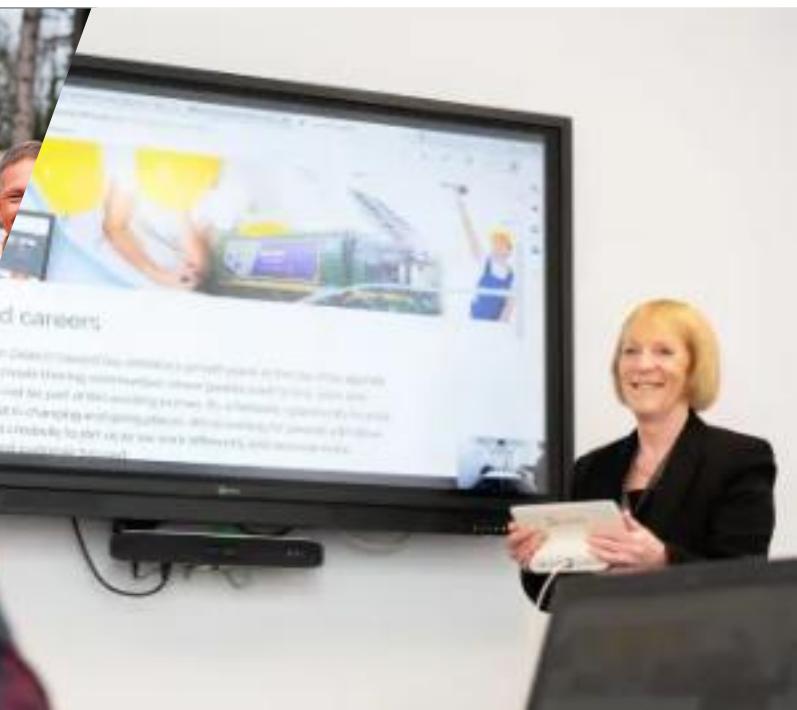
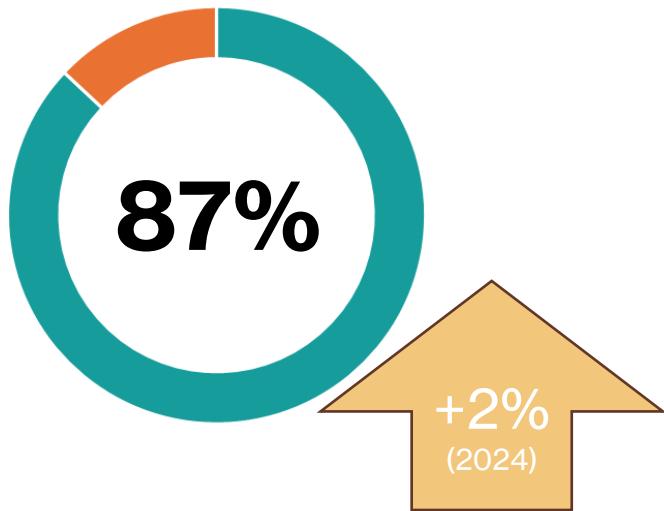


