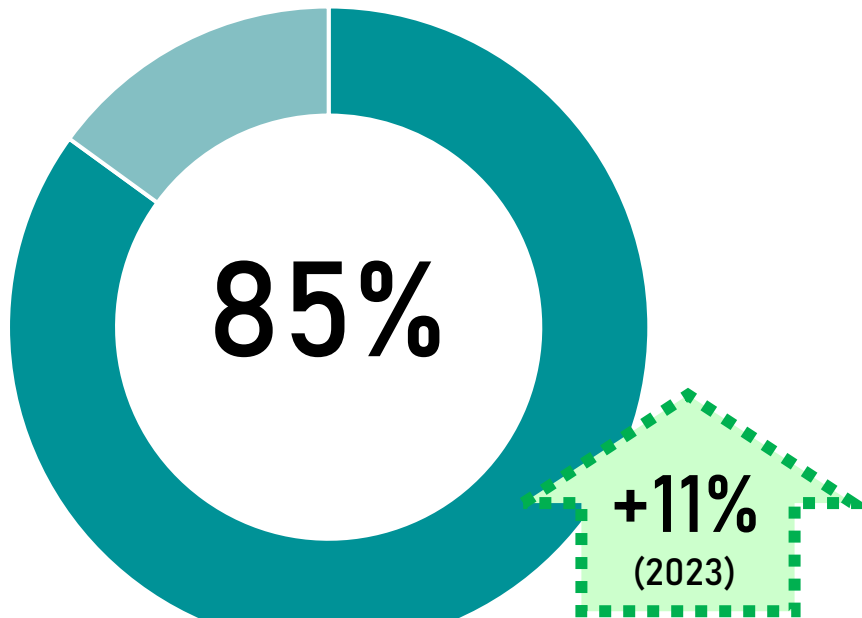

2024 SKDC Engagement Survey Results



SOUTH
KESTEVEN
DISTRICT
COUNCIL

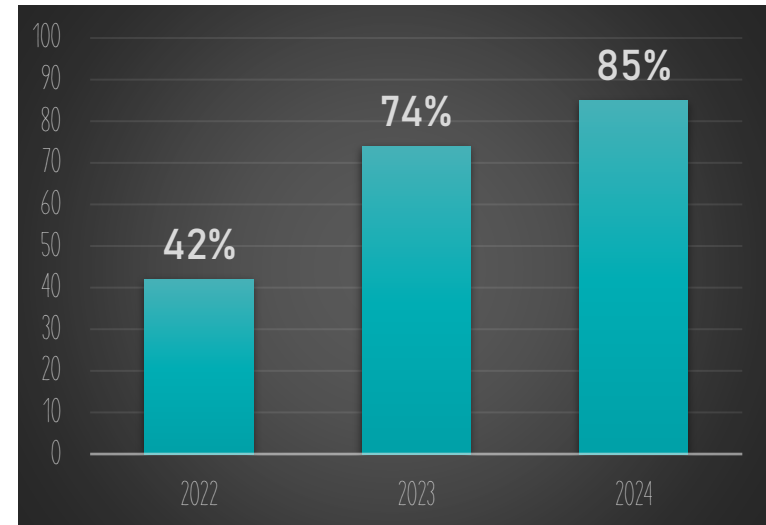
Response Rate

2024 RESPONSE RATE



Of our 571 employees, 484 completed the survey, giving a response rate of 85%. There were an additional 18 responses from individuals on casual contracts.

