



Cyngor Sir
CEREDIGION
County Council

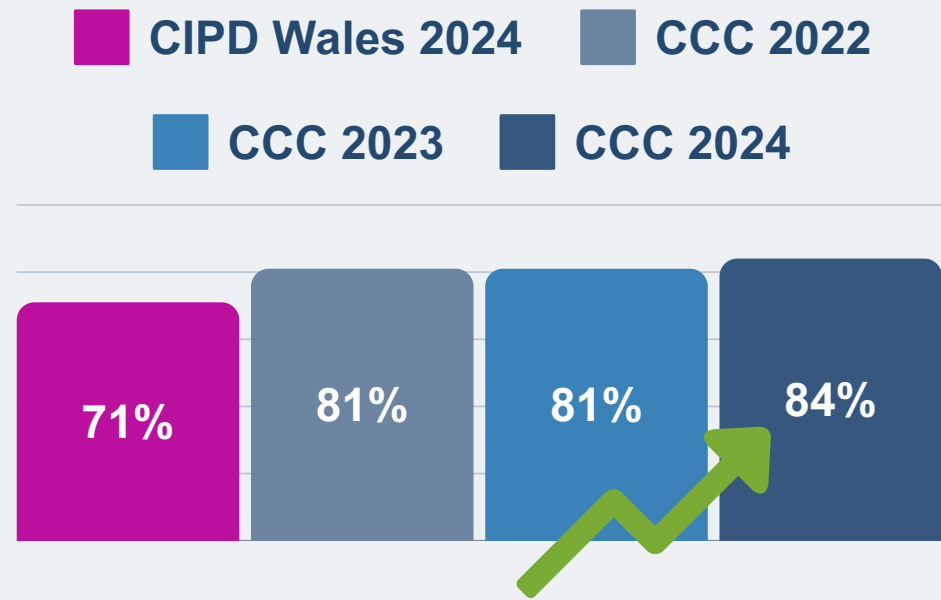
PEOPLE SURVEY 2024



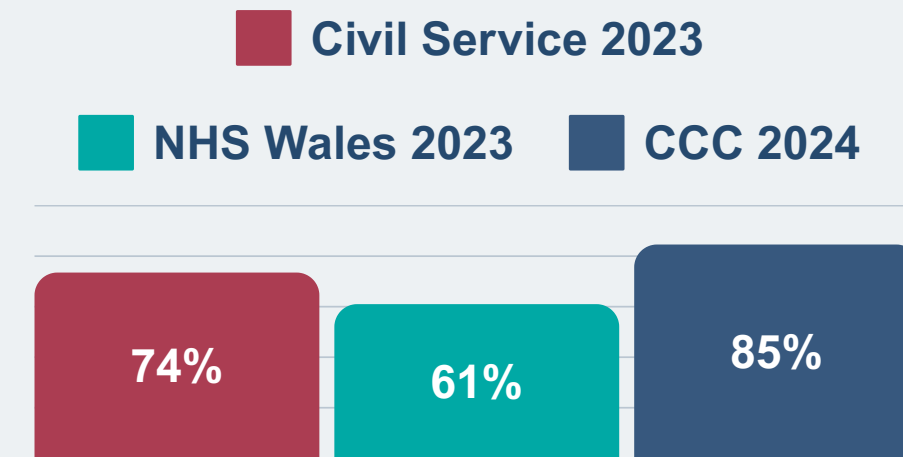
PERTHYN DYSGU LLWYDDO BYW
BELONG LEARN SUCCEED LIVE

ABOUT YOUR WORK

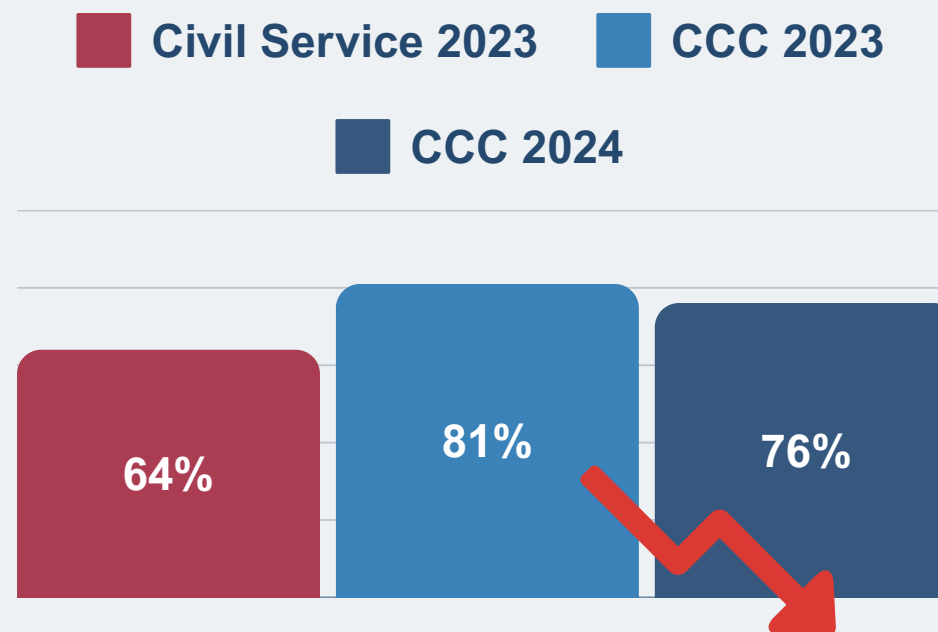
I am **satisfied** with my job



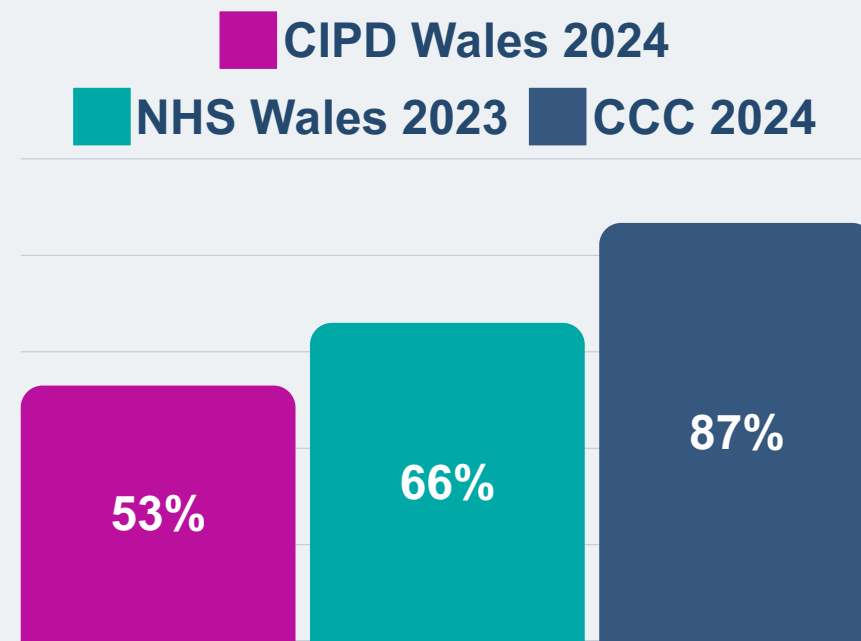
I have the **equipment / tools I need** to do my job effectively



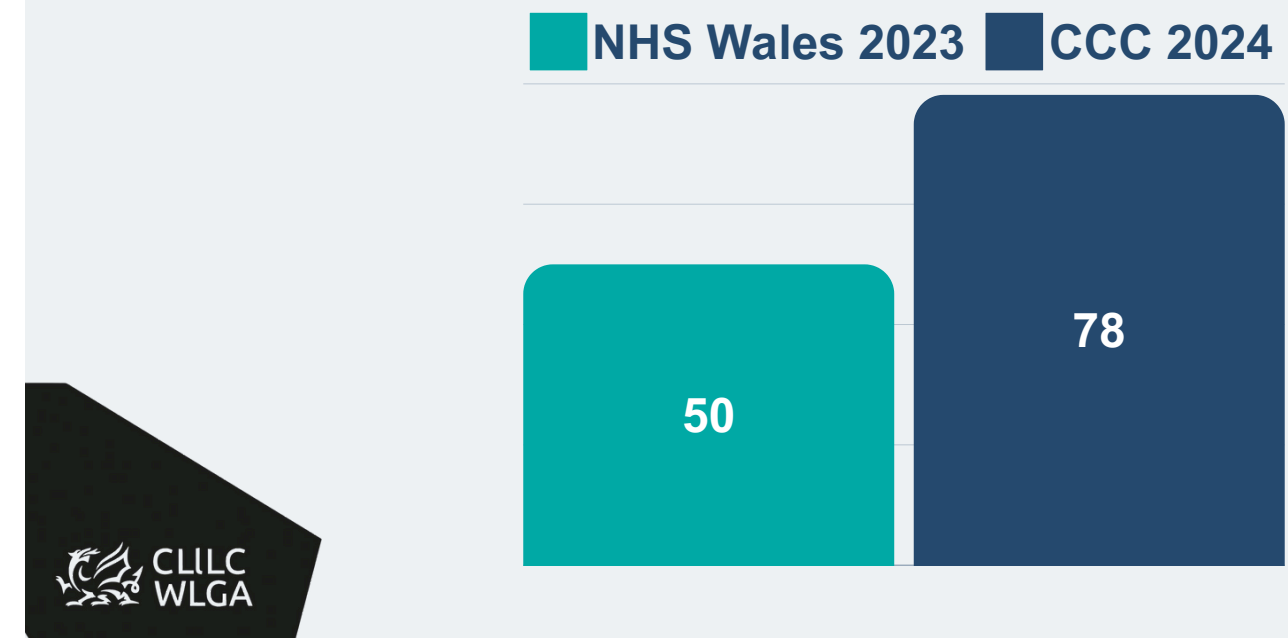
I find my **workload to be generally manageable**



