

## Year on Year Comparison

**Year on year comparison** There are a number of indicators in the 2019 questionnaire that have been kept the same as previous years to allow for year-on-year comparisons.

**Table 1: Year on Year Comparison on selected indicators**

	2019	2017	2015	2013	2011	%change since 2017
I am kept well informed about what is happening within my team	70%	66%	65%	60%	69%	+4%
I am clear about what my duties and responsibilities are	87%	88%	87%	87%	88%	-1%
I can see how my job links to the Council's objectives and priorities	59%	55%	45%	47%	57%	+4%
The training and development I receive helps me to do my job better	58%	59%	62%	49%	58%	-1%

**Table 2: Highest percentage changes since 2017**

	2019 %age agreement with the statement	2017 %age agreement with the statement	%age Change since 2017
My line manager/supervisor passes information to me effectively	77%	70%	+7%
My line manager/supervisor motivates me	68%	61%	+7%
Overall, I am satisfied with the line management/supervision I receive	76%	69%	+7%
My line manager/supervisor recognises and gives praise for good performance	72%	66%	+6%
I feel able to approach my supervisor when I have a problem and I am confident it will be acted upon	78%	72%	+6%

**Table 3: Lowest percentage changes since 2017**

	2019 %age agreement with the statement	2017 %age agreement with the statement	%age Change since 2017
It is clear to me what is acceptable and unacceptable behaviour in the workplace	97%	97%	No change
I am aware of the appropriate channels for reporting unacceptable behaviour, bullying or harassment	82%	82%	No change
I believe Elected Members provide leadership for the Council	23%	23%	No change
I know what elected members do	36%	36%	No change

**Table 4: Largest percentage decreases since 2017**

	2019 %age agreement with the statement	2017 %age agreement with the statement	%age Change since 2015
My workload is generally manageable	63%	68%	-5%
I would recommend the Council as a good place to work	57%	62%	-5%
I take pride in working for the Council	71%	75%	-4%
I have had a development activity/session in the last 12 months (this might be an ERDP, PR&D, professional supervision or appraisal)	69%	73%	-4%
I believe that the Council will take action to address issues arising from the survey	33%	36%	-3%
I believe the Council is committed to developing a more positive workforce culture	64%	67%	-3%
I am given the proper equipment to keep me safe and protect my health	76%	79%	-3%