2025 Engagement Survey Results



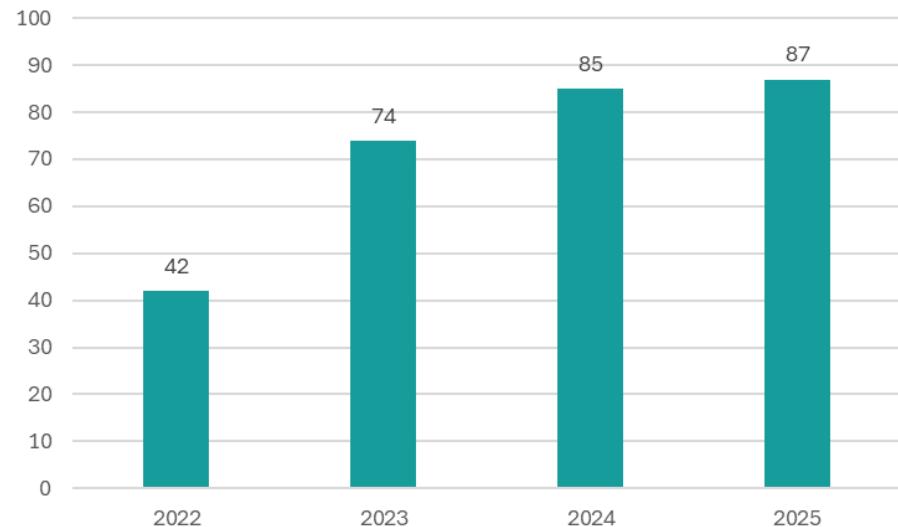
Response Rate

2025 Response Rate

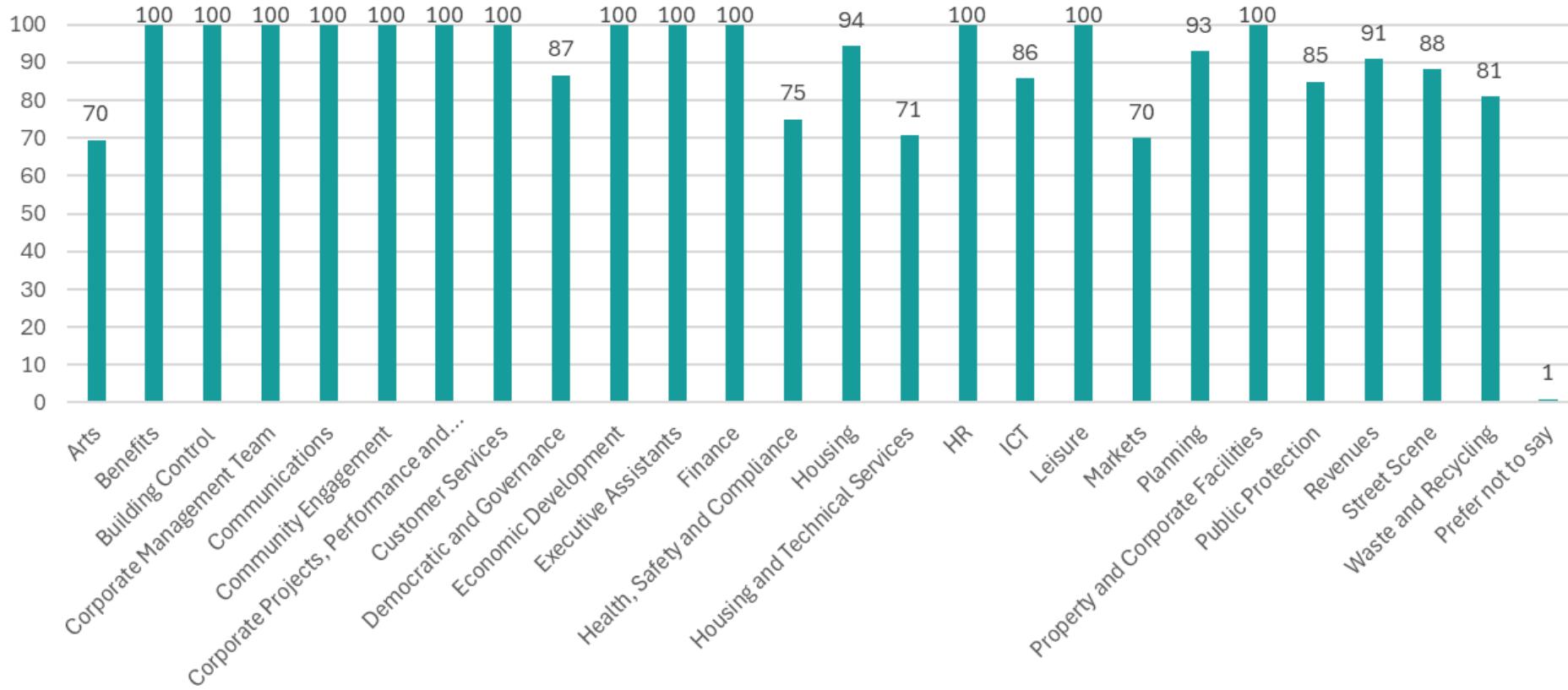


Of our 620 employees (inc Casuals), 539 completed the survey

Previous years response rates (%)



Team Response Rate (%)



In the 2024 Survey the bottom three departments in terms of response rates were:

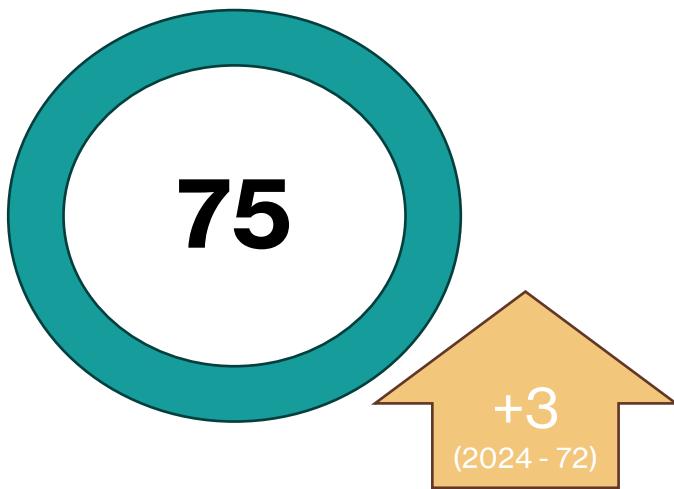
Housing – 73% (now 94%)

Benefits – 67% (now 100%)

Markets – 29% (now 70%)