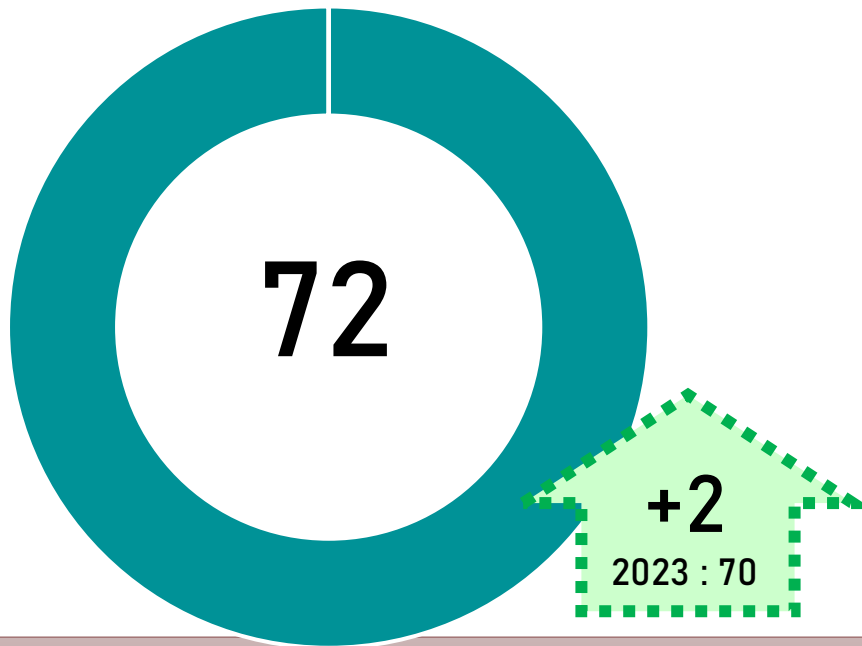
PREVIOUS YEARS' RESPONSE RATE %



SOUTH
KESTEVEN
DISTRICT
COUNCIL

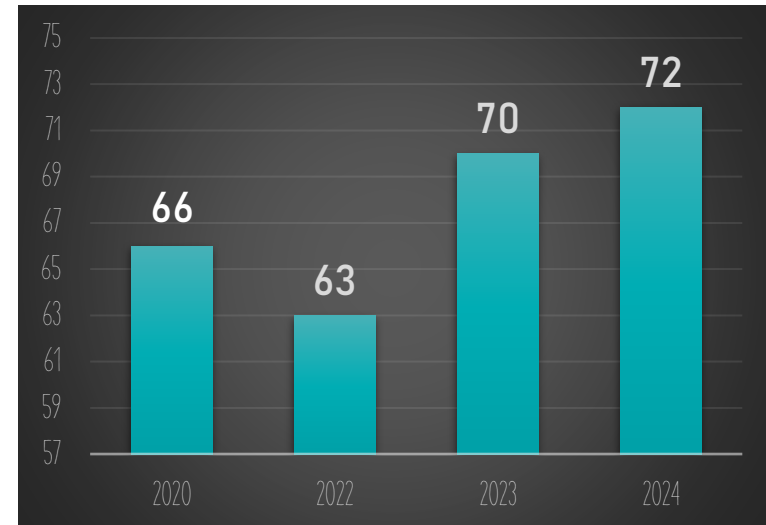
Engagement Index

2024 ENGAGEMENT INDEX



The Engagement Index is a combined calculation of 6 questions that have the biggest impact on overall engagement.

