

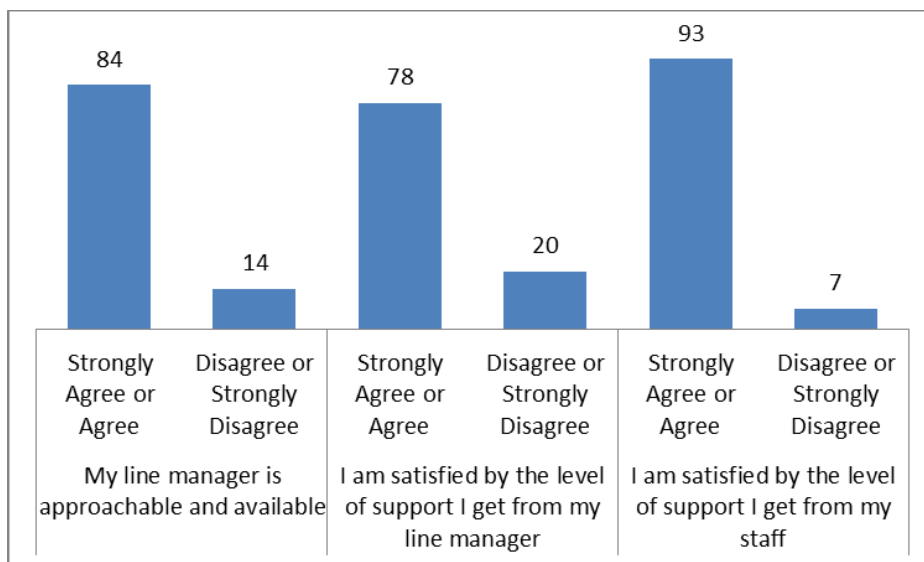


OIC OHAC Staff Survey Themes

- 273 people responded to the Survey - 33.45% response rate.

Below is a summary of the responses. Where percentages don't add up to 100% the remainder of people couldn't comment on that question unless otherwise stated.

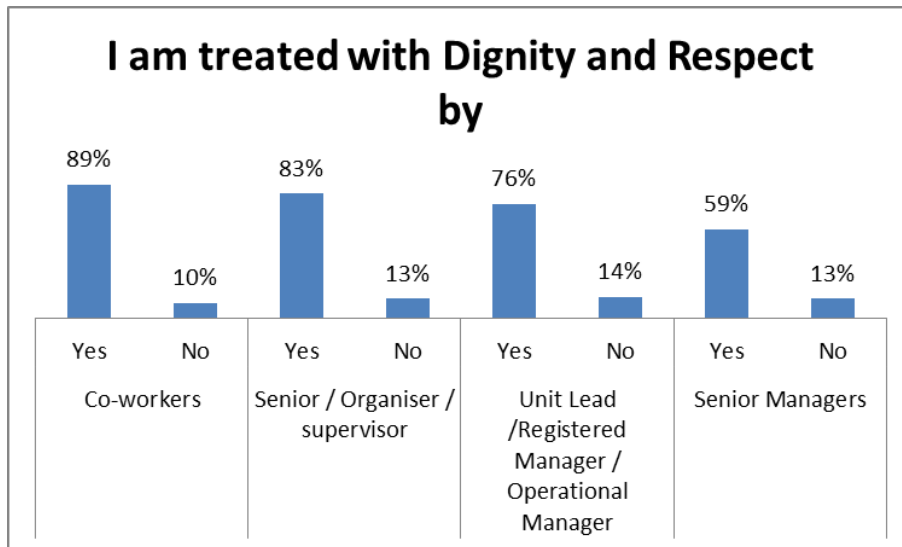
1. When asked if "my line manager is approachable and available"
 - 84% responded either strongly agree or agree.
 - 14% responded that they either disagree or strongly disagree.
2. When asked if "I am satisfied with the level of support I get from my line manager"
 - 78% responded either strongly agree or agree.
 - 20% responded that they either disagree or strongly disagree.
3. When asked "If you are a Supervision/Manager, are you satisfied with the level of support you get from your staff? For those the question applied to.
 - 93% responded yes.
 - 7% responded no.



