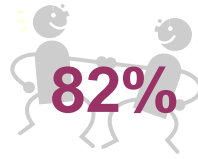


7 out of 10

stated they are satisfied with Halton Borough Council as an employer

37%

of respondents are dissatisfied with job security



82%

say they are 'treated with fairness and respect'



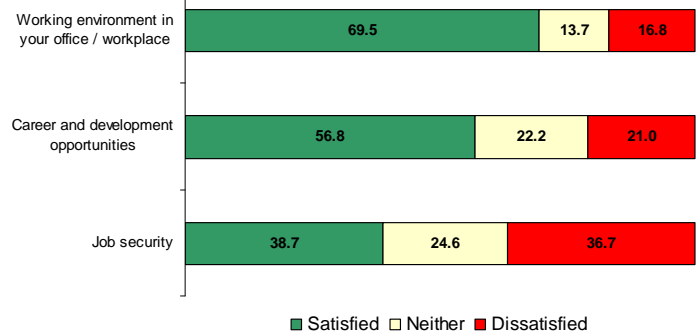
One Third

of staff said morale within their team has 'changed for the worse'

General Job Satisfaction

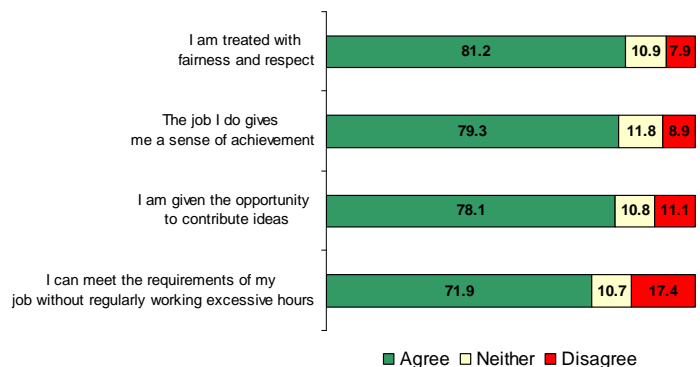
- 7 in 10 respondents are satisfied with working conditions in their office / workplace.
- One fifth of respondents are dissatisfied with career and development opportunities.
- Approximately 37% of respondents are dissatisfied with job security.

Are you satisfied or dissatisfied with the following aspects of your current job...? (%)

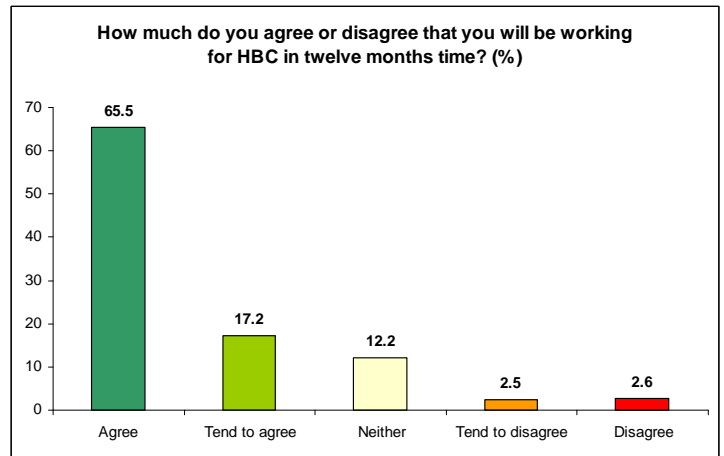


- Approximately 8 out of 10 respondents stated that they are 'treated with fairness and respect' (81.2%), and the job they do 'gives me a sense of achievement' (79.3%).
- Over three quarters of respondents stated that they are given the opportunity to contribute ideas.
- 17.4% of respondents stated they cannot meet the requirements of their workload without working excessive hours.

