



Workforce Check-In Survey

April 2021



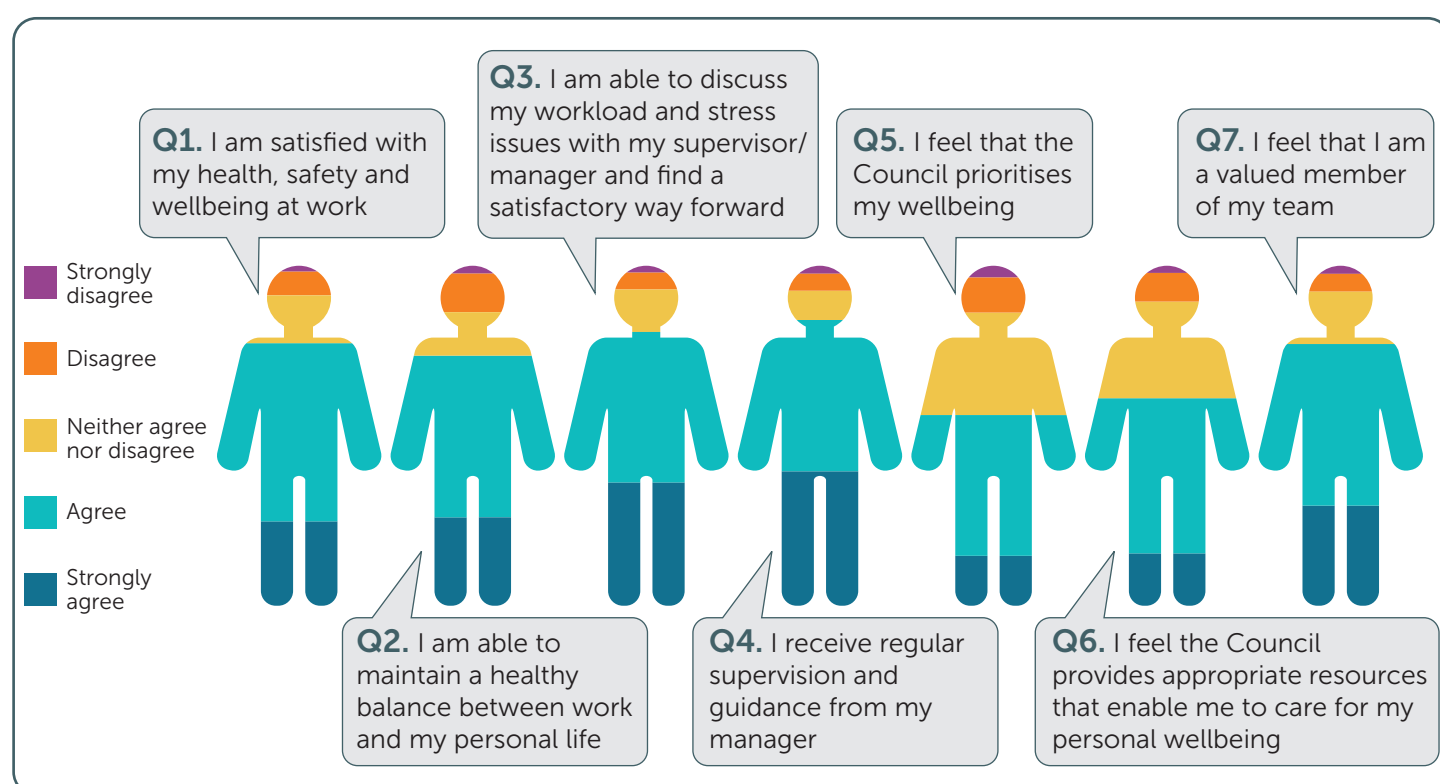
**Nottinghamshire
County Council**

Headline Findings

Thank you to all colleagues that took part in the workforce check in survey that took place in April 2021. In all we had 2,248 responses from employees. These are the headline findings from the survey. We recognise that colleagues who completed the survey work in a wide range of roles, and in a variety of different working circumstances, therefore further, more detailed analysis is being undertaken and will be considered by the Council's Workforce Resilience and Recovery Group, the Smarter Working programme team, and departmental leadership teams. This will enable focussed actions to be developed, where required.