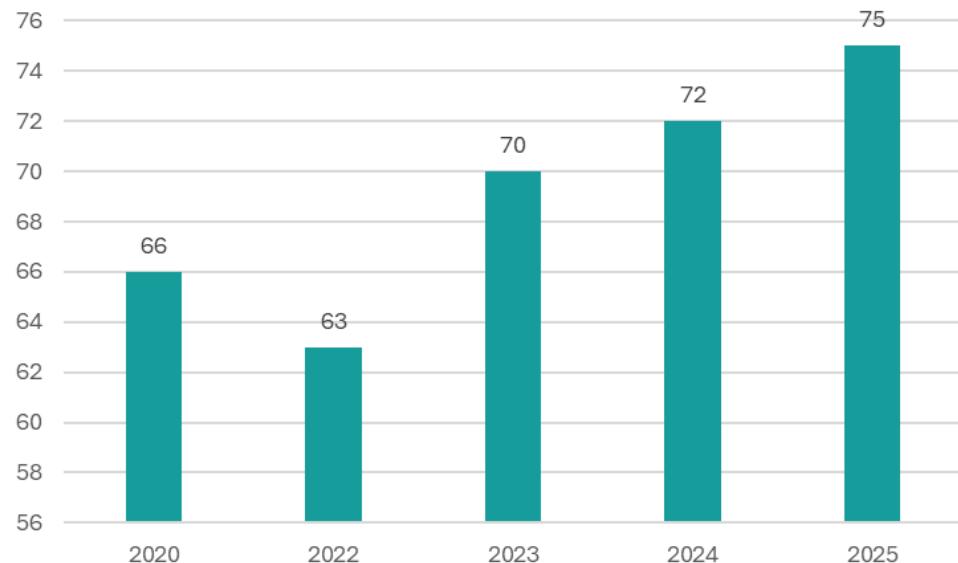
Engagement Index

2025 Engagement Index



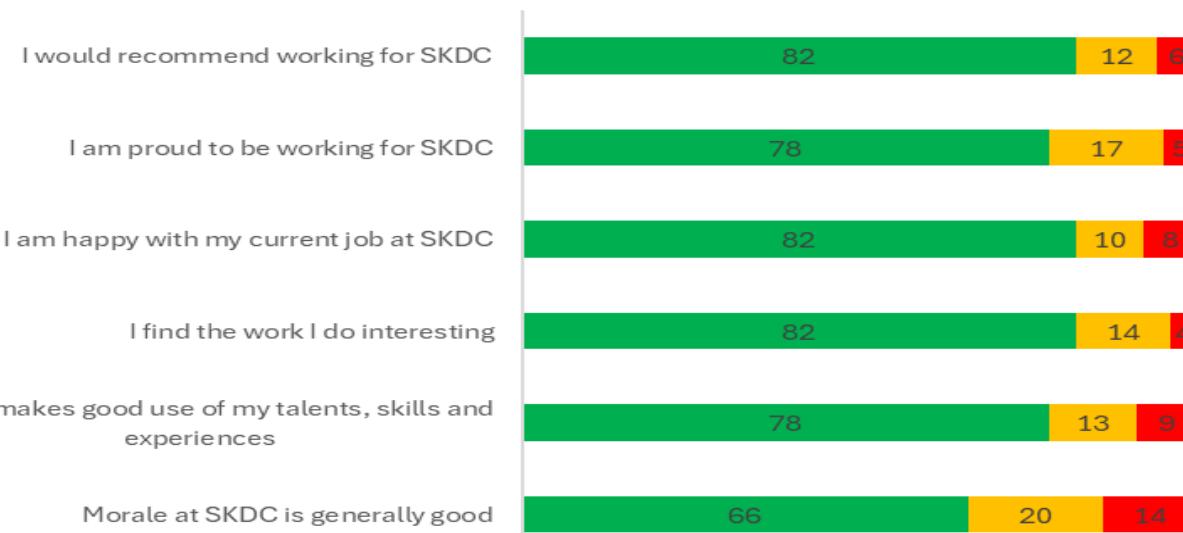
The Engagement Index is a combined calculation of 6 questions that have the biggest impact on overall engagement.