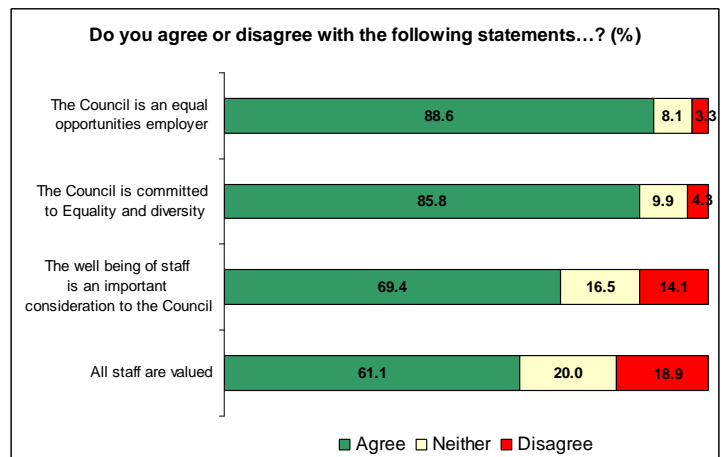
Do you agree or disagree with the following aspects of your current job...? (%)



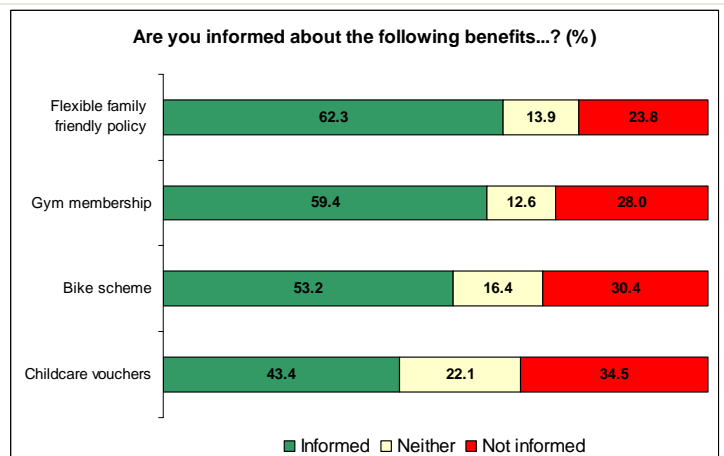
- About 8 in 10 respondents (82.7%) stated that they agree they will be working for Halton Borough Council in twelve months time.



- Approximately 90% of respondents stated that 'the Council is an equal opportunities employer' and 85.8% of respondents stated that 'the Council is committed to equality and diversity'.
- 70% of respondents stated that they believe 'the well being of staff is an important consideration to this Council'.
- Just under one fifth of respondents disagree that 'all staff are valued'.



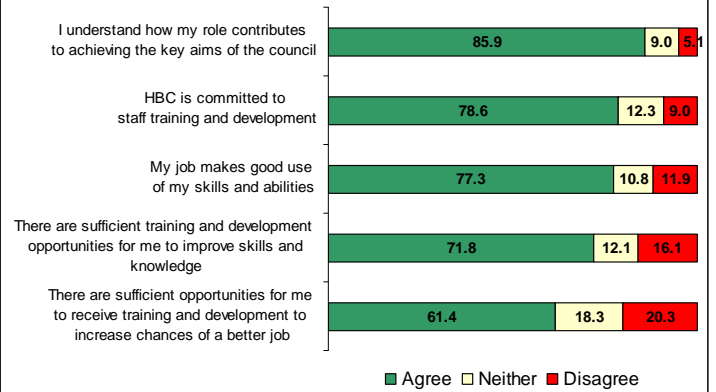
- Just under one quarter of respondents stated that they are not fully informed of the 'flexible family friendly policy' (23.8%).
- Approximately 30% of respondents stated that they are not fully informed of the 'reduced gym membership' (28%) or the 'bike scheme' (30.4%).
- Over a third of respondents stated that they are not fully informed of the childcare voucher scheme.