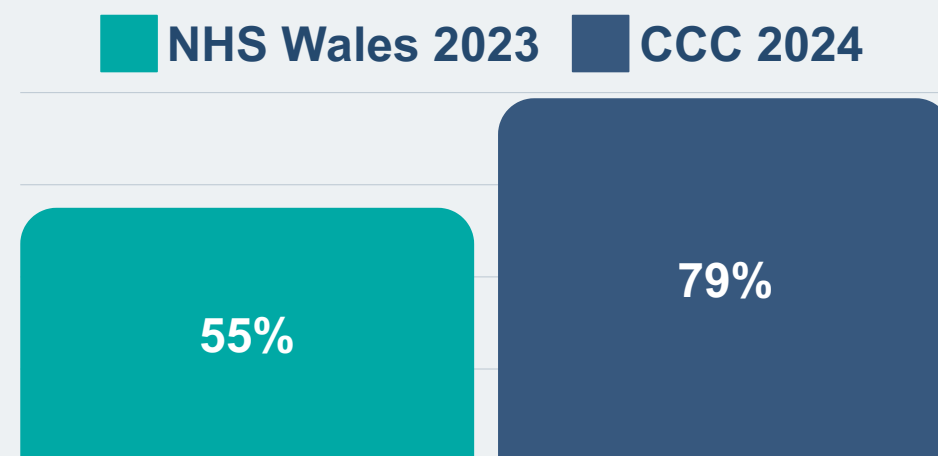
I am enthusiastic about my job



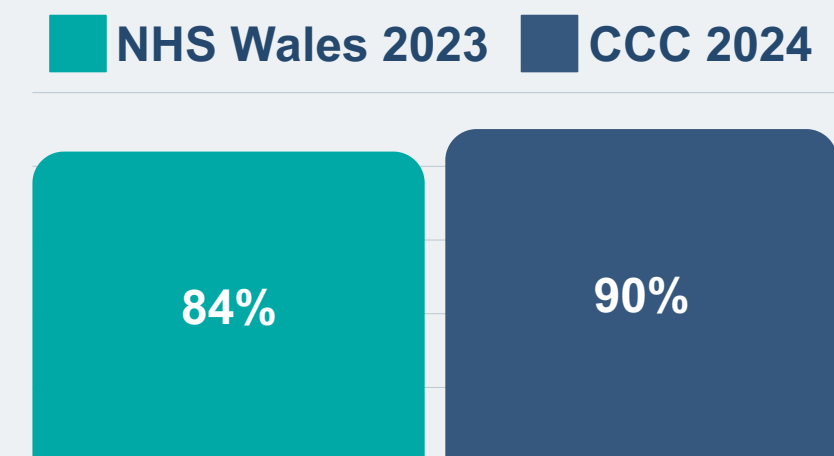
I look forward to going to work



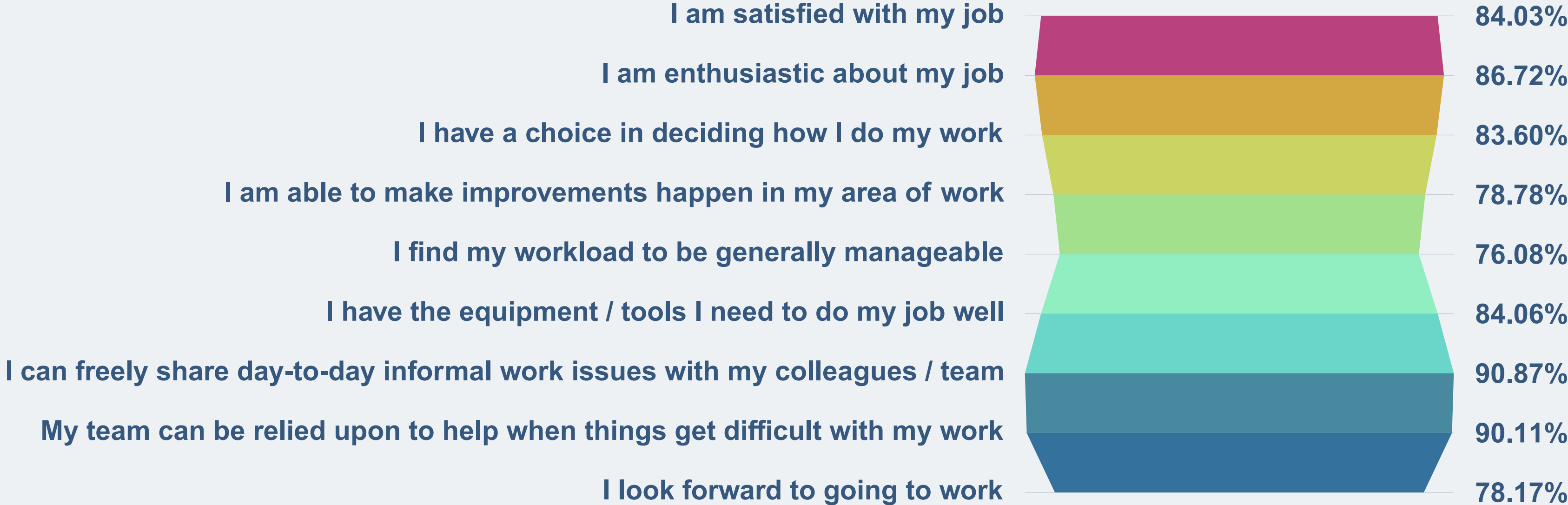
I am able to make suggestions to improve the work of my team