Previous years Engagement Index

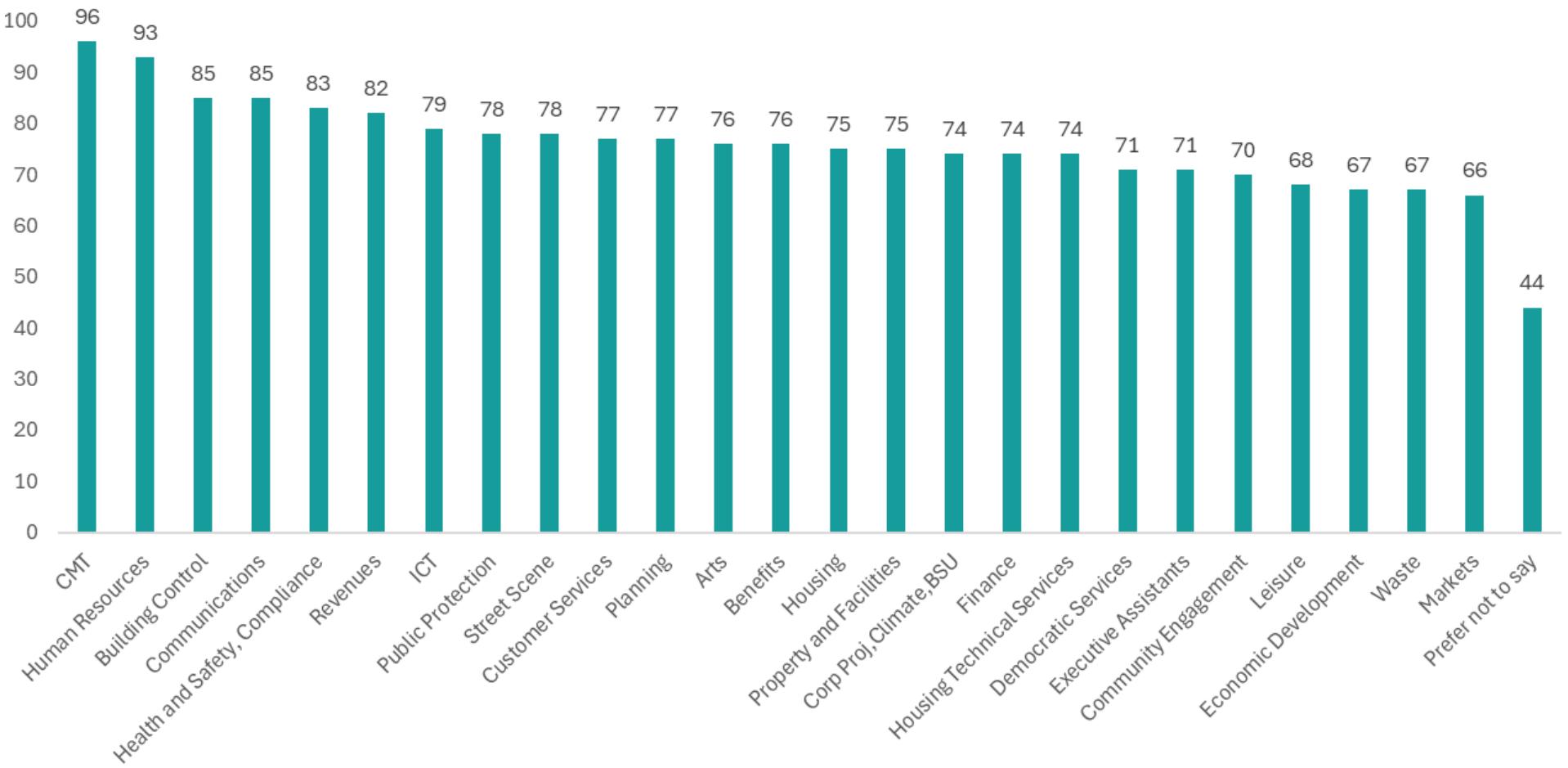


Engagement Index

	% who either agreed or strongly agreed to the statements.			
	2023	2024	2025	Diff 2024 - 2025
I would recommend working for SKDC	72%	78%	82%	+4%
I am proud to be working for SKDC	70%	72%	78%	+6%
I am happy with my current job at SKDC	75%	80%	82%	+2%
I find the work I do interesting	84%	80%	82%	+2%
My job makes good use of my talents, skills and experiences	76%	76%	78%	+2%
Morale at SKDC is generally good	47%	58%	66%	+8%



Engagement Index per Team



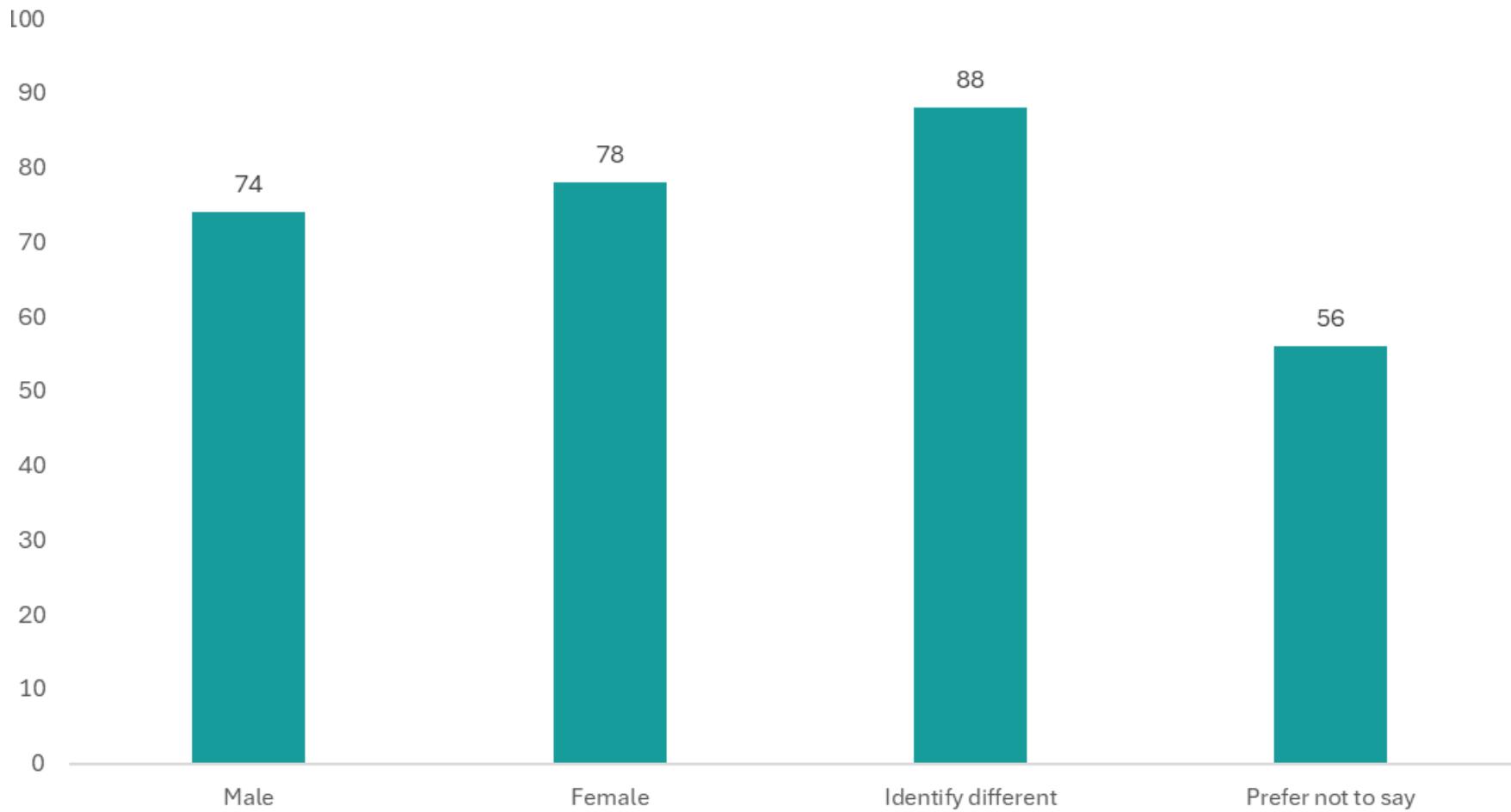
In the 2024 Survey the bottom three departments in terms of Engagement Index were:

Waste – 67 (now 67)

