

Appendix D

Staff Conference Feedback 2003

HOW CAN WE KEEP YOU AT WORK?	Adults Commissioning	Adults Direct Services	Children's Commissioning & Direct Services (18/6)	Children's Commissioning & Direct Services (25/6)	Mental Health & Learning Disability	Resources	Total
Better Pay / Pay Reflecting Skills		X	X	X	X	X	5
Recognition for Good Work		X	X	X			3
Marketing / Image	X	X	X		X	X	5
Incentives / Rewards		X		X			2
Larger Contracts		X					1
Gym Membership		X					1
Good Attendance Bonus		X	X	X		X	4
Flexible Working / Worklife Balance	X	X	X	X	X	X	6
Reducing Stress		X	X	X			3
Recruitment Process		X					1
Better Communication / Info		X	X	X		X	4
Recruiting Male Staff					X		1
Information to School Leavers					X		1
Recruiting Black & Ethnic Minority Staff					X		1
Marketing the Area					X		1
Paying the Same as Health	X						1
Improve Career Structure / Path	X				X	X	3

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Office Outings	X						1
Home Working	X						1
Better IT Equipment	X					X	2
Job Swaps	X						1
Access to Qualifications for Existing Staff	X						1
Senior Practitioners	X						1
Attracting Younger Staff	X						1
More Joint Training with Health	X						1
Improving Accommodation	X					X	2
Improve Recruitment Packs	X						1
Use of Induction Packages				X			1
Use of Open Days				X			1
Sickness Monitoring				X			1
Better Communication with Partner Agencies				X			1
Subsidised Private Health Schemes				X			1
Design of Application Forms				X			1
Extend NVQ Programme				X			1

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Listening to our Service Users				X			1
Trainee Schemes			X				1
Bursaries			X				1
Relationships with Universities			X				1
Improved Pastoral Care and Access to Counsellors			X				1
Protecting Staff from Violence			X				1
Staff Rotation			X				1
Online Applications			X				1
Publishing Good News Stories			X				1
More Permanent Jobs / Fewer Temps			X				1

(COMM/SELECT) WPKPd