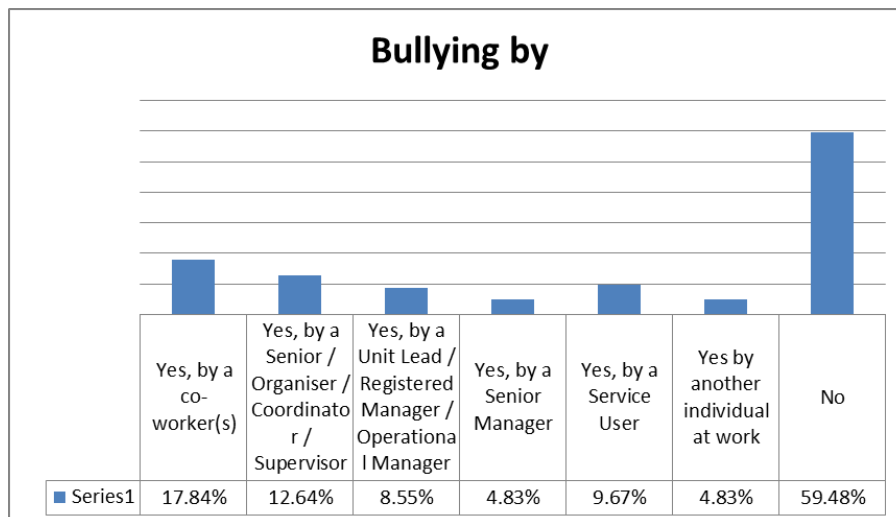
4. When asked "If I am treated with dignity and respect by my co-workers"
 - 89% responded either strongly agree or agree.
 - 10% responded that they either disagree or strongly disagree.
5. When asked "If I am treated with dignity and respect by my senior/organiser/supervisor"
 - 83% responded either strongly agree or agree.
 - 13% responded that they either disagree or strongly disagree.

6. When asked “If I am treated with dignity and respect by my unit lead/registered manager/operational manager”
 - 76% responded either strongly agree or agree.
 - 14% responded that they either disagree or strongly disagree.

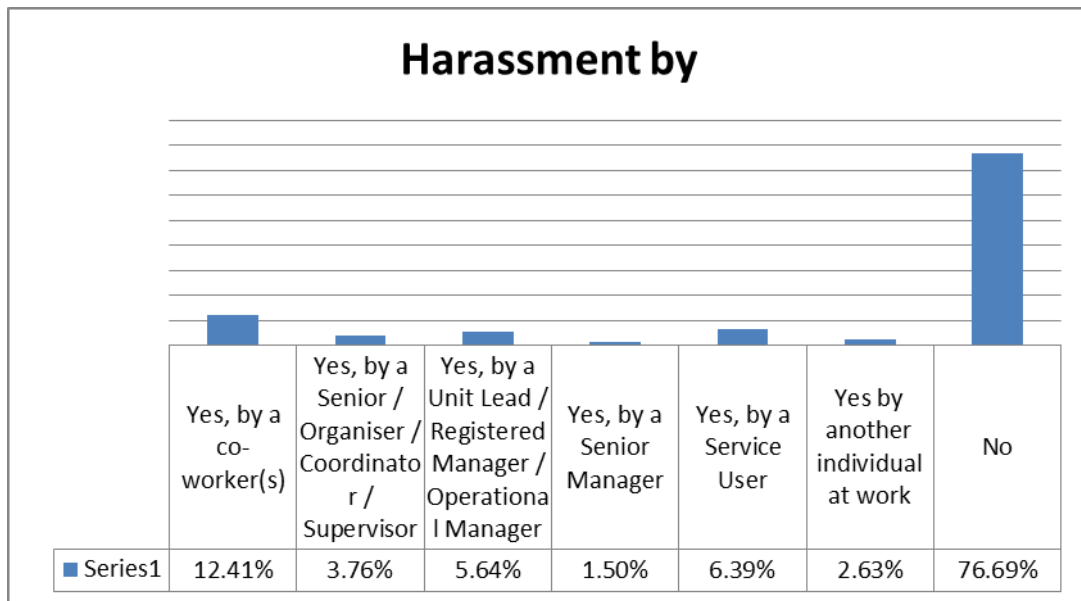
7. When asked “if I am treated with dignity and respect by senior managers (service managers/head of service/executive director)”
 - 59% responded either strongly agree or agree.
 - 13% responded that they either disagree or strongly disagree.