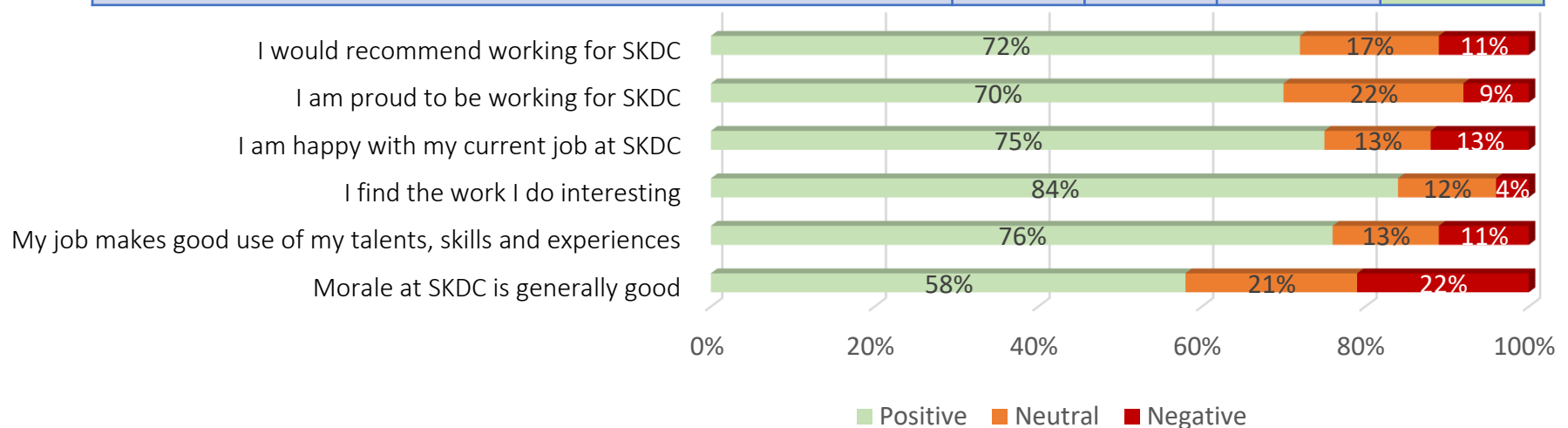
PREVIOUS YEARS RESPONSE RATE %



SOUTH
KESTEVEN
DISTRICT
COUNCIL

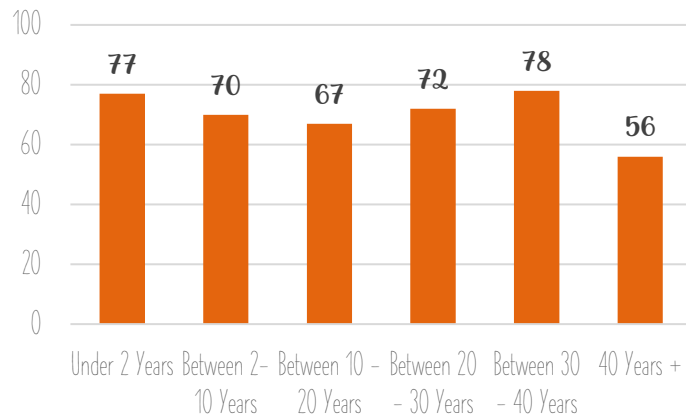
Engagement Index

	% who either agreed or strongly agreed to the statements.			
	2024	2023	2022	Diff 2022 - 2024
I would recommend working for SKDC	78%	72%	54%	24%
I am proud to be working for SKDC	72%	70%	58%	14%
I am happy with my current job at SKDC	80%	75%	67%	13%
I find the work I do interesting	80%	84%	78%	2%
My job makes good use of my talents, skills and experiences	76%	76%	70%	6%
Morale at SKDC is generally good	58%	47%	32%	26%