ICT – 60 (now 79)

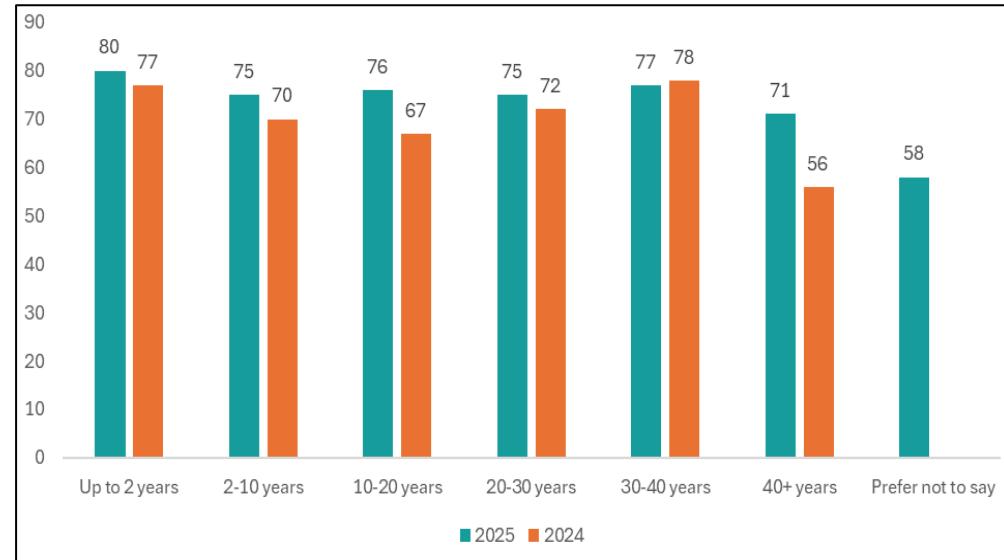
Finance – 59 (now 74)

Engagement Index per Gender

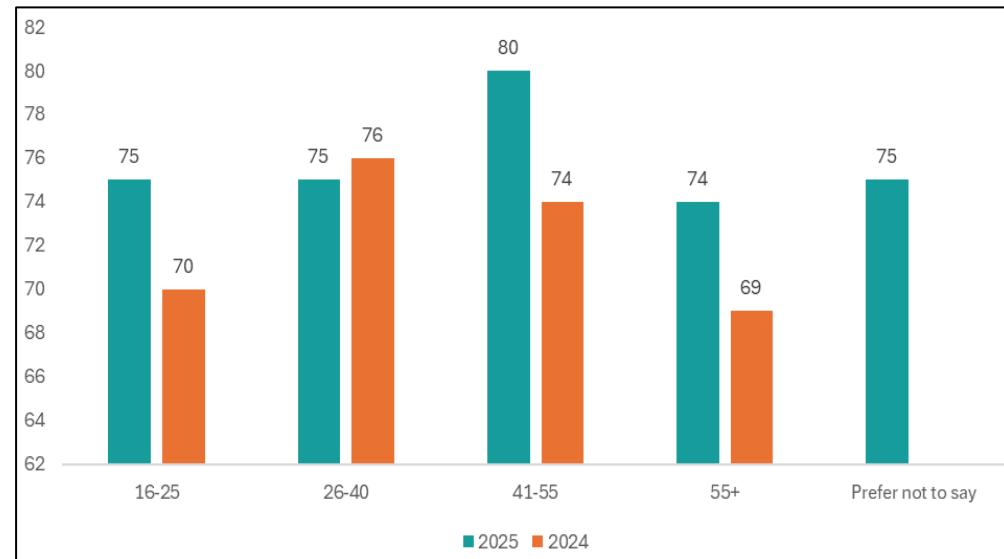


Engagement Index per LOS / Age

Length of Service vs EI



Age vs EI

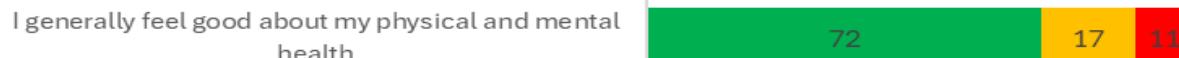
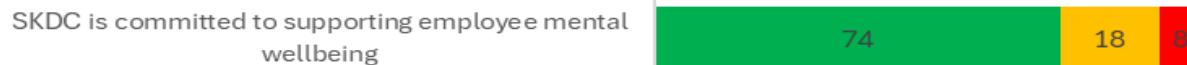


Wellbeing Index

73

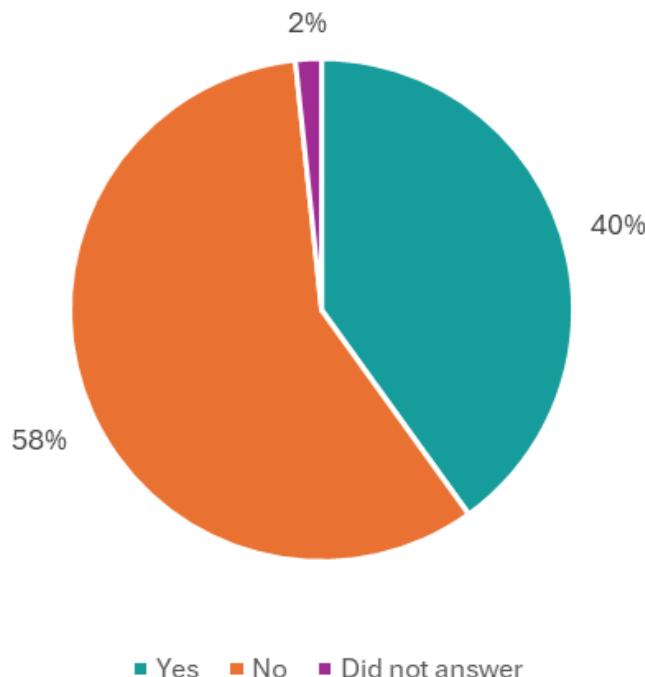
+5

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
I am able to achieve a good work and home life balance	78%	86%	+8%
SKDC is committed to supporting employee mental wellbeing	66%	74%	+8%
My workload is manageable	67%	74%	+7%
I generally feel good about my physical and mental health	70%	72%	+2%