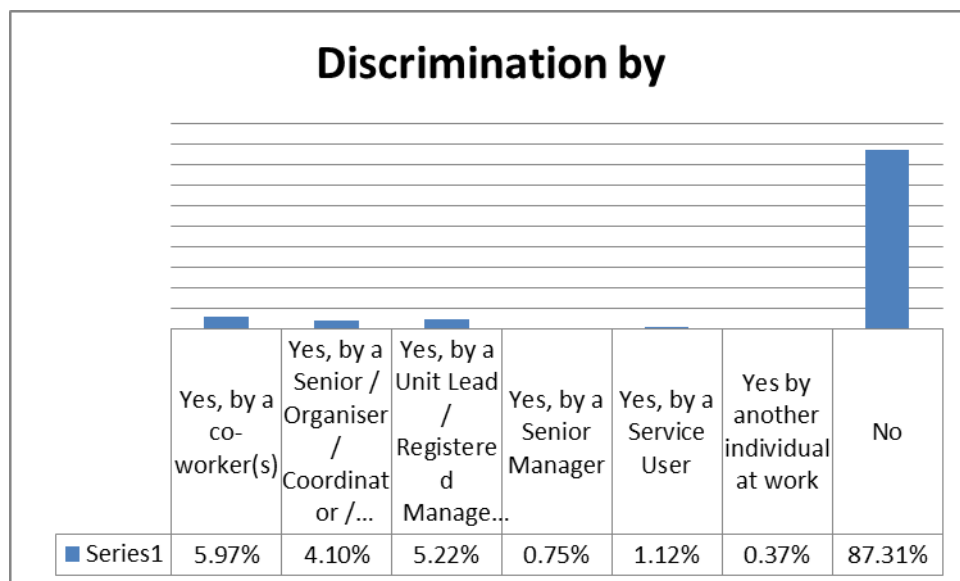
8. When asked “in the last two years, whilst working here, have you been treated in a way you would describe as bullying by any of the following” this was the response:



9. When asked “in the last two years, whilst working here, have you been treated in a way you would describe as harassment by any of the following” this was the response:

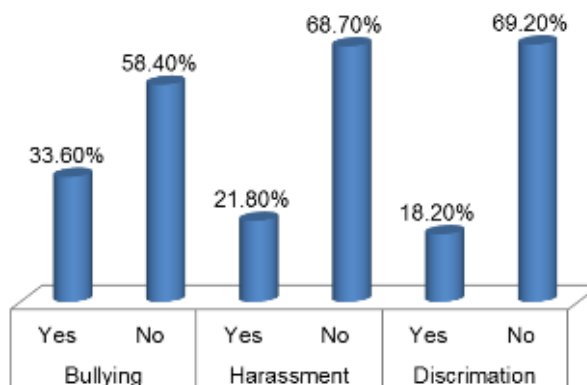


10. When asked “in the last two years, whilst working here, have you been treated in a way you would describe as discrimination by any of the following” this was the response:



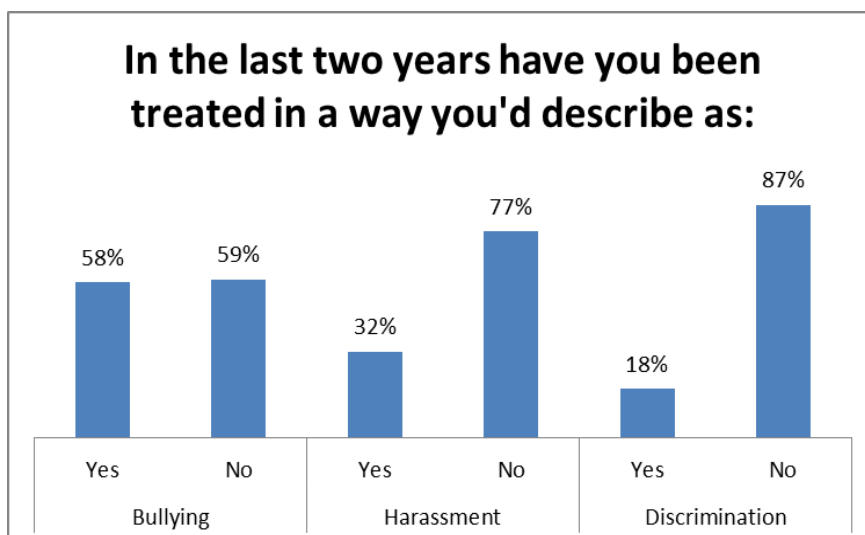
11. When asked “in the last two years, whilst working here, have you seen another member of staff being treated in a way you would as bullying, harassment or discrimination”

- Bullying
 - 33.6% responded yes.
 - 58.4% responded no.
- Harassment
 - 21.8% responded yes.
 - 68.7% responded no.
- Discrimination
 - 18.2% responded yes.
 - 69.2% responded no.