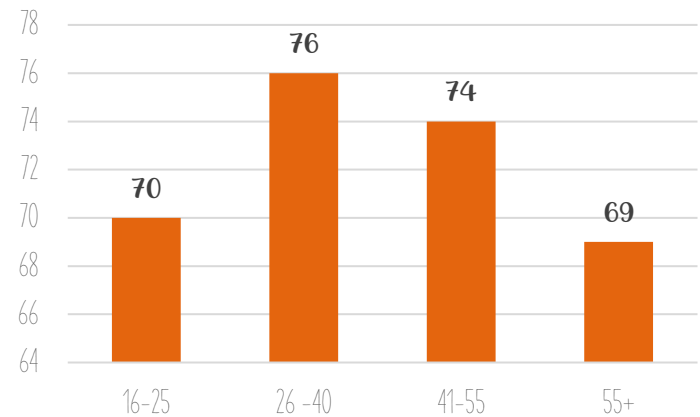


Engagement Index by Demographic

ENGAGEMENT INDEX BY LENGTH OF SERVICE



ENGAGEMENT INDEX BY AGE



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Wellbeing Index

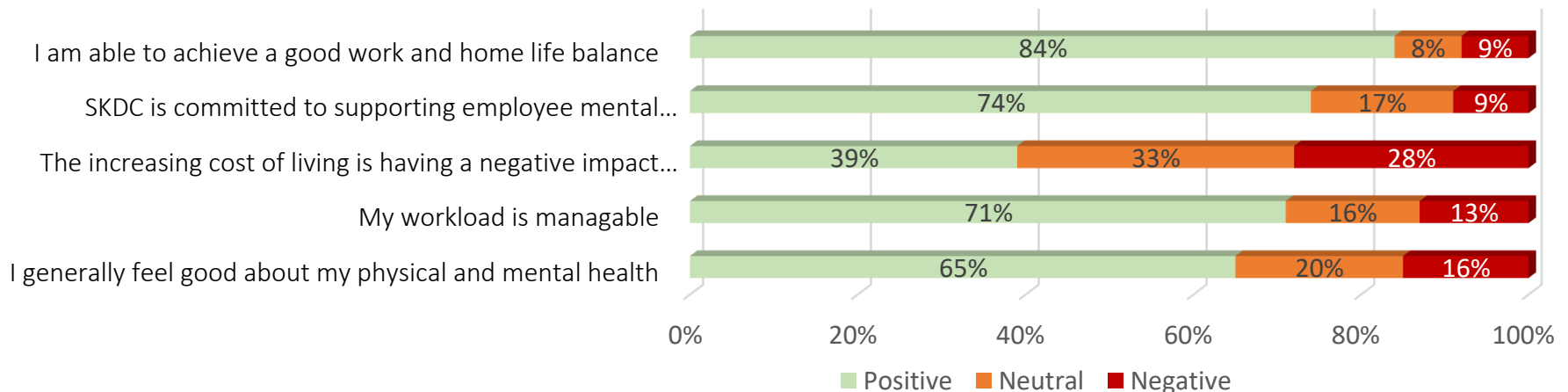
66

+2

2023 - 64

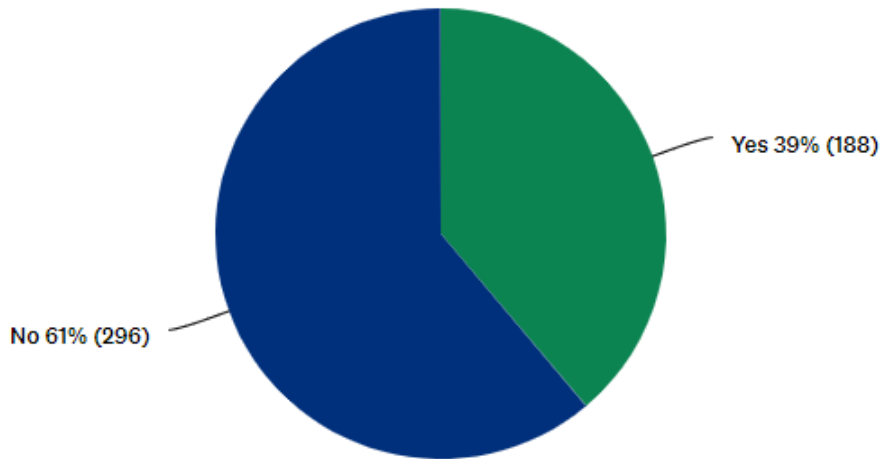
% who either agreed or strongly agreed to the statements.

	2024	2023	Diff
I am able to achieve a good work and home life balance	84%	78%	+6
SKDC is committed to supporting employee mental wellbeing	74%	67%	+7
The increasing cost of living is having a negative impact on my mental health	39%	39%	0
My workload is manageable	71%	67%	+4
I generally feel good about my physical and mental health	65%	59%	+6



Events

HAVE YOU ENGAGED WITH ANY WELLBEING INITIATIVES OVER THE PAST YEAR SUCH AS THE SK AWARDS EVENING/PARTY, MENTAL HEALTH WEEK SESSIONS ETC.



IF YOU ANSWERED NO, PLEASE SPECIFY WHY.

Workload or too busy

x30

Communication/not aware of wellbeing activities

x37

Not interested

x21

New to SK

x12

Wellbeing

WE VALUE YOUR FEEDBACK ON SKDC'S WELLBEING PROGRAMME AND INITIATIVES. PLEASE SHARE YOUR THOUGHTS ON THE CURRENT WELLBEING OFFERINGS PROVIDED BY THE COUNCIL.

I've been to the awards evening and bbq and thought both were great. We can't always get release for other activities.

I think the wellbeing efforts this past year have been the best yet.

Very well organised and friendly for everyone's ability

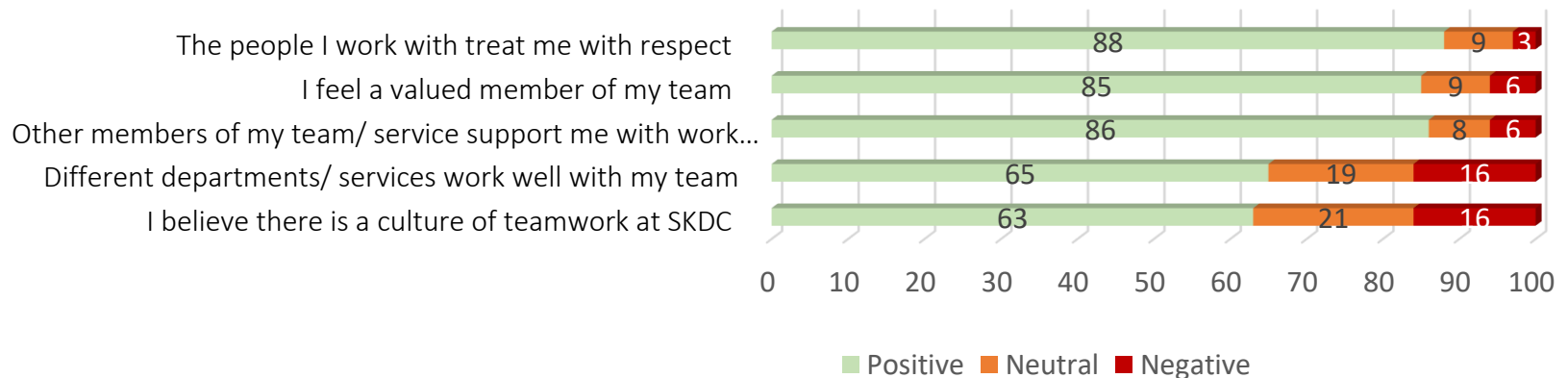
It's a good way to get to know people in other departments that may not work in the picture house..

