## **Appendix A - All questions summary**

## All questions by year and department

## Results for LCC

All Questions	All Q	Average for Q1 to Q21						ф	
My Council	Q1	Good employer							0
	Q2	Values staff						0	
	Q3	Change well communicated						0	
	Q4	Change well managed					0		
	Q5	Committed to E&D							0
	Q6	Safe to speak up					0		
	Q7 Q8	Accessing wellbeing services Wellbeing support available							0
My Manager	Q9	Values ideas and opinions							0
	Q10	Keeps me well informed							0
	Q11	Clear what expected							0
	Q12	Constructive feedback							0
	Q13	Supports flexible working							0
My Job	Q14	Fairness and respect							0
	Q15	Feel valued						0	
	Q16	Initiative is encouraged						0	
	Q17	Have a say in how I work Feel trusted							0
	Q18 Q19	Satisfied with flexible working							0
	Q19 Q20	Work/life balance						0	O
	Q20 Q21	Stress at work (not a problem)					0	<u> </u>	
Bullying &	Q22	Bullying and harassment		0					
harassment	Q23a	Employees / colleagues / managers		0	ı				
Harassinene	Q23b	Customers / service users / public			0				
	Q23c	Elected Members	0						
	Q23d	Other agencies / partner agencies							
Discrimination	Q24	Any Discrimination			0				
Job Factors	Q25a	Job satisfaction						0	
	Q25b	Pay and benefits					0		
	Q25c	Career development				0			
	Q25d	Work life balance						0	
			0.0%		25.0%	50.0	)%	75.0%	100.0%

Vertical grey line is the average for Q1 to Q21 for the department selected.

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