Workforce Wellbeing Findings

The first part of the survey focussed on employee wellbeing. The findings are summarised below:



The findings indicate that the majority of employees feel satisfied with their health, safety and wellbeing at work and in particular feel able to talk regularly with their manager about their workload and any stress related issues. Many colleagues commented positively about the support that they have received over the last year, although some have felt pressures with their workload and have struggled to switch off from work.

Almost three quarters of those surveyed feel able to maintain a healthy work/life balance. Comments made by employees in respect of work/life balance suggest that many colleagues who have moved to home working over the last year have seen an improvement due to the flexibility, lack of commute and greater time for themselves, whilst others have found it more difficult to maintain a boundary between work and home due to the lack of separation.

Over three quarters of those surveyed feel that they are a valued member of a team. Some colleagues reflected on missing face to face time with colleagues, both on a personal level and in

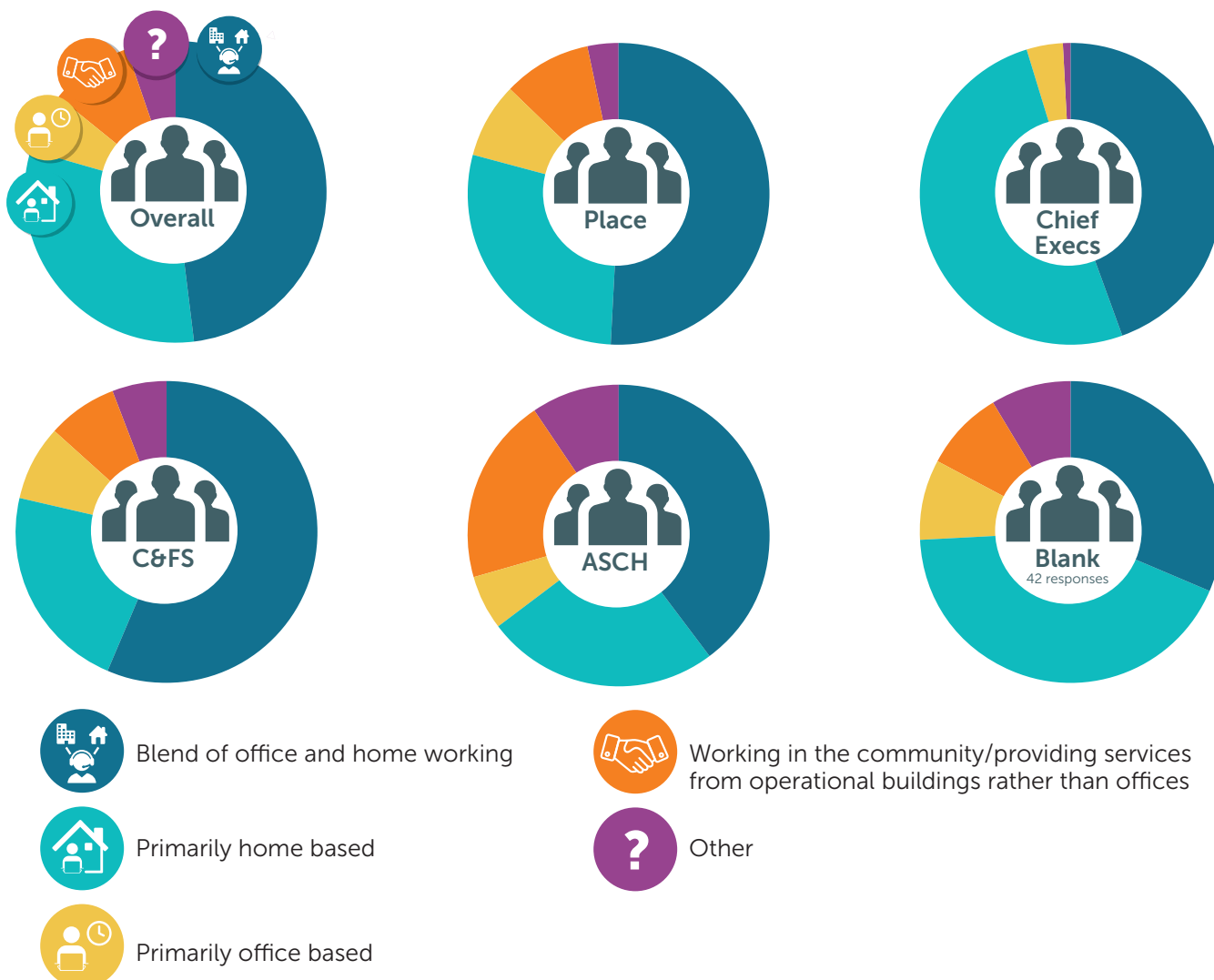
terms of the ad hoc conversations that support with work. Colleagues are keen to see that moving forwards, they will have the opportunity to spend time with their team – some through regular face to face team meetings, some through collaborative working opportunities, and some through working alongside their colleagues in the office.

