

Kirklees Council employee Pulse Survey October 16

Overall results

1750 employees took part this time.

My Job

Percentages show total that agreed with each statement

	October 2015	October 2016
I feel that what I do makes a difference for local people	79%	81%
I work with others across the council to make a difference for local people	79%	80%

Change

Percentages show total that agreed with each statement

	October 2015	October 2016
I feel I get the support I need to help me adapt to changes at work	57%	59%
Senior managers give clear and consistent messages about changes	41%	44%
Senior managers are doing a good job of leading the changes	36%	36%

New question

On a scale of 1 to 6, how do you feel about the current leadership style in your Directorate?					
1 - It's controlling: management don't care or listen	2	3	4	5	6 - It's empowering: management listen and are supportive
52%			48%		

Being part of New Council

I think New Council is about...	October 2015	October 2016
saving money	75%	81%
working differently	72%	77%
doing more with less	67%	73%
communities doing more for themselves and each other	69%	72%
how I behave	62%	66%
better cross-council working	55%	60%
working harder	37%	40%
reviews	29%	32%
nothing changing	2%	2%
Not sure	5%	3%
I haven't heard of New Council	7%	5%

Percentages show total that agreed with each statement

	October 2015	October 2016
I feel confident that New Council will be a good place to work	33%	36%
I feel involved in helping us get to New Council	34%	38%
I feel encouraged to come up with new and better ways of doing things	42%	46%

My team and my development

New question:

On a scale of 1 to 6, what's it feel like to be a member of your team?					
1 - I feel like an outsider, not accepted in my team	2	3	4	5	6 - I feel included and part of my team
20%			70%		

New question:

I discuss my development needs in my appraisal	72%
I feel my skills and behaviours are recognised	67%
I am happy in my job	60%
I am going to look for a new job outside Kirklees Council in the next 12 months	20%

New question, asked only of those that said they are going to look for a new job:

What are the main reasons you are thinking of moving on?

Too much uncertainty here	49%
For greater job satisfaction	46%
For job development	38%
For more money	32%
For a new challenge	31%
For more job security	27%
I'm unhappy in my team	20%
For a different type of work	19%
Don't want to work for Kirklees Council	15%
For more flexible working	9%
My contract ends in the next 12 months	9%

Getting better?

Overall, compared with **six months** ago would you say that...

	October 2015	October 2016
...Kirklees Council feels like a better place to work for me	9%	11%
...Things feel about the same	57%	53%
...Kirklees Council feels like a worse place to work for me	34%	36%