It is good that SKDC have recognised the wellbeing needs of its employees and I am sure that many who have participated appreciate them. If certain teams feel unable to participate due to work deadlines, can timings be altered or specific sessions be made available at different times?

I was nominated at SKDC awards and felt it was a lovely touch receiving my personal card from Karen Bradford appreciating all the hard work and valuing me as member of of Skdc .I am hoping to get a Permanent position.

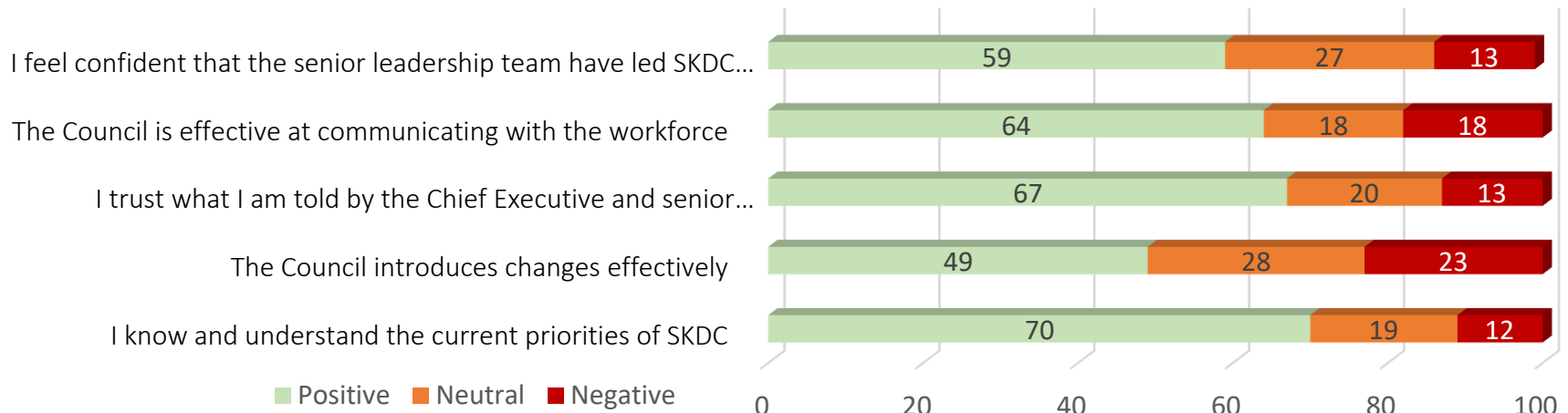
Teamwork

	% who either agreed or strongly agreed to the statements.		
	2024	2023	Diff
The people I work with treat me with respect	88%	86%	+2%
I feel a valued member of my team	85%	79%	+6%
Other members of my team/ service support me with work when I need it	86%	83%	+3%
Different departments/ services work well with my team	65%	58%	+7%
I believe there is a culture of teamwork at SKDC	63%	55%	+8%



Leadership

	% who either agreed or strongly agreed to the statements.		
	2024	2023	Diff
I feel confident that the senior leadership team have led SKDC well during the past year	59%	55%	4%
The Council is effective at communicating with the workforce	64%	60%	4%
I trust what I am told by the Chief Executive and senior managers at the Council	67%	57%	10%
The Council introduces changes effectively	49%	47%	2%
I know and understand the current priorities of SKDC	70%	64%	6%



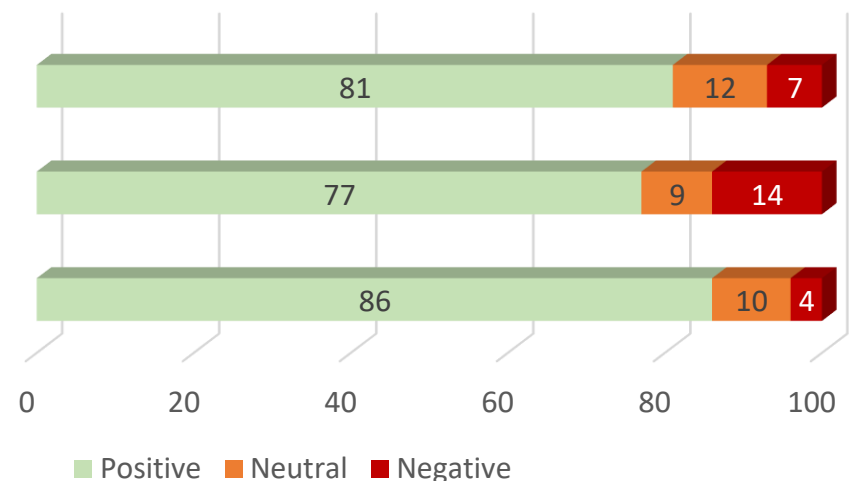
Working Environment

	% who either agreed or strongly agreed to the statements.		
	2024	2023	Diff
I am satisfied with my physical working conditions, and considering my role, feel they meet my expectations.	81%	79%	+2%
I have all the resources I need to carry out my job effectively (e.g. equipment, IT, vehicles, people etc.)	77%	72%	+5%
I feel safe when I am at work	86%	87%	-1%

I am satisfied with my physical working conditions, and considering my role, feel they meet my expectations.