My team can be relied upon to help when things get difficult in my job



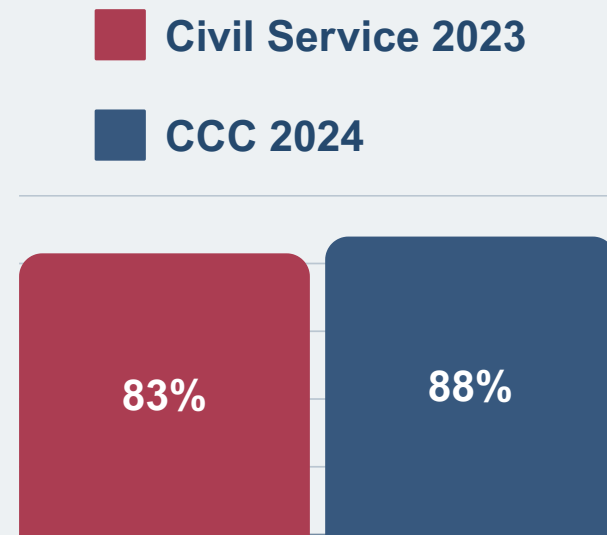
Average across 'My Work' indicators



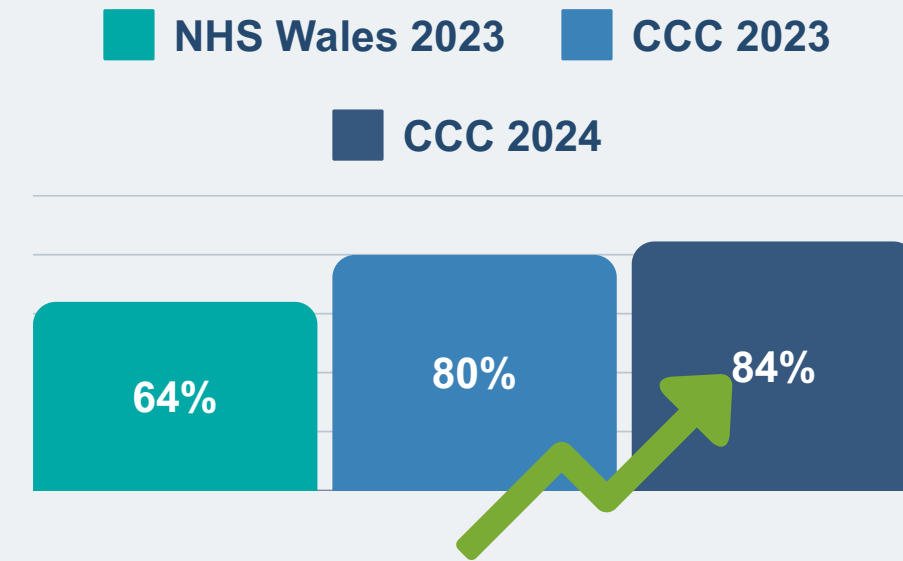
→ 83.60%

ABOUT YOUR MANAGER

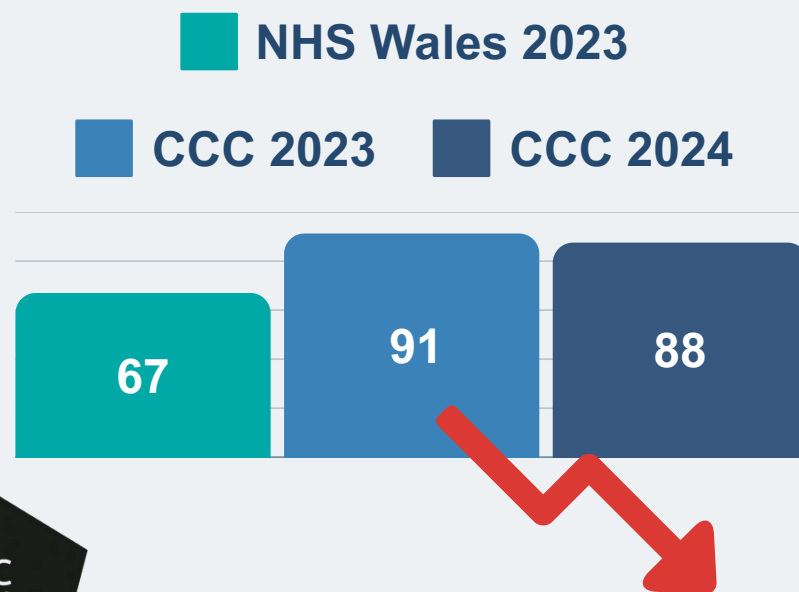
My manager **recognises** when I have done a good job



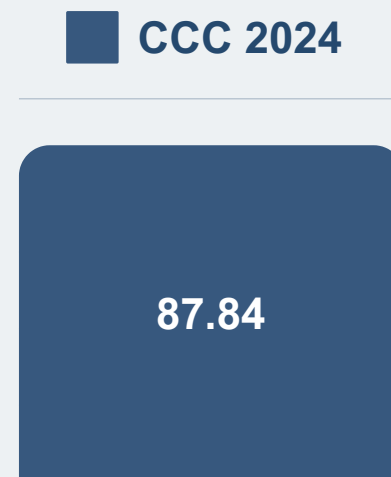
My manager provides **useful feedback** on my work



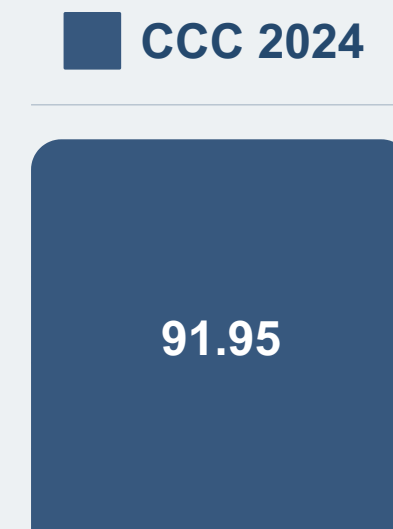
I am **well supported** by my line manager



My manager **effectively manages conflict**



My manager **treats me fairly**



Average across 'My Manager' indicators

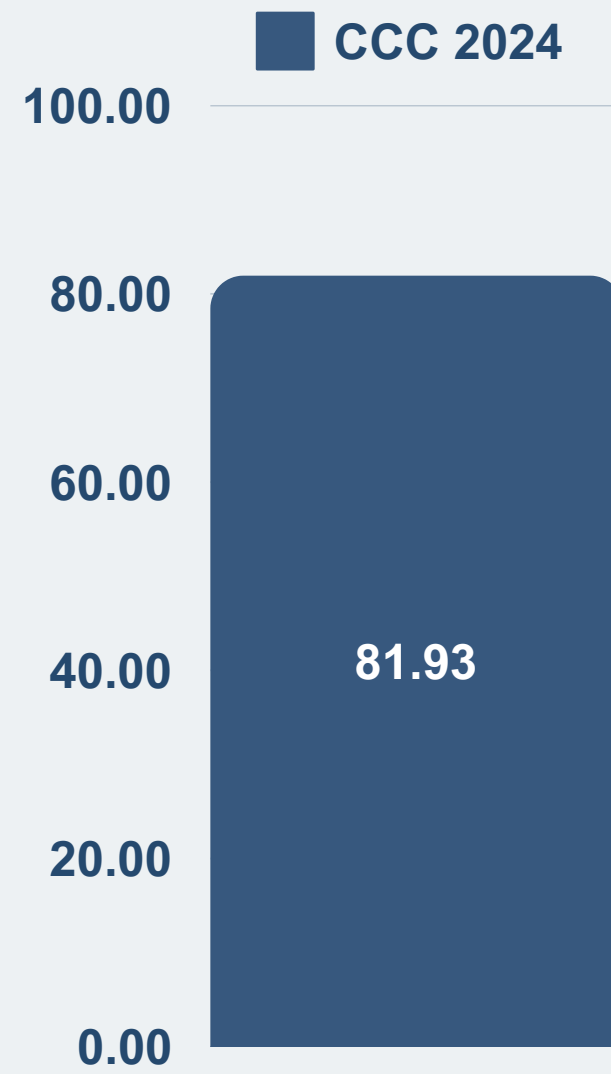


87.95%

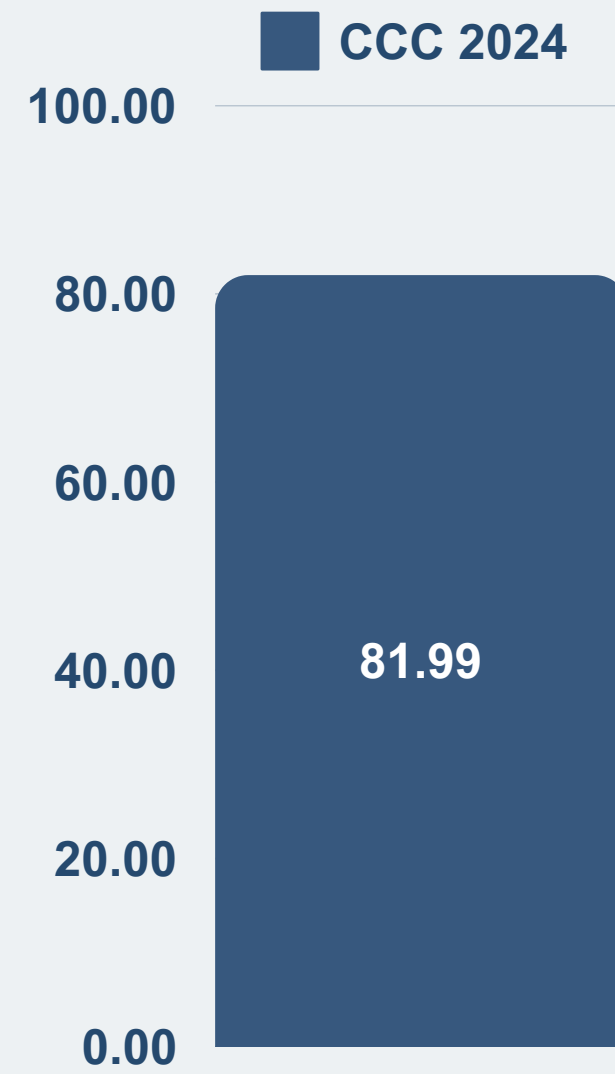
ABOUT YOUR LEADERSHIP

*'Leadership' is defined as your service area's
Corporate Lead Officer and Corporate Managers*

