replace our monthly Broxtowe Employee Newsletter.

We're also launching a new employee assistance programme from 1st June called Care First where you can access a range of counselling support including via phone, face to face and via webchat. Visit [ADD WEBLINK] for more information.

15% were concerned about safety and PPE when it came to returning to the offices.

A Return to Work Group has been meeting on weekly basis to ensure that comprehensive risk assessments and procedures are put in place to protect employees and members of the public. We'll be sharing guidance as this work develops. If you are concerned, please talking to your Line Manager or HR.

Please don't suffer in silence if you are finding things difficult. Speak up and let your Manager or HR know so that we can support you.