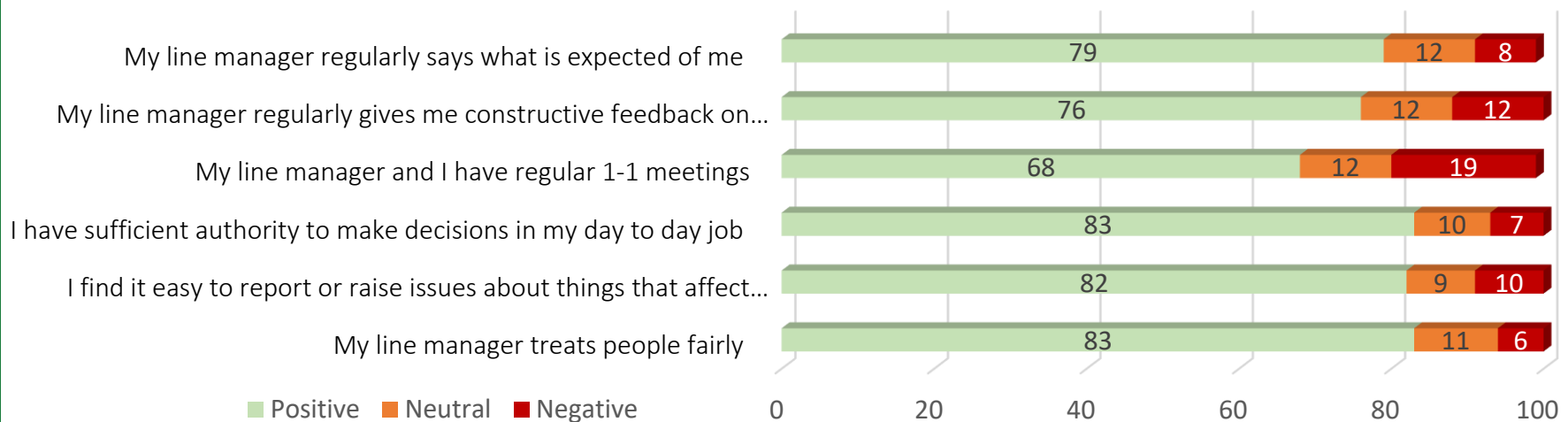
I have all the resources I need to carry out my job effectively (e.g. equipment, IT, vehicles, people etc.)

I feel safe when I am at work



Line Manager

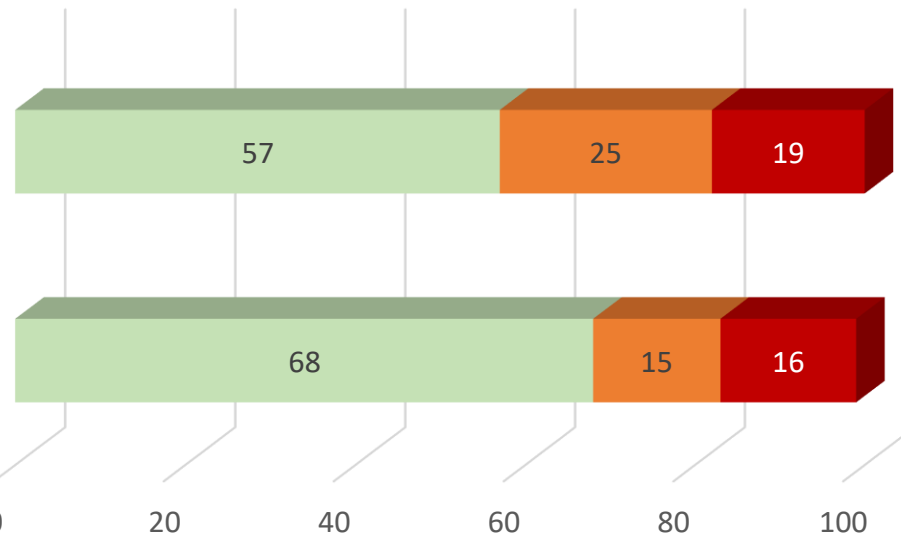
	% who either agreed or strongly agreed to the statements.		
	2024	2023	Diff
My line manager regularly says what is expected of me	79%	76%	+3%
My line manager regularly gives me constructive feedback on how I am doing	76%	69%	+7%
My line manager and I have regular 1-1 meetings	68%	65%	+3%
I have sufficient authority to make decisions in my day to day job	83%	81%	+2%
I find it easy to report or raise issues about things that affect me, my team, or the Council	82%	73%	+9%
My line manager treats people fairly	83%	77%	+6%