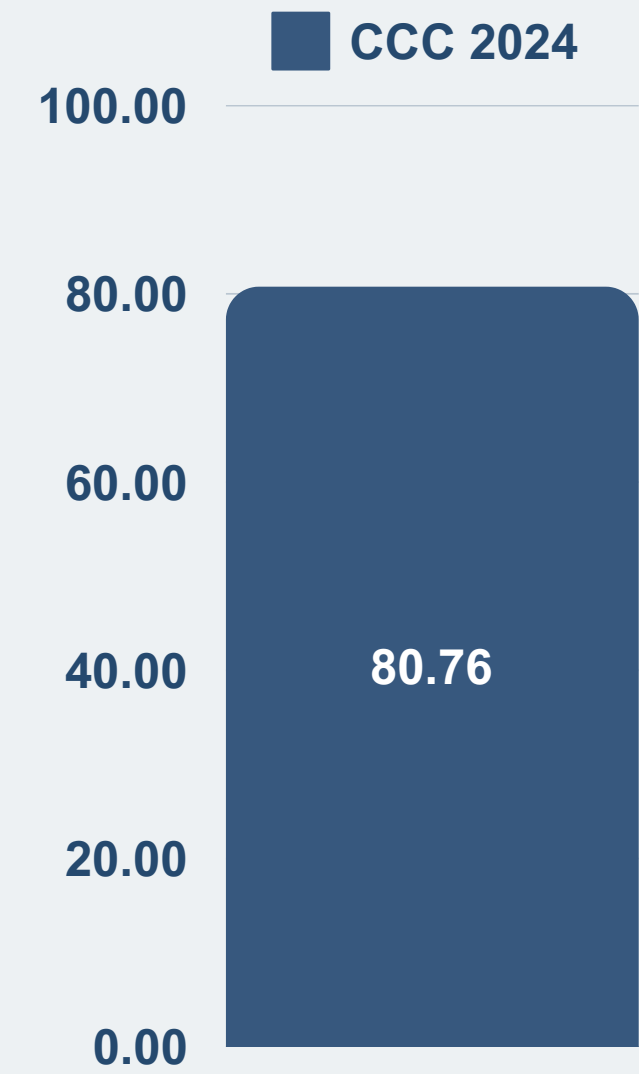
How effectively does your leadership **set a clear direction and goals for the work of the service?**



How well does your leadership **recognise and appreciate employees' hard work and contributions?**



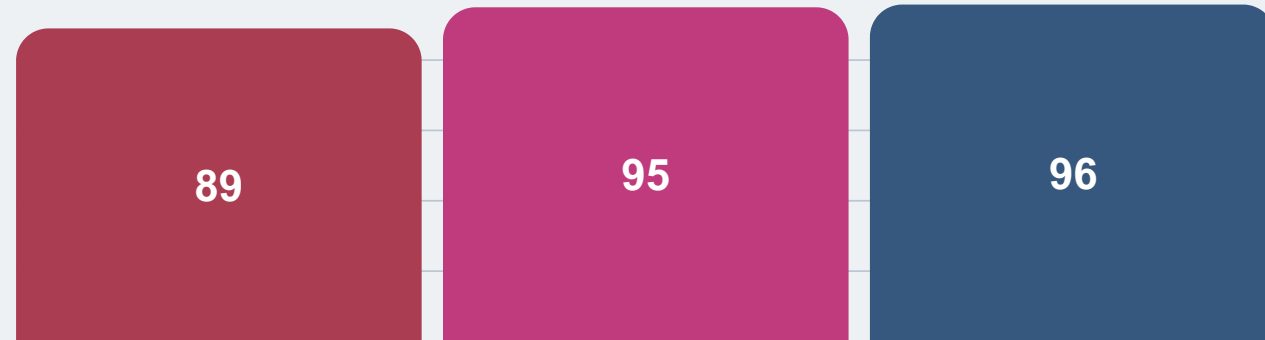
How effectively does your Leadership **promote a positive and collaborative workplace culture**



ABOUT YOUR DEVELOPMENT

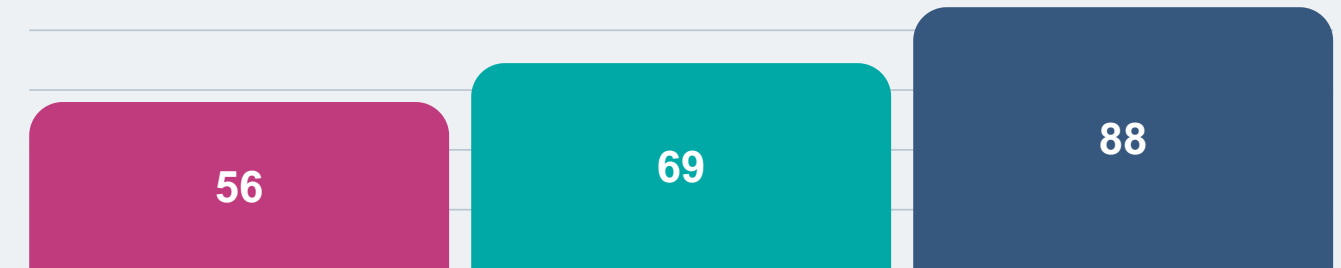
I have the **skills I need** to do my job well

■ Civil Service 2023 ■ CIPD 2024 ■ CCC 2024



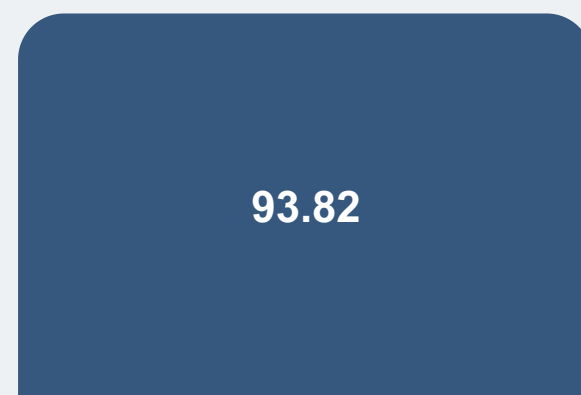
My organisation provides the training I need to do my job well and **develop my knowledge and skills**

■ CIPD Wales 2024 ■ NHS Wales 2023 ■ CCC 2024



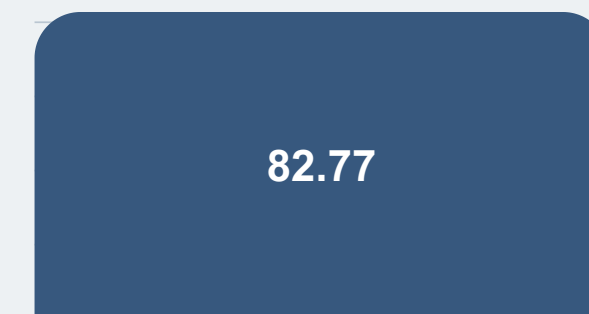
I have the opportunity to use my **Welsh language skills during my working day**