Knowledge, skills and achievement

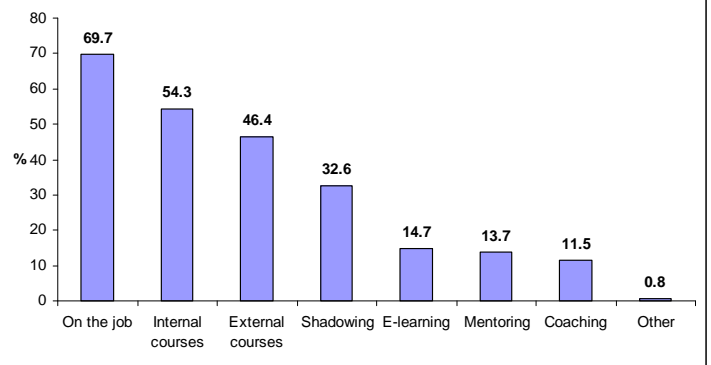
- Over four fifths of respondents stated that they 'understand how their role contributes to achieving the key aims of the Council'.
- Over three quarters of respondents stated that 'HBC is committed to staff training and development' (78.6%) and that their job 'makes good use of my skills and abilities' (77.3%).
- One fifth of respondents disagreed that there are 'sufficient opportunities to receive training and development to increase chances of a better job'.

Do you agree or disagree with the following statements...? (%)



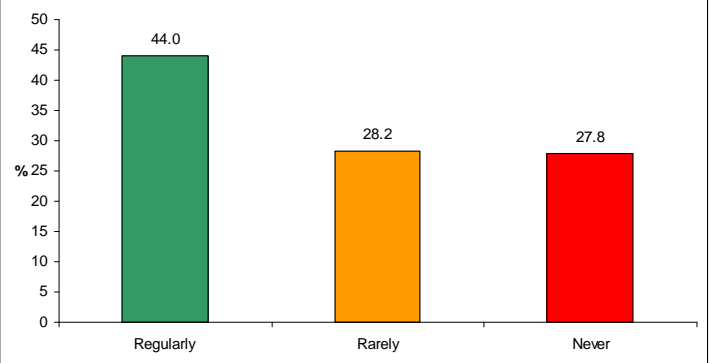
- The three most preferred ways of learning new skills for respondents are:
 - On the job (69.7%)
 - Internal courses (54.3%)
 - External courses (46.4%)

What are your preferred ways of learning new skills for your current job? (%)



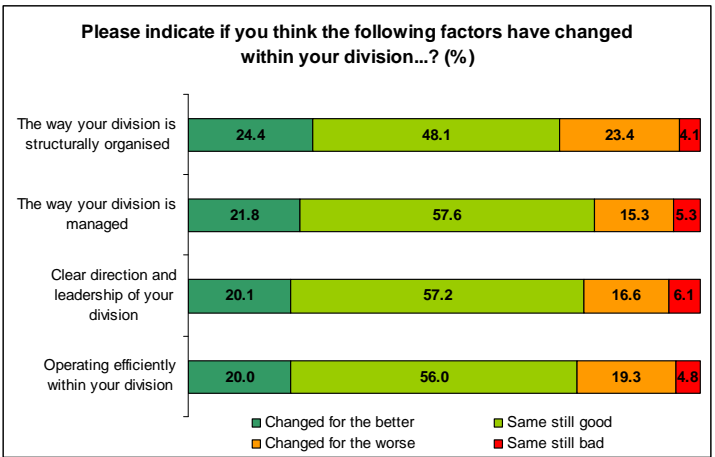
- Over two fifths of respondents (44%) stated that they have 'regular' formal one-to-one meetings with their line manager.