Development & Progression

	% who either agreed or strongly agreed to the statements.		
	2024	2023	Diff
I believe there are opportunities for my career to develop at SKDC	57%	48%	+9%
I have been offered some training or development over the last 12 months – either formally, or on the job development/ coaching	68%	61%	+7%

I believe there are opportunities for my career to develop at SKDC



I have been offered some training or development over the last 12 months – either formally, or on the job development/ coaching

■ Positive ■ Neutral ■ Negative

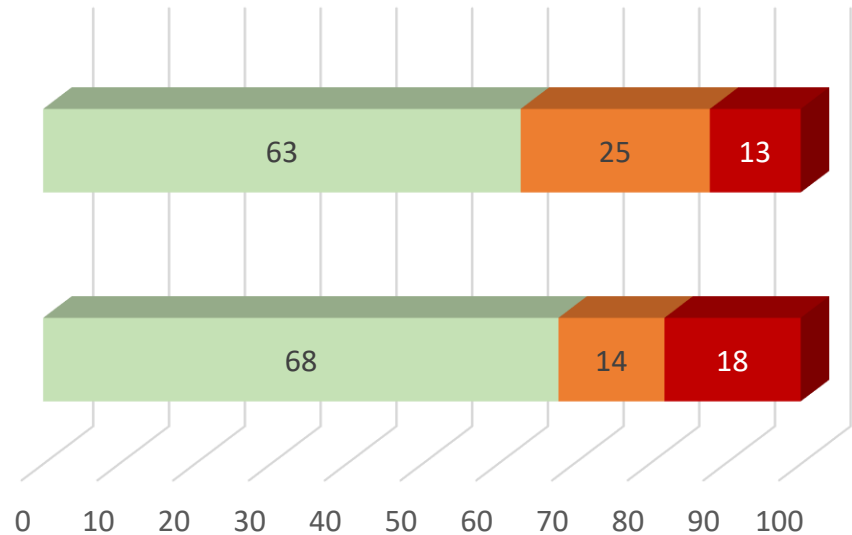
Innovation

	% who either agreed or strongly agreed to the statements.		
	2024	2023	Diff
The managers I deal with at SKDC encourage staff to explore new ways of thinking and looking at problems	63%	54%	+9%
I believe if I made a suggestion for improvement, it would be treated seriously and if possible, implemented	68%	61%	+7%

The managers I deal with at SKDC encourage staff to explore new ways of thinking and looking at problems

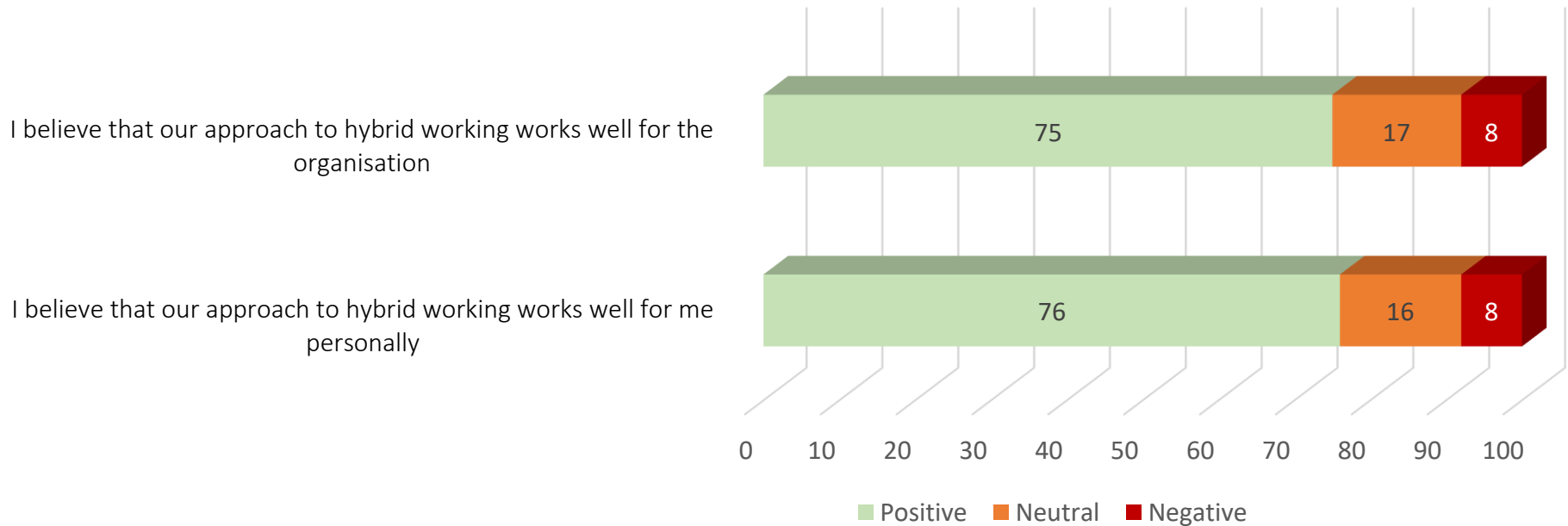
I believe if I made a suggestion for improvement, it would be treated seriously and if possible, implemented