■ CCC 2024

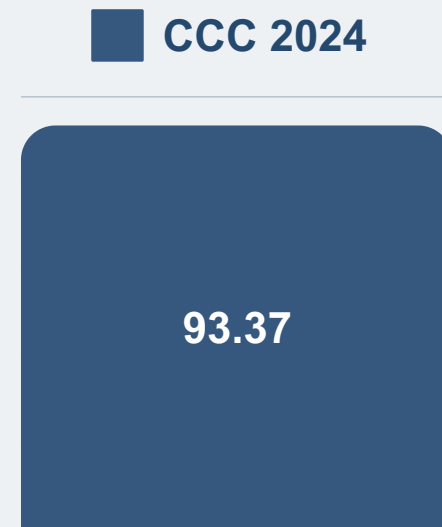


I would like to **improve my Welsh language skills**

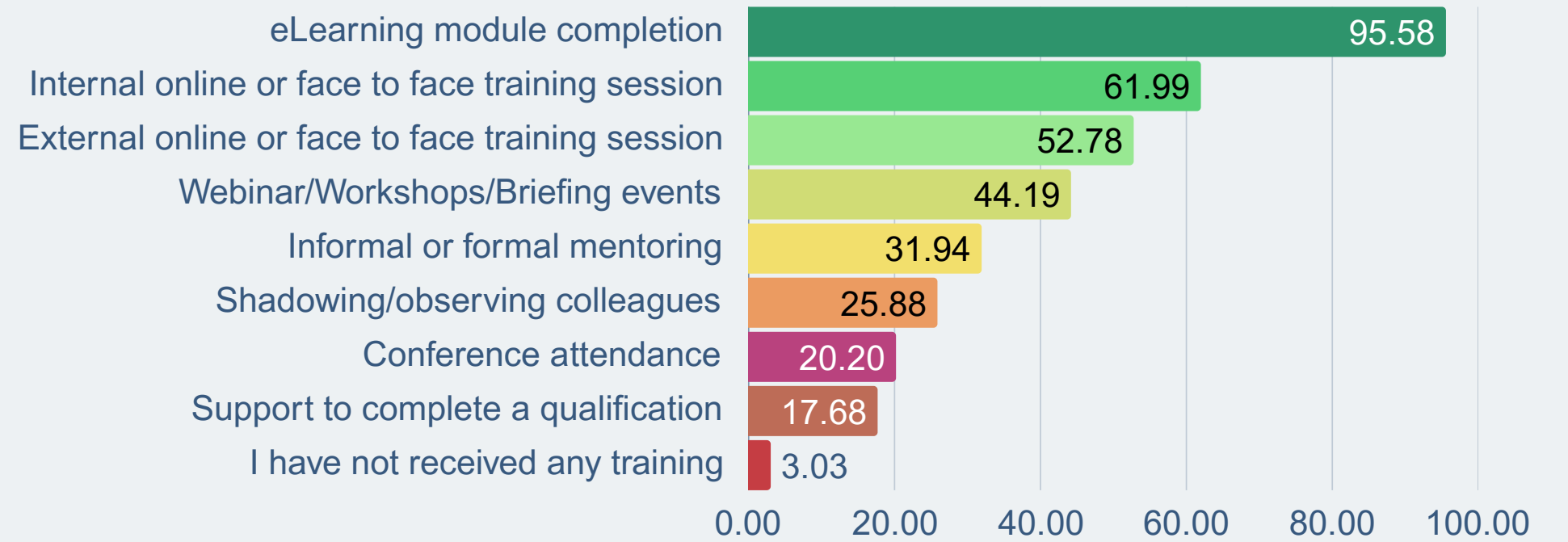
■ CCC 2024



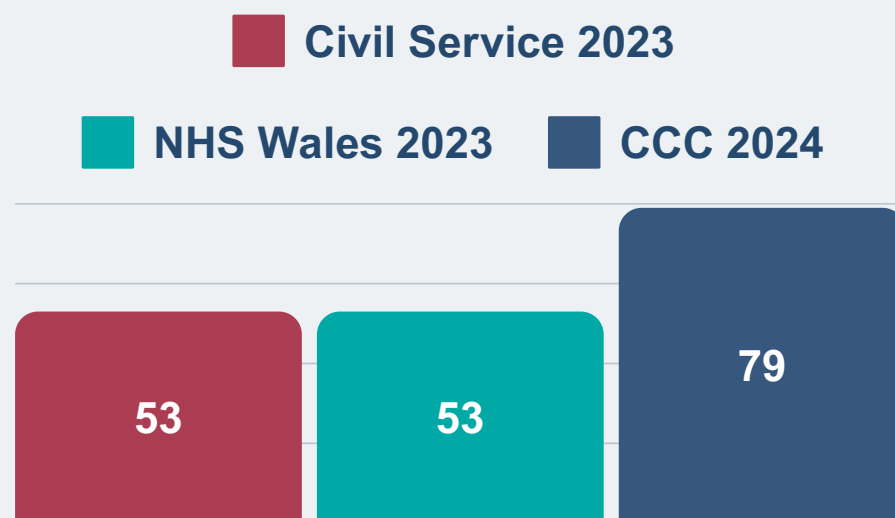
I am able to access training during working time



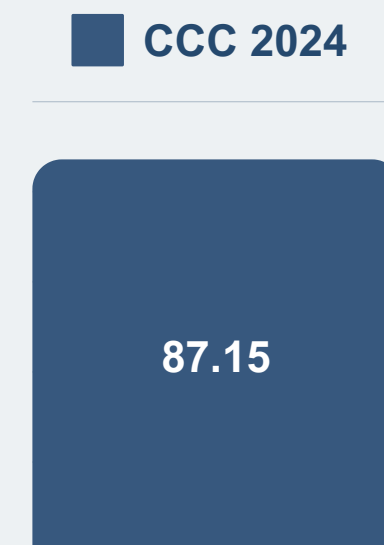
Forms of training you have received in the last 12 months



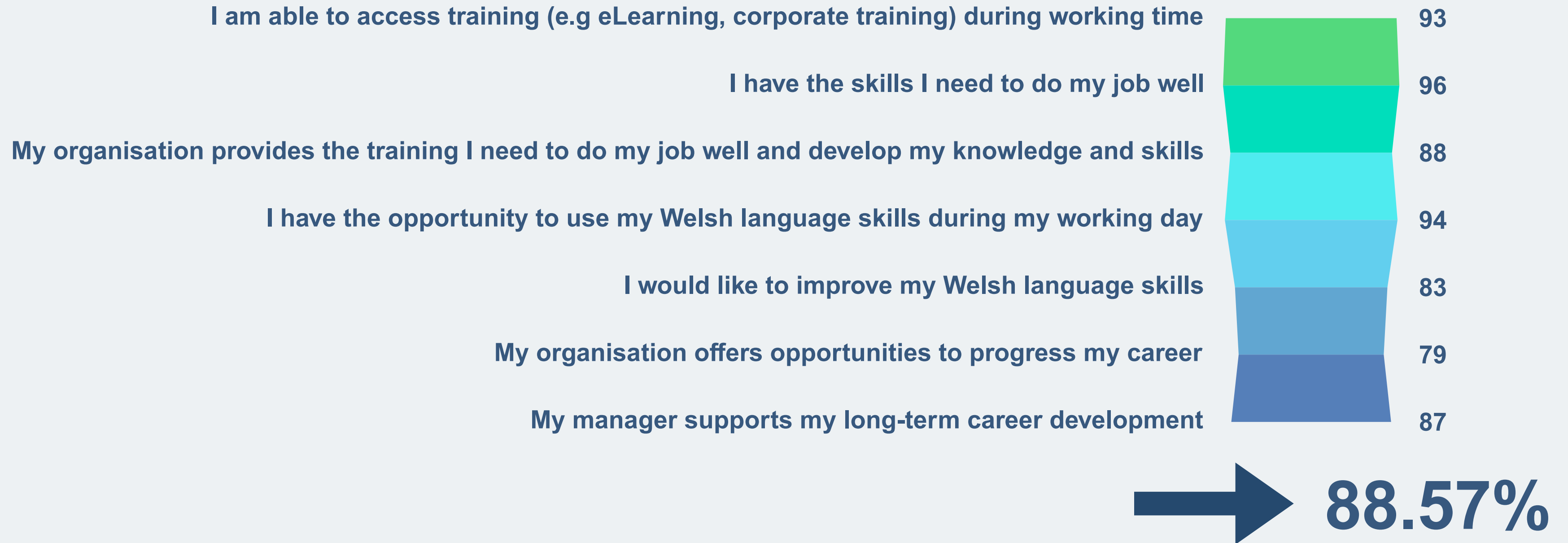
My organisation provides opportunities to develop/progress my career



My manager supports my long-term career development



Average across 'My Development' indicators

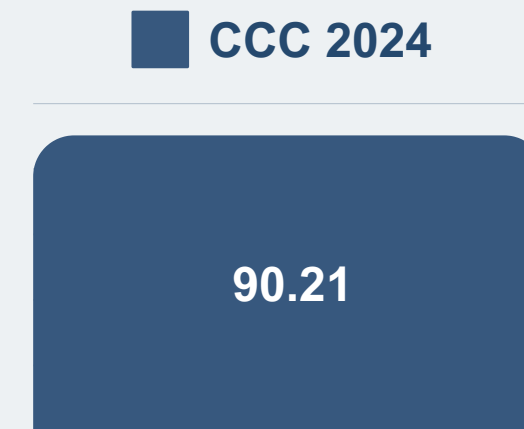


ABOUT YOUR APPRAISAL

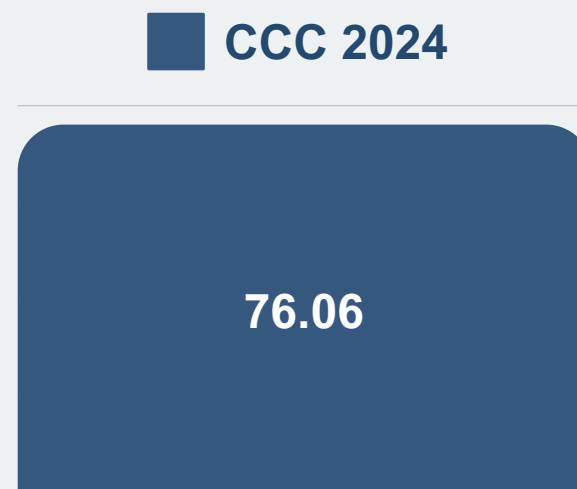
Have been employed by the Council for over 12 months? If so, **have you received an annual appraisal** meeting this year?



