

Year on Year Comparison

Year on year comparison There are a number of indicators in the 2023 questionnaire that have been kept the same as previous years to allow for year-on-year comparisons.

Key	Static (+/- 2%)
n/a = not asked	Decline – high risk (above 5% variance)
Improvement	* = Negative question

Table 1: Year on Year Comparison on selected indicators

	2023	2019	2017	2015	2013	% change since 2019
I am kept well informed about what is happening within my team	70%	70%	66%	65%	60%	No change
I am clear about what my duties and responsibilities are	87%	87%	88%	87%	87%	No Change
I can see how my job links to the Council's objectives and priorities	60%	59%	55%	45%	47%	+1%
The training and development I receive helps me to do my job better	63%	58%	59%	62%	49%	+5%

Table 2: Highest percentage changes since 2019

	2023 % agreement with the statement	2019 % agreement with the statement	% Change since 2019
I feel I am coping well	74%	54% (2022 MH survey)	+20%
I am given the proper equipment to keep me safe and protect my health	82%	76%	+6%
Do you feel your mental health is sufficiently supported at work	59%	53%	+6%
Relationships at work are strained*	27%	33%	-6%

Table 3: Lowest percentage changes since 2019

	2023 % agreement with the statement	2019 % agreement with the statement	% change since 2019
I know what Elected Members do	36%	36%	No change
I am kept well informed about what is happening in my team	70%	70%	No change
I have the opportunity to participate in regular team interactions (or meetings)	74%	74%	No change
The information I receive is easy to understand	74%	74%	No change
I am able to access the training and development opportunities that I need.	58%	58%	No change
My line manager/supervisor manages staff in our team fairly and consistently	72%	72%	No change
I am clear what my duties and responsibilities are	87%	87%	No change
I know what Elected Members do	36%	36%	No change

Table 4: Largest percentage decreases since 2019

	2023 % agreement with the statement	2019 % agreement with the statement	% Change since 2019
I am aware of the challenges that face the Council over the next few years	73%	86%	-13%
I expect the Council will have to change the way it delivers services because of these changes	73%	82%	-9%
I am kept well informed of what is happening in the council by my line manager/ supervisor	68%	77%	-9%
I have been able to maintain and/or improve my mental health and wellbeing during the last year	59%	65% (2022 MH survey)	-6 %
I am kept well informed about what is happening within the Council	48%	54%	-6%