Wellbeing 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

Timing/Availability Conflicts	103
Lack of Awareness/Communication	51
Location Issues	19
New Employees/Short Time in Role	18
Not Interested/Doesn't Appeal	40
Prefer to Manage Wellbeing Independently	17
Personal Commitments	28
Health (Physical or Mental)	15
Activities Not Relevant/Useful	21
No Invitation/Access Issues	14
Want to Attend but Haven't Had Chance	6

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.

Good variety and range of offerings

Make it more accessible and inclusive

Valuable and improves employee morale

Feel more connected to colleagues through the activities

Inconsistency in how time off is granted for wellbeing activities depending on line managers

More availability at a wider variety of venues

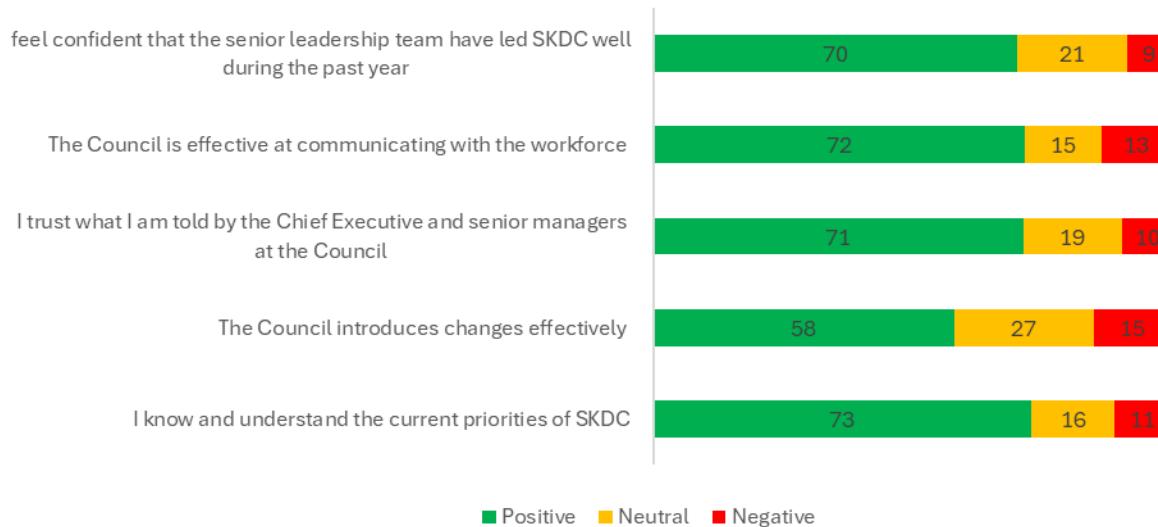
Teamwork

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
The people I work with treat me with respect	88%	90%	+2%
I feel a valued member of my team	85%	84%	-1%
Other members of my team/ service support me with work when I need it	86%	87%	+1%
Different departments/ services work well with my team	65%	65%	-
I believe there is a culture of teamwork at SKDC	63%	68%	+5%



Leadership

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
I feel confident that the senior leadership team have led SKDC well during the past year	59%	70%	+11%
The Council is effective at communicating with the workforce	64%	72%	+8%
I trust what I am told by the Chief Executive and senior managers at the Council	67%	71%	+4%
The Council introduces changes effectively	49%	58%	+9%
I know and understand the current priorities of SKDC	70%	73%	+3%



Working Environment

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
I am satisfied with my physical working conditions, and considering my role, feel they meet my expectations.	81%	80%	-1%
I have all the resources I need to carry out my job effectively (e.g. equipment, IT, vehicles, people etc.)	77%	79%	+2%
I feel safe when I am at work	86%	85%	-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