■ Positive ■ Neutral ■ Negative



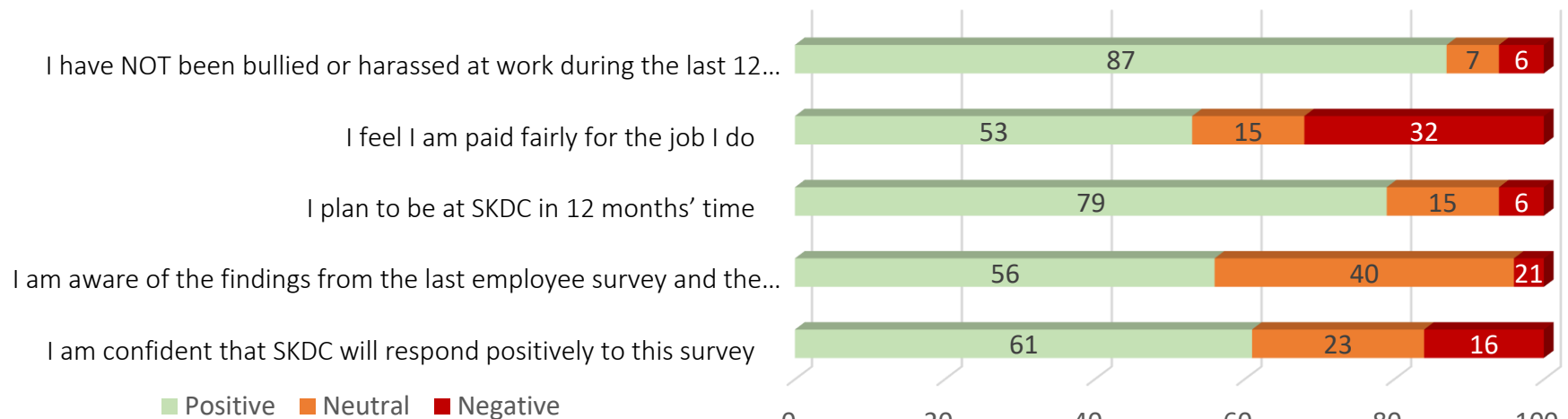
Hybrid Working

	% who either agreed or strongly agreed to the statements.		
	2024	2023	Diff
I believe that our approach to hybrid working works well for the organisation	75%	74%	+1%
I believe that our approach to hybrid working works well for me personally	76%	72%	+4%



Other Questions

	% who either agreed or strongly agreed to the statements.		
	2024	2023	Diff
I have NOT been bullied or harassed at work during the last 12 months	87%	87%	0%
I feel I am paid fairly for the job I do	53%	54%	-1%
I plan to be at SKDC in 12 months' time	79%	74%	5%
I am aware of the findings from the last employee survey and the actions taken	56%	56%	0%
I am confident that SKDC will respond positively to this survey	61%	59%	2%



What can SKDC do to make the organisation a better place to work?

Encourage feedback on more regular basis and make changes based on feedback received.

More opportunities to progress.

Higher pay

Teams to communicate more with each other.

Let us wear shorts in the summer (Waste Team).

Continue to develop social aspects of working for the authority.

More support for new managers.

Continue to develop social aspects of working for the authority.

Communications - Make sure all departments get all news updates.

Next steps

- Results have been communicated to colleagues.
- Deep dive with colleagues to discuss what the results are telling us and what actions people would like to see.
- Build team and Council engagement action plans.
- Take action – deploy the plans.
- People Panel and SLT to be champions in these conversations and driving improvements.