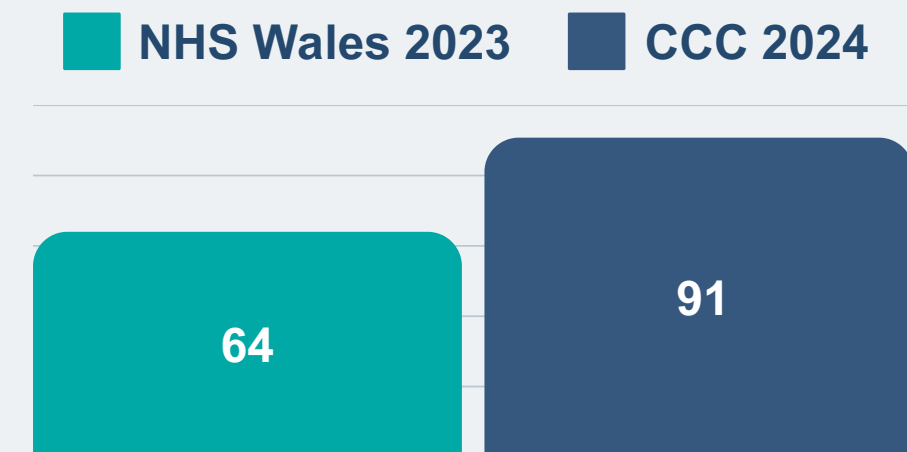
The feedback I received during my appraisal **supported my performance**



I found my **appraisal useful**



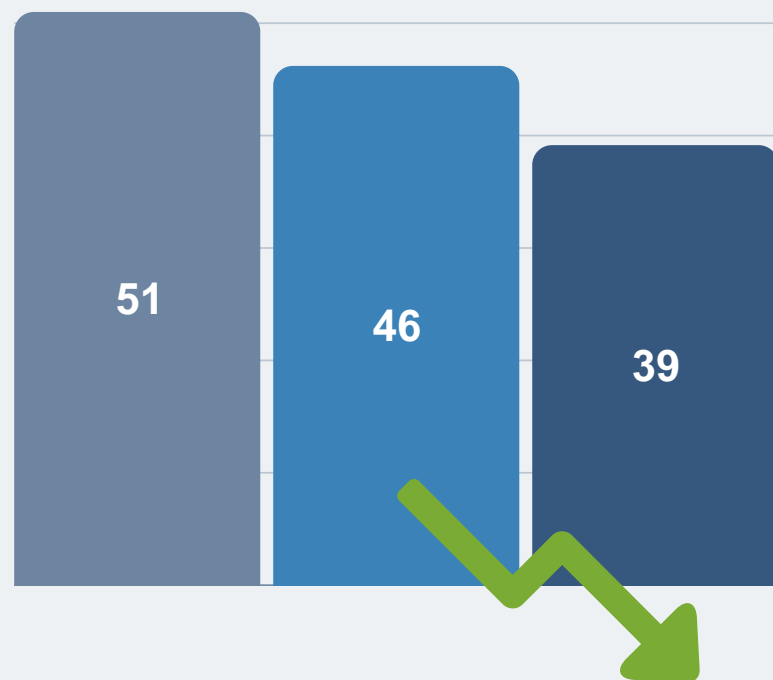
My appraisal **set clear and achievable goals** for the next year



ABOUT YOUR HEALTH, SAFETY AND WELLBEING

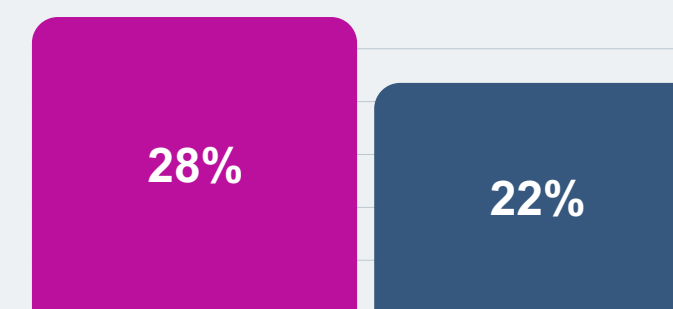
I experience work-related challenges which impact my health and wellbeing (Yes)

■ CCC 2022 ■ CCC 2023
■ CCC 2024



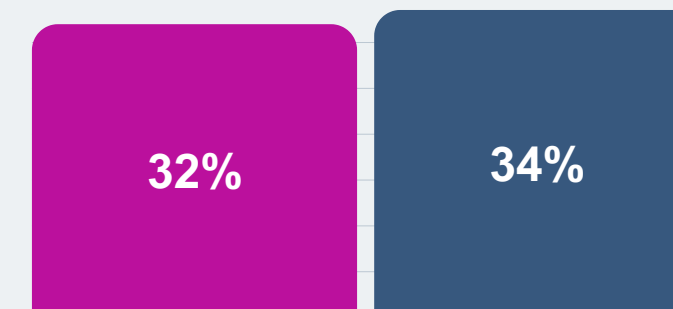
Work impacts my physical health negatively (Yes)

■ CIPD Wales 2024
■ CCC 2024

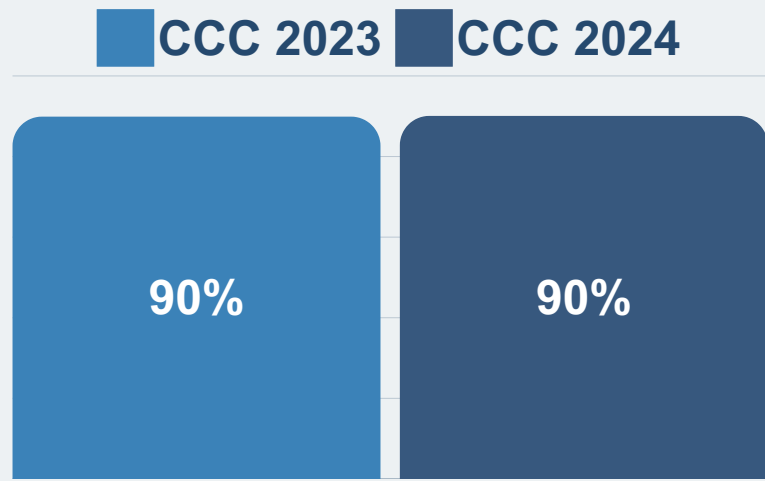


Work impacts my mental health negatively (Yes)

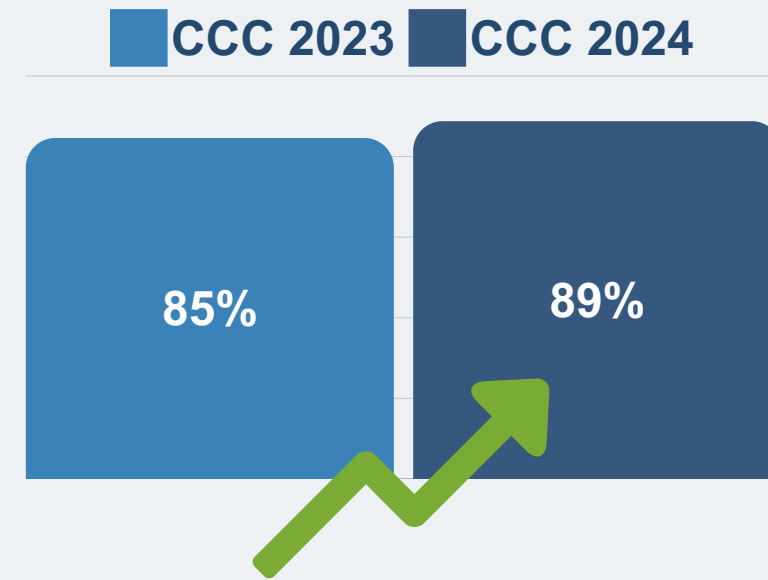
■ CIPD Wales 2024
■ CCC 2024



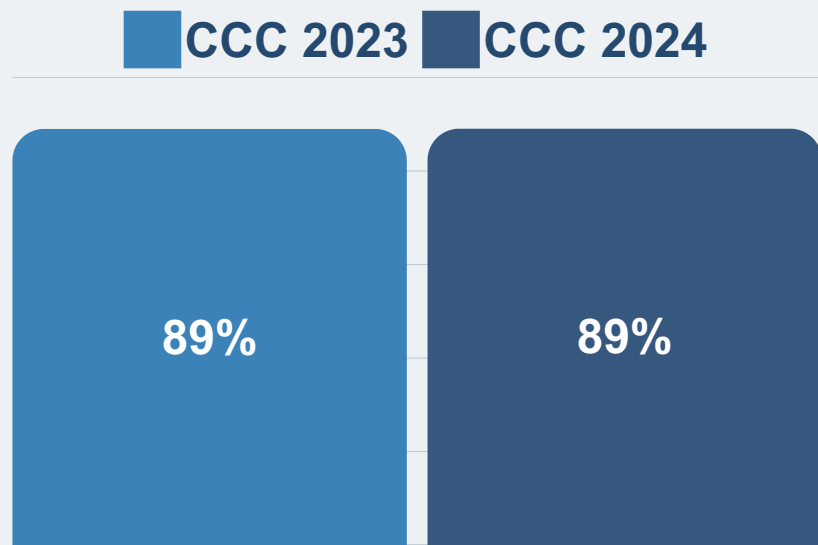
My manager is **open and approachable** on issues relating to mental health