■ Positive ■ Neutral ■ Negative

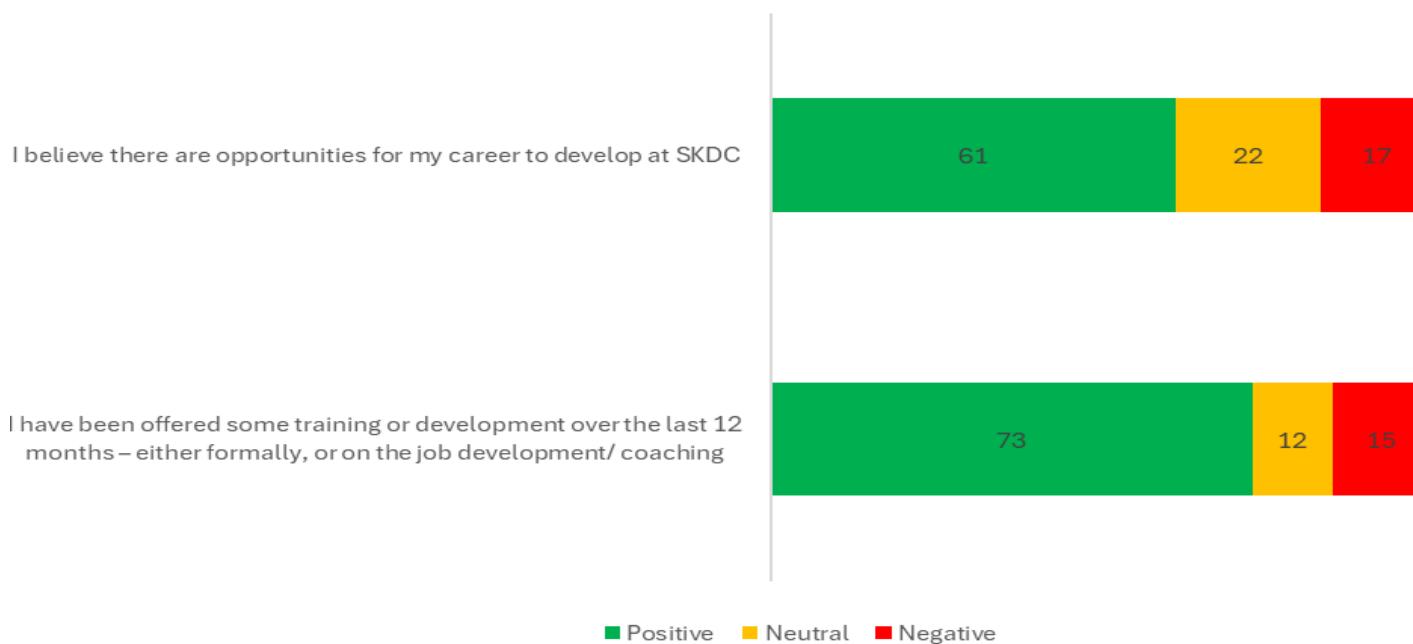
Line Manager

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
My line manager regularly says what is expected of me	79%	79%	-
My line manager regularly gives me constructive feedback on how I am doing	76%	76%	-
My line manager and I have regular 1-1 meetings	68%	71%	+3%
I have sufficient authority to make decisions in my day to day job	83%	82%	-1%
I find it easy to report or raise issues about things that affect me, my team, or the Council	82%	79%	-3%
My line manager treats people fairly	83%	81%	-2%



Development & Progression

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
I believe there are opportunities for my career to develop at SKDC	57%	61%	+4%
I have been offered some training or development over the last 12 months – either formally, or on the job development/ coaching	68%	73%	+5%



Innovation

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
The managers I deal with at SKDC encourage staff to explore new ways of thinking and looking at problems	63%	68%	+5%
I believe if I made a suggestion for improvement, it would be treated seriously and if possible, implemented	68%	70%	+2%

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

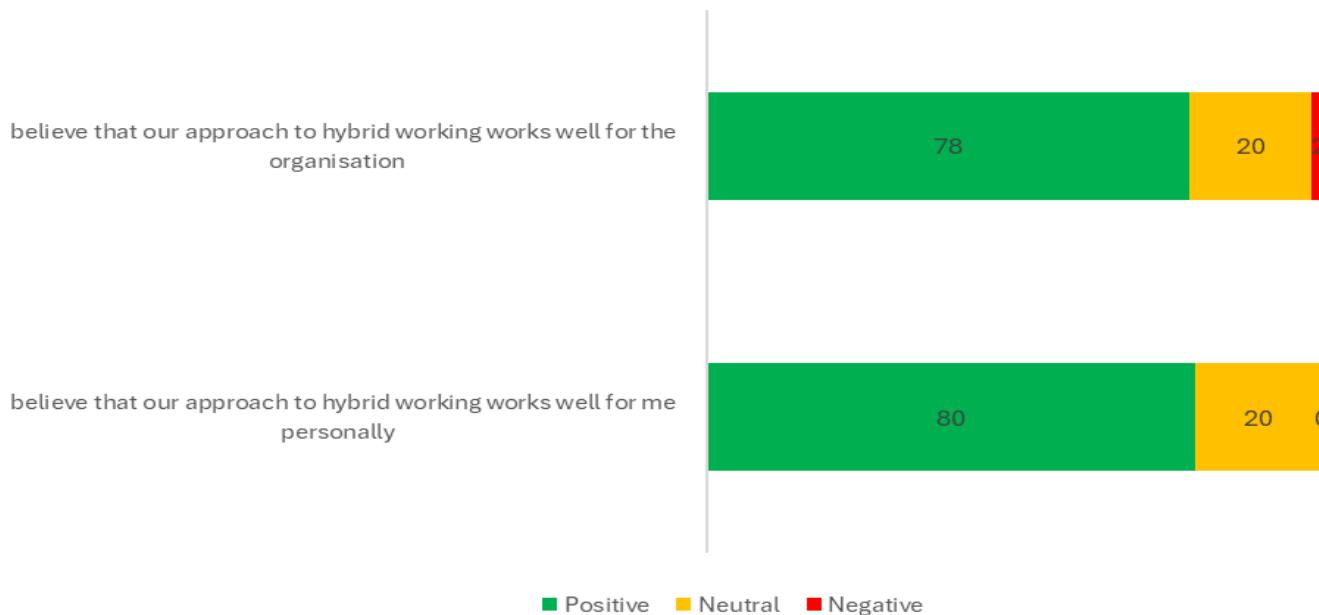


I believe if I made a suggestion for improvement, it would be treated seriously and if possible, implemented



