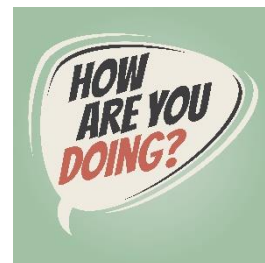


Kirklees Council Employee Wellbeing Pulse 1

Summary of Results



What Happened...

The employee wellbeing pulse staff survey took place **over 4 weeks** 1st June to 30th June 2020.

Employees were invited to complete a short 5-minute anonymous online survey.

The survey was promoted using various communication methods including the staff intranet, newsletters and other channels.

The survey questions covered key measures on people's physical and mental wellbeing and the effects of changing work situations due to the Covid-19 crisis.

The response rate achieved was **2,143**. This number was a mix of office and dispersed staff, though the split cannot be broken down due to the nature of all completes being online.

This report **summarises** the results for the full council.

Wellbeing Key Measures...

Employees were asked to rate the following wellbeing measures on a 10-point scale with 0 not at all and 10 completely:

- The average score for **anxiety** was 3.27
- The average score for **happiness** was 5.92
- The average score for **stress** was 3.57
- The average score for **Covid-19 worry** was 5.00

Mental and Physical Health ...

Employees were asked to describe their **overall mental health** on a 5-point scale from excellent to very poor:

- 47% of people stated that their mental health was either good or excellent
- 41% stated their mental health was ok
- 12% stated that their mental health was either not good or very poor

They were also asked whether they agreed or disagreed that they felt **supported with their mental health** at work:

- 70% strongly agree/agree with the statement "I feel supported at work with my mental health"
- 11% strongly disagree/disagree with the statement "I feel supported at work with my mental health"
- 17% answered not sure

Employees were asked to describe their overall **physical health** on a 5-point scale from excellent to very poor:

- 50% of people stated that their physical health was either good or excellent
- 38% stated their physical health was ok
- 12% stated their physical health was either not good or very poor.

They were also asked whether they agreed or disagreed that they felt **supported with their physical health** at work:

- 62% strongly agree/agree with the statement “I feel supported at work with my physical health”
- 14% strongly disagree/disagree with the statement “I feel supported at work with my physical health”
- 22% answered not sure

Employees were asked whether they knew who to speak to for **personal support at work**:

- 87% strongly agree/agree with the statement “I know who to speak to at work if I need personal support”
- 6% strongly disagree/disagree with the statement “I know who to speak to at work if I need personal support”
- 8% answered not sure

Financial Impacts...

When asked about whether people were **worried about the impact Covid 19 could have on their finances**:

- 30% strongly agree/agree with the statement “I am worried about the impact that covid-19 could have on my finances”
- 49% strongly disagree/disagree with the statement “I am worried about the impact that covid-19 could have on my finances”
- 18% answered not sure

This result shows that **almost half of employees** are concerned at some level on the impact that Covid-19 may have on their finances.

When asked whether employees knew where to go for financial support from work:

- 26% of staff strongly agree/agree with the statement “I know where to find financial support from work”
- 31% of staff strongly disagree/disagree with the statement “I know where to find financial support from work”
- 33% of staff say they are not sure
- (n/a = 10%)

This result indicated that **almost 2/3** may not know where to go for financial support from work.

Communication...

A number of questions were included in the survey which looked at evaluating how people felt about **various aspects of communication** such as awareness of information in the council to contact with managers.

People were asked if they felt they were **aware of what was going on in the council**:

- 44% felt that plenty of information was being fed through to them
- 30% felt they were aware but would like a bit more
- 20% felt they were aware of a few things but its not enough
- 6% felt they were isolated from work going on outside the work they do themselves

People were also asked whether they were in regular **contact within their team**:

- 90% strongly agree/agree with the statement “I am in regular contact with my team”
- 6% strongly disagree/disagree with the statement “I am in regular contact with my team”

- 3% are not sure

A question was included on whether employees felt they were in regular contact **with people outside of their team:**

- 66% strongly agree/agree with the statement “I am in regular contact with people outside of my team”
- 22% strongly disagree/disagree with the statement “I am in regular contact with people outside of my team”
- 10% answered not sure

The survey also wanted to understand the level of **contact** people felt they **had with their managers:**

- 88% strongly agree/agree “My manager is keeping in regular contact with me”
- 9% strongly disagree/disagree “My manager is keeping in regular contact with me”
- 4% answered not sure

When asked whether people felt their manager was **checking up on their wellbeing:**

- 83% strongly agree/agree “My manager is checking up on my wellbeing”
- 11% strongly disagree/disagree “My manager is checking up on my wellbeing”
- 6% answered not sure

Work Situation...

A number of questions were asked around employees current work situation such as how people are feeling with their current work situation and how happy they are in their jobs.

When asked **how people felt in their current work situation:**

- 44% felt that they are really enjoying/enjoying the current work situation
- 41% felt the current work situation is ok
- 14% felt that they really don't/don't like the current work situation

Employees were asked whether they **felt anxious or depressed about work:**

- 50% strongly agree/agree with the statement “I rarely feel anxious or depressed about work”
- 33% strongly disagree/disagree with the statement “I rarely feel anxious or depressed about work”
- 17% are not sure

A question was asked to understand whether people felt their jobs made them **feel they do something worthwhile:**

- 77% strongly agree/agree with the statement “My job makes me feel I do something worthwhile”
- 8% strongly disagree/disagree with the statement “My job makes me feel I do something worthwhile”
- 15% are not sure

To understand how happy people felt in their jobs they were asked on a 5 point scale from strongly agree to strongly disagree on **how happy they were in their job:**

- 84% strongly agree/agree with the statement “I am happy in my job”
- 8% strongly disagree/disagree with the statement “I am happy in my job”
- 8% answered not sure

Work Schedules...

Several questions were included in the survey to understand how people felt about their current work schedules.

Employees were asked whether they had **established a good work routine**:

- 84% strongly agree/agree with the statement “I have established a good work routine”
- 6% strongly disagree/disagree with the statement “I have established a good work routine”
- 8% are not sure

A question was asked to understand whether employees felt they were **taking regular breaks from work**:

- 66% strongly agree/agree with the statement “I am taking regular breaks from work”
- 23% strongly disagree/disagree with the statement “I am taking regular breaks from work”
- 10% answered not sure

When asked whether employees felt they had **a healthy work life balance**:

- 70% strongly agree/agree with the statement “I feel I have a healthy work-life balance”
- 15% strongly disagree/disagree with the statement “I feel I have a healthy work-life balance”
- 14% answered not sure

Employees were asked if they were **happy with the hours that they work**:

- 84% strongly agree/agree with the statement “I am happy with the hours I work”
- 8% strongly disagree/disagree with the statement “I am happy with the hours I work”
- 8% answered not sure

Work Environment...

A number of questions were included in the survey to understand how people had adapted to their current work environments.

Employees were asked about the **suitability of their workspace**:

- 72% strongly agree/agree with the statement “I have created a suitable workspace”
- 15% strongly disagree/disagree with the statement “I have created a suitable workspace”
- 10% answered not sure

A question was included to understand whether people felt they had the **right equipment to carry out their job well**:

- 73% strongly agree/agree with the statement “I have all the right equipment to carry out my job well”
- 16% strongly disagree/disagree with the statement “I have all the right equipment to carry out my job well”
- 11% answered not sure

An overriding question was included to measure overall how **happy employees were in their current work environment**:

- 67% strongly agree/agree with the statement “I am happy with my current work environment”
- 19% strongly disagree/disagree with the statement “I am happy with my current work environment”
- 13% answered not sure