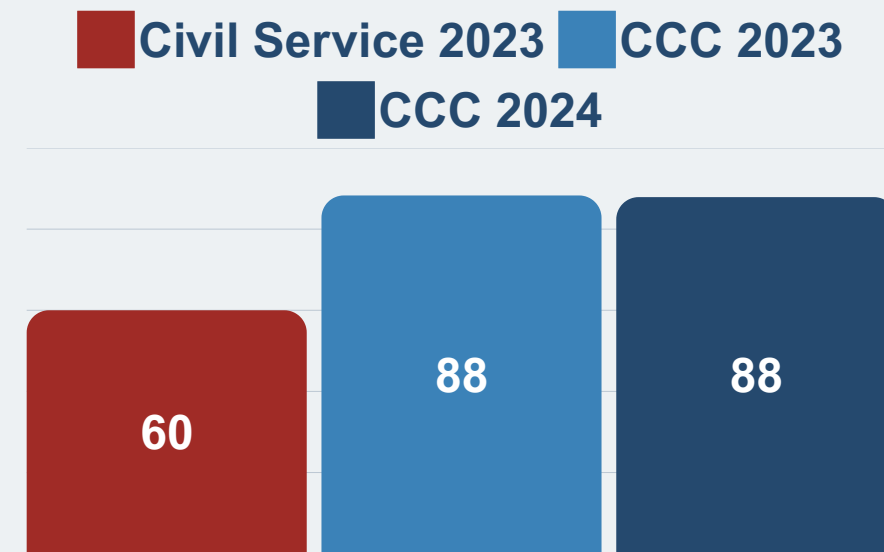
My organisation **supports employees who experience mental health problems**



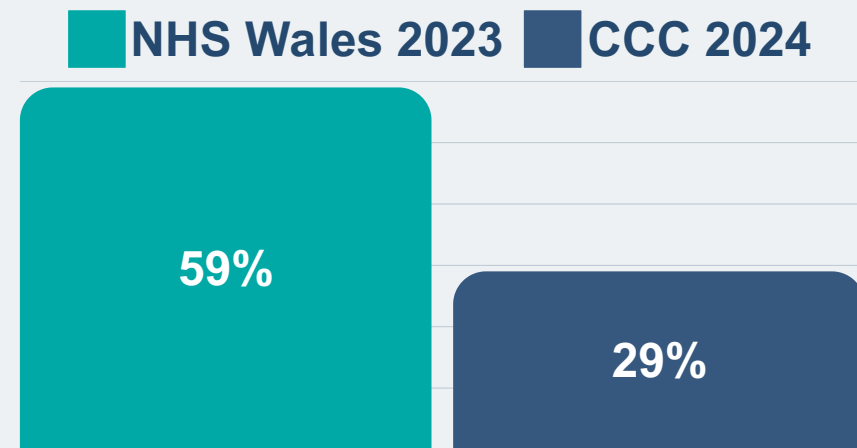
I know **where to get information and support** about health and wellbeing in the workplace



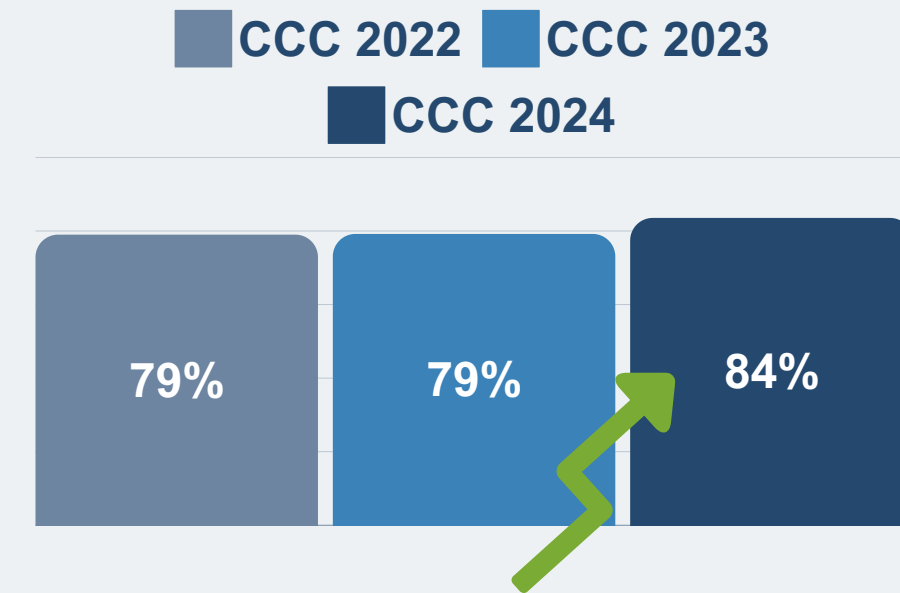
My organisation provides **good support for employee health and wellbeing**



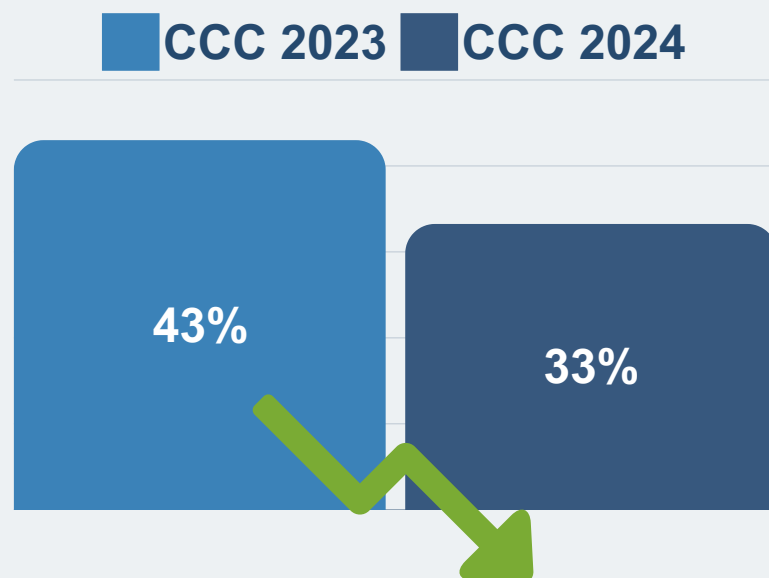
During the past 12 months I have **felt unwell as a result of work-related stress** (Yes)



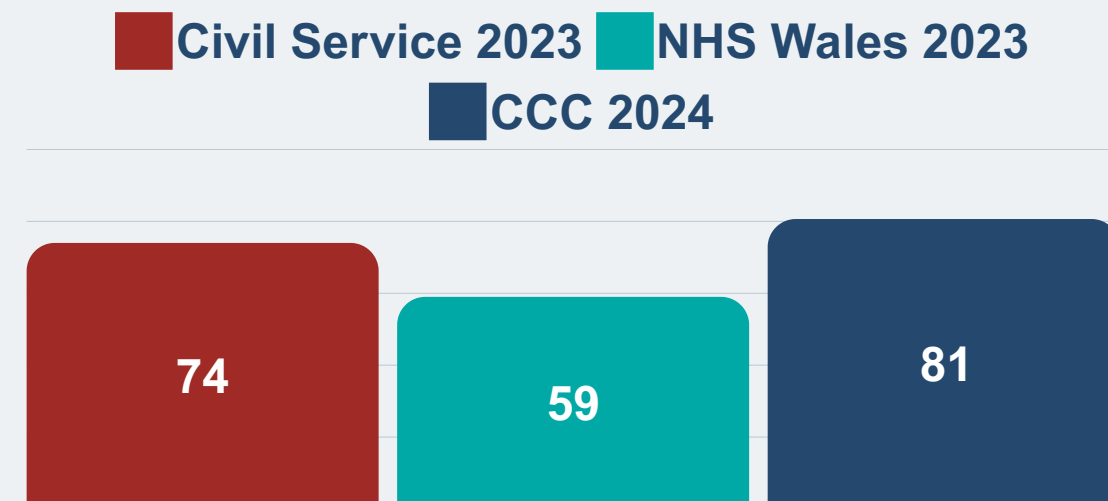
My organisation **cares about my health and wellbeing**



