

# GETTING VOCAL 2012

## Headline figures from LGA Employee Survey

Appendix 1

Positive Responses (above 70%)	Percent Positive (%)	No.
As long as I get the job done I have the freedom to work in a way that suits me	80	223
I am satisfied with my physical working conditions	73	222
I understand how my work contributes to the objectives of my division / team	81	223
I understand how my work contributes to the success of the organisation	80	223
I have a clear understanding of the purpose and objectives of the organisation	75	222
I feel committed to the organisation's goals	80	221
The LGA offers services that are good value for money	71	223
I am kept well informed about what the LGA is doing	71	221
I am given sufficient information about the latest issues facing local government	71	223
Communication within my team is effective	74	222
My last performance evaluation accurately reflected my performance	90	60
During my last performance evaluation my manager helped me to focus on improving my performance	77	60
My line manager is accessible when I need to see her/him	77	221
.....is open to my ideas and suggestions for change	77	221
.....treats me with respect	84	221
.....holds regular team meetings	76	220
.....encourages us to work as a team	71	218
.....recognises and acknowledges when I have done my job well	75	220
I am satisfied with the opportunities for flexible working (eg remote / home working)	71	221
I believe that this organisation is an equal opportunities employer	71	221

Areas for Improvement (below 50%)	Percentage Positive (%)	No.
I have clear, measurable work objectives	48	223
I believe I am valued for what I can offer the organisation	46	222
The organisation is ahead of the game and innovative in responding to customer needs	30	219
We act on the feedback we receive from member authorities	49	220
I am satisfied with how LGA shares knowledge, information and learning	44	223
I have the opportunity to contribute my views before changes are made which affect my job	41	222
The LGA has a strong culture of performance management	14	222
I am satisfied with the training I receive for my present job	34	221
I believe I have the opportunity for personal development and growth in the LGA	34	223
I am satisfied with the opportunities I have to get a better job in the LGA	17	222
Poor performance is dealt with effectively where I work	31	221
I receive regular and constructive feedback on my performance	48	221
Senior Management are open and honest in their communications with staff	37	221
Senior Managers are sufficiently visible in this organisation	40	220
I believe the senior management team has a clear vision for the future of this organisation	39	221
The reasons for change are well communicated	40	222
This organisation manages change effectively	23	221
I feel the LGA is committed to providing learning and development opportunities for all employees	39	219
I would feel able to report bullying/harassment without worrying that it would have a negative impact on me	49	221