12. When asked “where you consider that you have been subjected to or witnessed another member of staff being treated in a way you consider bullying, harassment or discrimination over the past two years did you raise the issue with the Council”

- 83% responded yes (*Please note you could tick yes multiply times*).
- 24% responded no.



13. When asked “if you raised an issue of bullying/harassment/discrimination, were you satisfied with the outcome” of the people who replied:

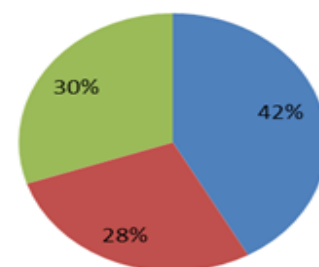
- 9.05% responded yes.
- 19.75% responded no.

Morale at Work

■ Medium ■ Low ■ High

14. When asked “please rate your morale at work”

- 29.63% responded high.
- 41.11% responded medium.
- 27.41% responded low.



15. When asked “I can talk to my line manager about something that has upset or annoyed me about work”

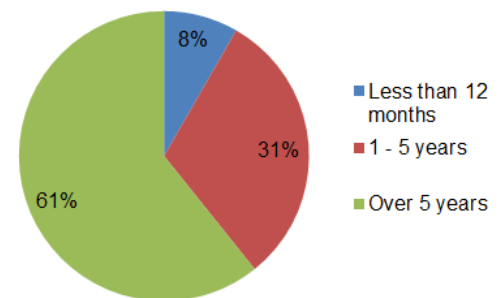
- 79% responded either strongly agree or agree.
- 18% responded that they either disagree or strongly disagree.

16. When asked “in what area of OHAC do you work”

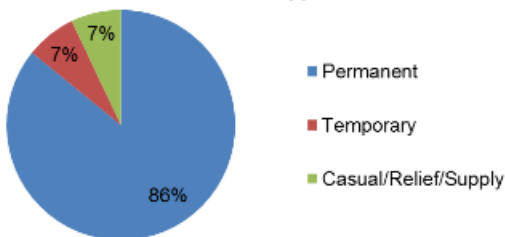
- 1.5% Criminal Justice.
- 5.26% Central Support and Management Services at School Place.
- 4.89% Children and Families.
- 14.66% Services for People with Learning Disabilities.
- 2.63% Services for People with Physical Disabilities.
- 3.38% Day Care Services for Older People.
- 35.34% Residential Services for Older People.
- 4.14% Extra Care Housing for Older People.
- 18.42% Home Care and other services that support older people in their own homes
- 9.77% Adult Social Work Team, Occupational Therapy Team, Learning Disability Services Social Work Team or Mental Health Services (staff in all roles).

17. When asked “how long have you worked for OHAC”

- 8.30% responded less than 12 months.
- 30.94 responded between 1-5 years.
- 60.75% responded over 5 years.



Contract Type



18. When asked “what kind of contract do you have”

- 77.15% responded permanent.
- 6.37% responded temporary.
- 16.48% responded casual/relief/supply.

19. When asked “in general I am satisfied with my job”

- 80% responded either strongly agree or agree.
- 18% responded that they either disagree or strongly disagree.

20. When asked “I would recommend my services as a good place to work”

- 68% responded either strongly agree or agree.
- 23% responded that they either disagree or strongly disagree.

21. When asked “we are considering repeating this survey, or something similar, every year, do you think this would be a good idea and do you have any other suggestions about ways we could get more regular opinions?”

- 90.66% responded yes.
- 9.34% responded no.

Of the people who returned the survey around 2/3rds opted not to identify themselves

Themes:

- Staff would like to see more of the Senior Management team.
- Making sure processes for shift allocations and shift swaps are fair particularly for short notice cover.

- Encouraging all staff opinions to be equally heard and valued so that teams work together and all members feel included.
- Staff would like identified opportunities for discussion of issues to do with workplace culture such as a staff forum or similar.
- Training on use of Council policies to be refreshed.
- Supervision to routinely be offered and include prompts for issues of bullying, harassment, discrimination to encourage issues to be identified and talked about.
- More communication within and across services so staff feel informed, involved and included.

In addition to work in relation to the themes that were identified where staff raised specific queries about individual cases, complaints or issues these have been looked into.