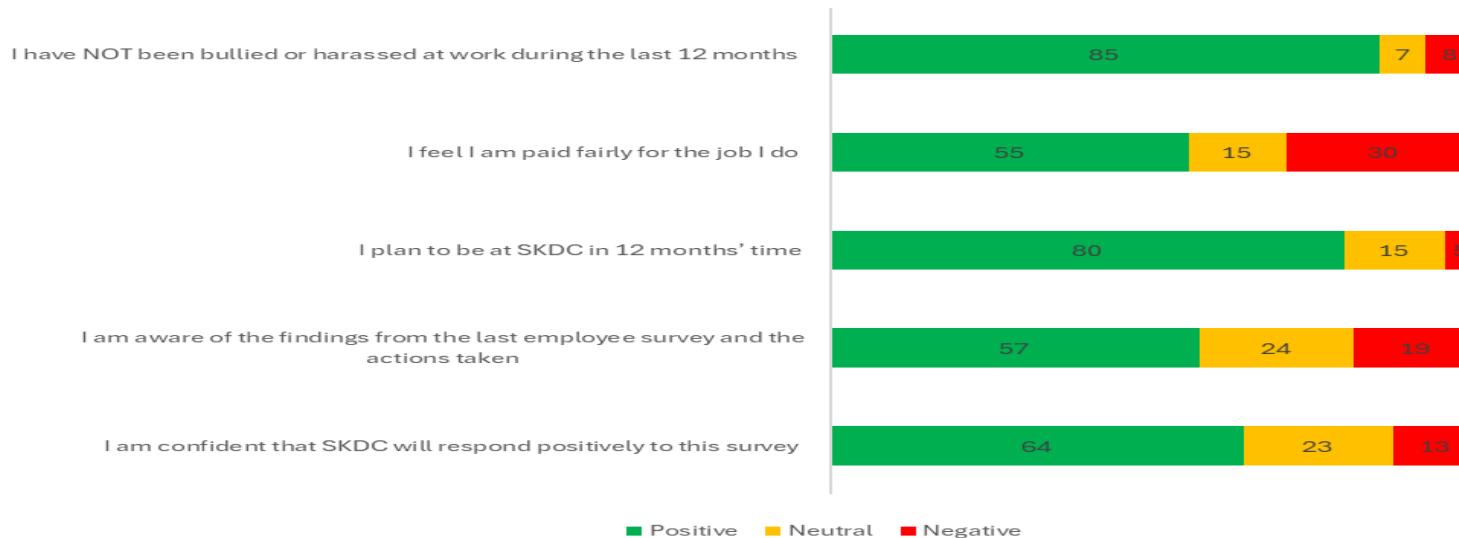
Hybrid Working

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
I believe that our approach to hybrid working works well for the organisation	75%	78%	+3%
I believe that our approach to hybrid working works well for me personally	76%	80%	+4%



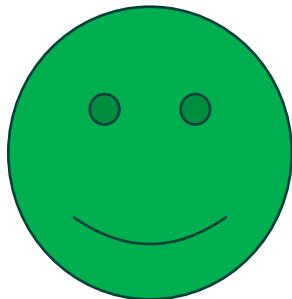
Other Questions

	% who either agreed or strongly agreed to the statements.		
	2024	2025	Diff 2024 - 2025
I have NOT been bullied or harassed at work during the last 12 months	87%	85%	-2%
I feel I am paid fairly for the job I do	53%	55%	+2%
I plan to be at SKDC in 12 months' time	79%	80%	+1%
I am aware of the findings from the last employee survey and the actions taken	56%	57%	+1%
I am confident that SKDC will respond positively to this survey	61%	64%	+3%

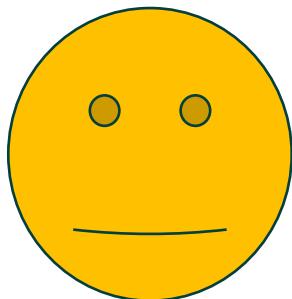


Comments Summary

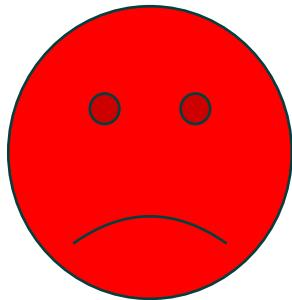
Where given an opportunity, in total employees made
1041 free text comments in the survey



485 (47%) comments were positive, with main areas being appreciation for staff, teamwork and wellbeing initiatives



473 (45%) comments were neutral



83 comments (8%) were negative, with main areas being working conditions, pay levels and career progression

5 Themes from the Survey to make SK a better place to work

Communication and Collaboration

- Identify new effective ways to communicate between departments, management, and employees.
- Ensure we listen to front line teams when improving procedures.
- Develop opportunities for greater communication.
- Suggestions for improving cross-departmental collaboration.

Employee Wellbeing and Support

- Continue to focus on wellbeing programs, mental health support, and work-life balance.
- Addressing issues like air conditioning and the working environment.
- Ensure flexible approach is fair across the organisation
- Continue positive staff recognition and feedback.

Pay, Recognition, and Resources

- Suggestions for pay reviews
- Better equipment, tools, and resources (e.g., modern IT, vehicles, uniforms).
- Explore further initiatives to recognise employee contributions and successes

Training, Development, and Progression

- Continue to focus on career development, succession planning, and training opportunities.
- Desire for more opportunities for advancement, including internal promotions.
- Suggestions for clear career paths, training for new managers, and development for all staff.

Office Environment and Facilities

- Feedback about the physical working environment, such as temperature, desks, and overall comfort.
- Issues like the need for better office equipment, and more facilities (e.g., bathrooms, quiet spaces).
- Continue to make sure that offices are inclusive.

Thank you

Any Questions?