Just over half of colleagues reported that they feel the Council prioritises their wellbeing, with a slightly higher number feeling that the Council provides appropriate resources that enables them to care for their personal wellbeing. This suggests that we need to do more to raise awareness of the support available to colleagues, ensure that the support available is meeting colleagues' needs, and also ensure that managers are encouraging employees to prioritise their wellbeing. We will plan some engagement events to further develop our response to these findings.

Future Working Arrangements

The second part of the survey focussed on future working arrangements and thinking forwards to when restrictions around work bases are lifted. The survey asked colleagues how they imagined themselves working in the future. Overall, **48%** of colleagues responding see themselves as doing a blend of office and home working, **32%** see themselves as being primarily home based, and **6%** primarily office based, with **9%** working in the community and the remainder in other settings. As you might anticipate, the percentage varies depending on the service that colleagues work in.

How do you imagine yourself working in the future?



The survey also asked how colleagues are feeling about a potential return to some level of office-based working. Responses were fairly evenly split between those who reported feeling positive or optimistic, those who reported feeling anxious or apprehensive, and those feeling mixed or neutral.

If you have been working from home over the last year, how do you feel about the potential return to some level of office-based working?



21.75%
Positive



15.46%
Optimistic



15.15%
Neutral



14.79%
Mixed



16.72%
Apprehensive



16.13%
Anxious

The survey gave colleagues the opportunity to identify what would support them to feel confident about their future working arrangements. The key themes identified were as follows:

- Colleagues want to be engaged in and kept informed about future changes to working arrangements – it is key that individual needs are taken into account
- Colleagues want to have the autonomy to work flexibly and to choose when and how to work – to balance service needs with their personal circumstances
- Colleagues want to be equipped to do their role effectively, whether from home or in the office – this includes equipment, consideration of financial support for home working and access to office space being coordinated so that colleagues can be confident they will be able to sit with their teams
- Give clear expectations for how colleagues can work – so that colleagues know what is expected of them and they can be confident in the decisions they're being enabled make over working arrangements
- Ensure that office bases are safe places for colleagues to work – colleagues want assurance of the measures that are in place to ensure that work bases are Covid-secure

Next Steps

In response to the survey findings, a series of frequently asked questions will be developed and published before the end of June. A calendar of future engagement opportunities will also be developed, so that colleagues understand how they can further contribute to shaping the way that the Council works in the future.

The Corporate Leadership Team would like to thank colleagues for their engagement to date.