



The table below shows, for each question, the percentage of respondents expressing a positive view, i.e. for most questions a response of 'Strongly agree' or 'Agree'. Results from 2005, 2003 and norms are shown where available.

Total responses = 2155, a response rate of 28%

	<b>SCC 2007</b>	<b>SCC 2005</b>	<b>SCC 2003</b>	<b>Norm</b>
1. I enjoy the work I do for Suffolk County Council.	90	92	93	88
2. My physical working conditions (e.g. furniture, heat, light, ventilation etc.) are good.	64	61	58	67
3. I have access to the facilities I need to do a good job.	76	77	78	78
4. I feel safe at work.	89	90	87	91
5. Health and safety is treated seriously where I work.	86	84	82	76
6. I am paid fairly for what I do.	59	63	64	55
7. My grade is appropriate for the work I do.	58	61	61	54
8. I understand the vision and purpose of the Directorate I work within.	74			
9. The work I do within my Directorate makes me feel my job is important.	68			
10. I know what is expected of me in my job.	89	89	90	85
11. I am aware of how my role fits within the organisation.	87	87	89	
12. I know who to speak to if I am unsure about something concerning my job or employment with Suffolk County Council.	86	89	94	
13. I have the authority I need to make decisions required in my job.	70	76	73	73
14. I can cope with the volume of work I have to do without serious difficulty.	69	72	72	77

	<b>SCC 2007</b>	<b>SCC 2005</b>	<b>SCC 2003</b>	<b>Norm</b>
15. The hours I have to work to achieve my targets are reasonable.	66	67	66	71
16. I am sufficiently involved in decisions that affect me in my area of work.	58	62	61	
17. I work flexible hours.	48 <sup>1</sup>	49	49	
18. I work from home when I want/need to do so.	23	26	20	
19. I have experienced barriers to working at home.	17	17	12	
20. I work in an environment that values diversity and equality of opportunity.	71		16	
21. When I joined Suffolk County Council I received the training I needed to enable me to do my job.	76	72	70	62
22. The corporate awareness event gave me induction information I needed about Suffolk County Council.	47	45	41	
23. I know how to find out about training and development opportunities.	80	82	75	
24. My manager ensures that my training needs receive adequate attention.	73	74	68	61
25. After training, I am given opportunities to use what I have learnt.	72	72	67	
26. I am encouraged to learn new skills.	69	73	65	64
27. My job enables me to use the full range of skills I have to offer.	64	66		
28. I have taken part in a Performance Development Review (PDR) in the last twelve months.	84 <sup>1</sup>	79	53	69
29. My Performance Development Review (PDR) gave me useful feedback on my performance.	65	73	77	71
30. In my experience, the occupational progression process was conducted fairly. (If you have not had an application considered by a board, please tick 'Not applicable to me')	29	28		
31. I would be happy to take on a different role within the council.	56	57	52	
32. There are opportunities available for me to develop my career within the county council.	42	51	43	46

	<b>SCC 2007</b>	<b>SCC 2005</b>	<b>SCC 2003</b>	<b>Norm</b>
33. I feel confident that I will be given the help I need to develop my career within the council.	41	46	36	54
34. I can give an example of how the council has developed my career.	49	46		
35. I can think of examples of how learning and development has improved the performance of my team and the county council.	56	58		
36. My manager is visible and approachable.	82			80
37. My manager readily shares information which is relevant to me.	77	78	77	
38. I can rely on my manager to give me the support I need to do my job.	74	79	76	78
39. My manager regularly praises me when I do a good job.	64	76	72	72
40. My manager consults me before taking decisions that will affect me.	62	64	62	66
41. My manager makes me feel that I am a valuable member of our team.	72	75		
42. My manager treats me with respect.	83			
43. My manager is good at handling poor performance.	47	47	48	61
44. My manager appreciates the demands of my job.	71	74		78
45. Overall, how would you rate the people-management skills of your manager / supervisor?	58 <sup>2</sup>	60	56	62
46. I get the information I need to do my job well.	70	71	72	73
47. Communication in my team is good.	75	72	72	71
48. Communication between my team and other parts of the council is good.	45	39	41	57
49. I feel well informed about what is happening in Suffolk County Council.	53	50	50	62
50. I am told about council-wide changes before they occur.	48	38	40	50

	<b>SCC 2007</b>	<b>SCC 2005</b>	<b>SCC 2003</b>	<b>Norm</b>
51. The amount of information I receive from the council is	55 <sup>3</sup>	56	55	
52. The information I receive from the council is	21 <sup>4</sup>	19	17	
53a. How useful to you are the following channels of information: COLIN	57 <sup>5</sup>	56	42	
53b. How useful to you are the following channels of information: Suffolk County Council external website	45 <sup>5</sup>			
53c. How useful to you are the following channels of information: Email	64 <sup>5</sup>	67	52	
53d. How useful to you are the following channels of information: Notice boards	47 <sup>5</sup>	46	50	
53e. How useful to you are the following channels of information: Newsletters (Directorate)	48 <sup>5</sup>	55	59	
53f. How useful to you are the following channels of information: Team briefings / Meetings	69 <sup>5</sup>	73	65	
53g. How useful to you are the following channels of information: Corporate Events / Directorate Events	26 <sup>5</sup>			
53h. How useful to you are the following channels of information: Trade unions	33 <sup>5</sup>	30	25	
53i. How useful to you are the following channels of information: Staff newspaper (Inside SCC)	39 <sup>5</sup>	47	50	
53j. How useful to you are the following channels of information: Chief Executive's Blog – Mike More's weekly message	26 <sup>5</sup>			
53k. How useful to you are the following channels of information: Rumour Buster	26 <sup>5</sup>			
53l. How useful to you are the following channels of information: CMT Message / Payslips	51 <sup>5</sup>	61		
53m. How useful to you are the following channels of information: Press/external media	40 <sup>5</sup>	42	39	
54. I believe the information I receive from the council.	56	68	66	
55. I am aware of the council's Securing the Future programme.	66			
56. I understand the need for organisational change now and in the future.	71			

	<b>SCC 2007</b>	<b>SCC 2005</b>	<b>SCC 2003</b>	<b>Norm</b>
57. My ideas and suggestions are sought by the council before change is introduced.	24	18		
58. I receive feedback on ideas and suggestions I give to my manager.	47	51		
59. I have a good understanding of what other parts of the council do.	47	43	34	
60. I feel free to express my concerns/opinions.	60	63		
61. There are opportunities to let senior management in my part of the council know how I feel about things that affect me and my work.	47	51		
62. I believe senior management in my part of the council take account of staff views when making decisions that affect them.	31	36		
63. I have confidence in the decisions made by the Corporate Management Team (CMT).	25	30	28	
64. The Corporate Management Team (CMT) works hard to keep in contact with staff.	32	30	29	48
65. The council is genuinely concerned for the well-being of staff.	41	52	51	55
66. The council recognises and promotes the value of team working.	54	63	57	
67. I feel that the work I do is valued by the council.	45	51	51	56
68. I know what the council is here to do.	78	76	75	
69. I would recommend Suffolk County Council to a friend as a good place to work.	56	69	69	71
70. Taking everything into account I feel positive about working for Suffolk County Council.	63	75	76	76
71. Corporate Management Team Directors will take action to address any problems identified by this survey.	32	38	47	

<sup>1</sup> % Yes

<sup>2</sup> % Very good/good

<sup>3</sup> % Adequate

<sup>4</sup> % Always relevant to me/relevant to me most of the time

<sup>5</sup> % Very useful/useful