

		Appendix B
Corporate Survey Feedback Summary BDC/NEDDC		
	<u>What Works Well</u>	<u>What does not work so well</u>
Overall (Work Env)	Good Employer - Rather work for Council than most other employers Enjoy working for the Council Safe & clean work environment Satisfied with job	Different services do not work well together Morale is not good where I work Feel unfairly paid for the work I do My job is stressful
Communications	Know what have to do to be high performing Understand why efficiency's required & kept up to date on these Communication between teams in my service area is good Council keeps you informed Communicated a clear vision for future direction & priorities	
Culture	Treated with fairness and respect by Members, by SAMT & other employees	The Council does not value what I do
Management	Had an appraisal Manager is approachable, encourages me to discuss work problems, voice opinions & ensures I get the training I need Treats me fairly & with respect Encourage improvement to way we work & involves me in decisions Responds positively to ideas, encourages me to express my opinion & work as a team Gives me the information I need to do my job & explains how my work contributes to overall objectives Supports me in a crisis Helps me learn from my mistakes I trust & respect my manager Deals with poor performance	Do not receive regular and helpful feedback Team meetings do not take place on a regular basis I do not receive recognition & praise for doing good work
CPD	Received adequate training to do my job My manager ensures I get training to do my job Get enough opportunity to discuss L&D with my manager Participated in training in last 12 months Manager checks L&D helps me in my job L&D has improved my performance Opportunities for L&D at thr Council	Not been offered or participated in L&D in last 12 months
Leadership	Effectively managed budgets Council is always trying to improve way we do things Supports me with aggressive service users	Not involved in future planning & decision making My ideas for efficiency work are not sought Morale is not good SAMT is not accessible & visible SAMT does not provide clear direction & leadership