How often do you have formal one-to-one meetings with your line manager? (%)

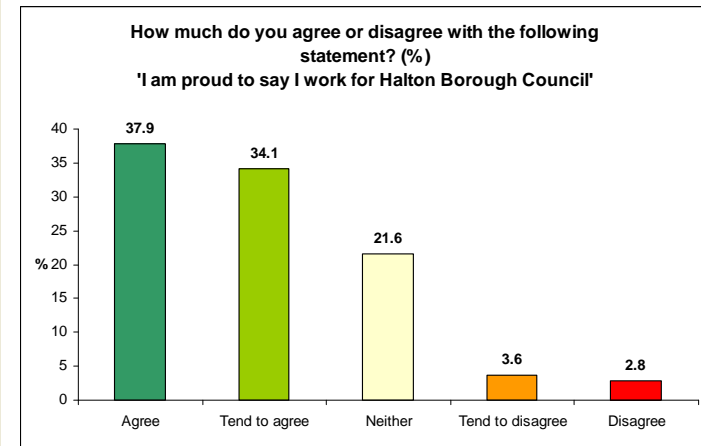
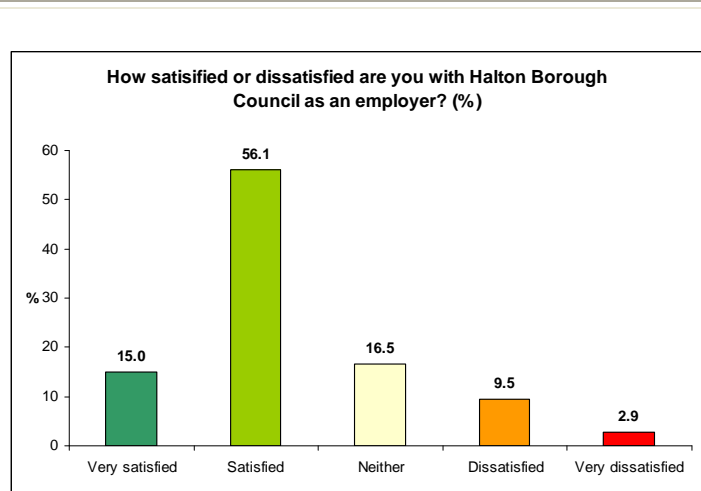
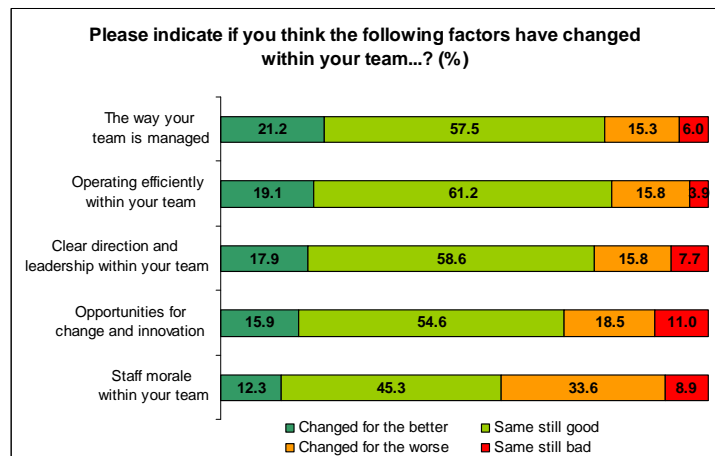


Organisation

- One quarter of respondents (24.4%) stated that the way their division is structurally organised has 'changed for the better'. However similarly, 23.4% of respondents stated that this has 'changed for the worse'.
- One fifth of respondents stated that operating efficiently within your division has 'changed for the better'. However another 19.3% stated that this has 'changed for the worse'.



- Approximately one fifth of respondents stated that the way their team is managed (21.2%) and operating efficiently within their team (19.1%) has 'changed for the better'.
- One third of respondents stated that staff morale in their team has 'changed for the worse'.



- 7 out of 10 respondents stated that they are satisfied with Halton Borough Council as an employer.
- Similarly 72% of respondents stated that 'I am proud to say I work for Halton Borough Council'.