I regularly exceed my contracted hours or flexi-time allowance in order to complete my work



I achieve a good balance between my work life and my home life



I know how to access health and safety advice

■ CCC 2024



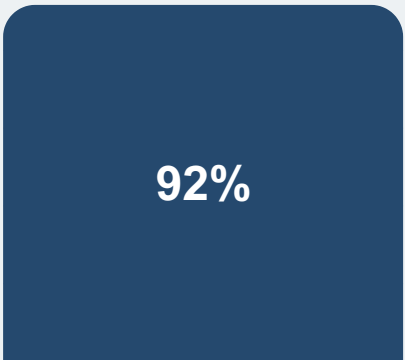
I know how to report a health and safety 'incident' or 'near miss'

■ CCC 2024

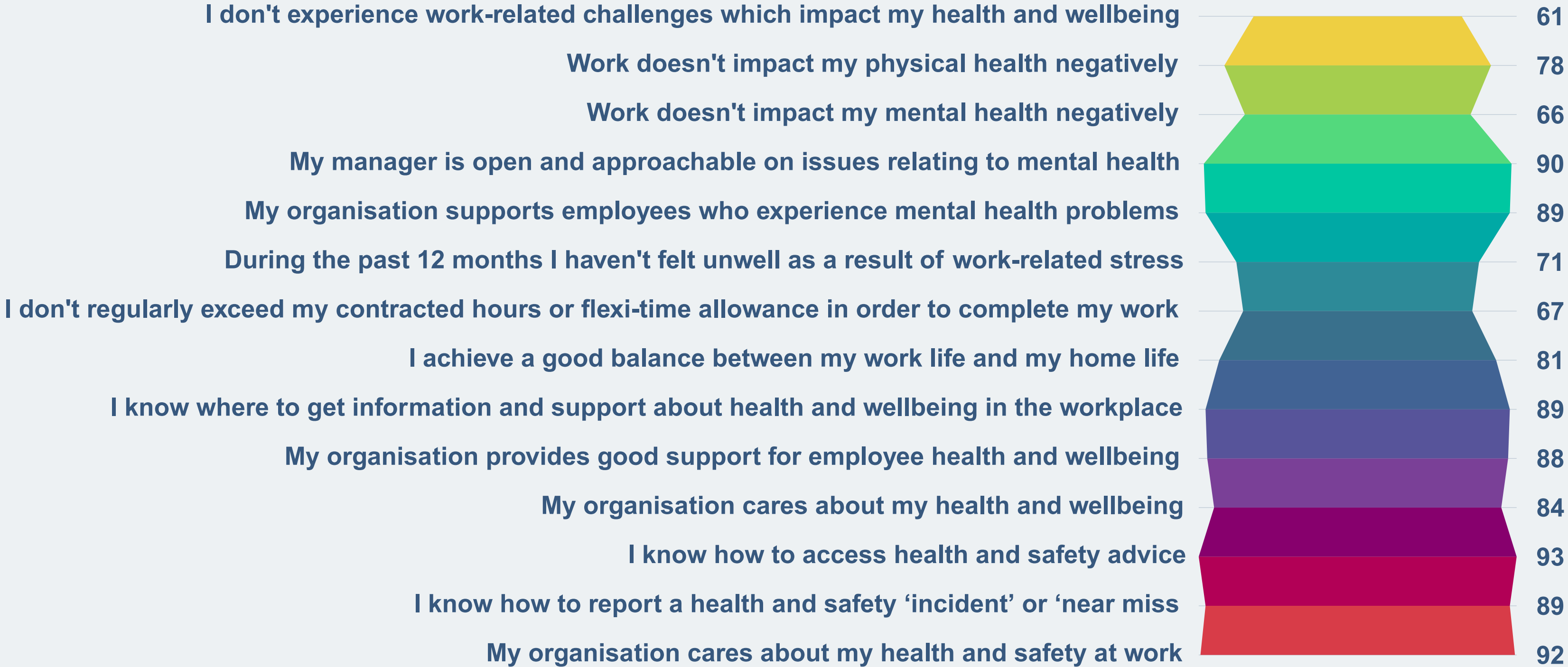


My organisation cares about my health and safety at work

■ CCC 2024



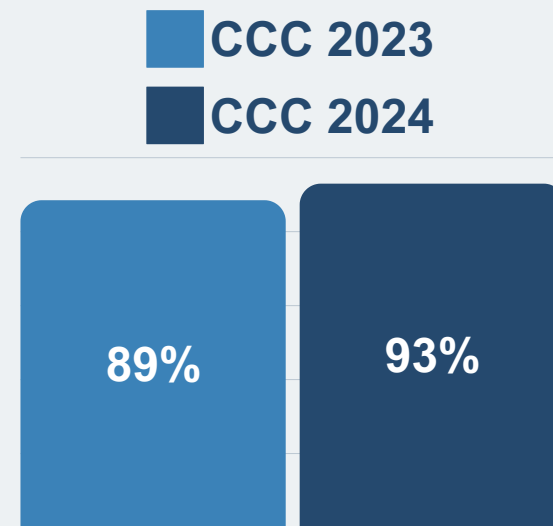
Average across 'My Health, Safety & Wellbeing' indicators



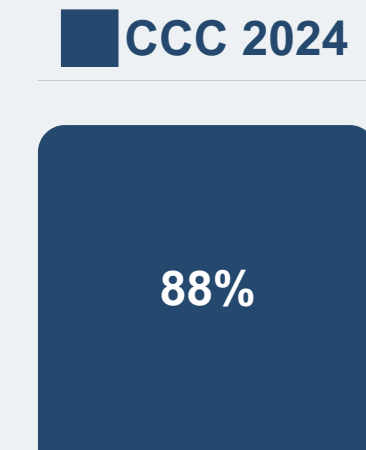
➔ **81.29%**

ABOUT RELATIONSHIPS AND FAIR TREATMENT

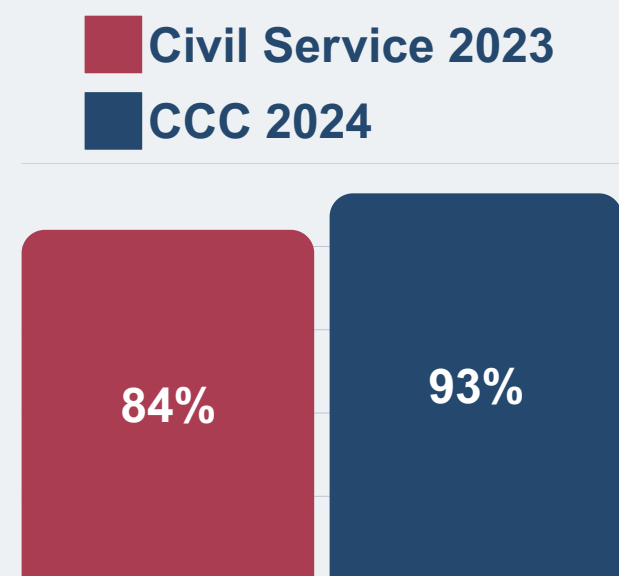
My team have good working relationships



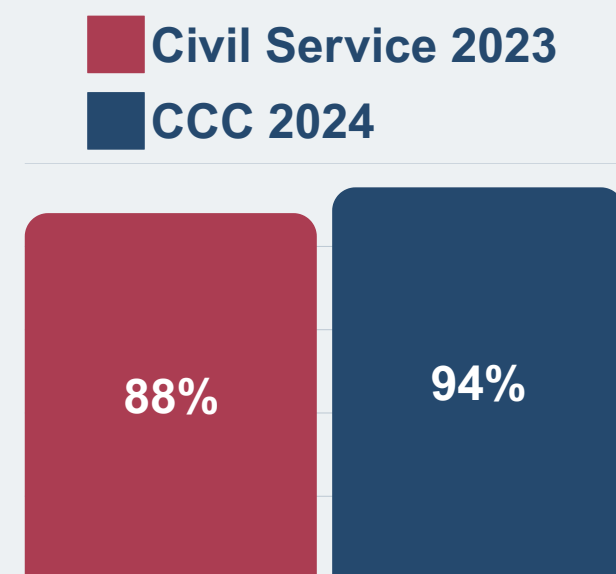
My team are good at keeping in touch formally and informally



I am treated fairly at work

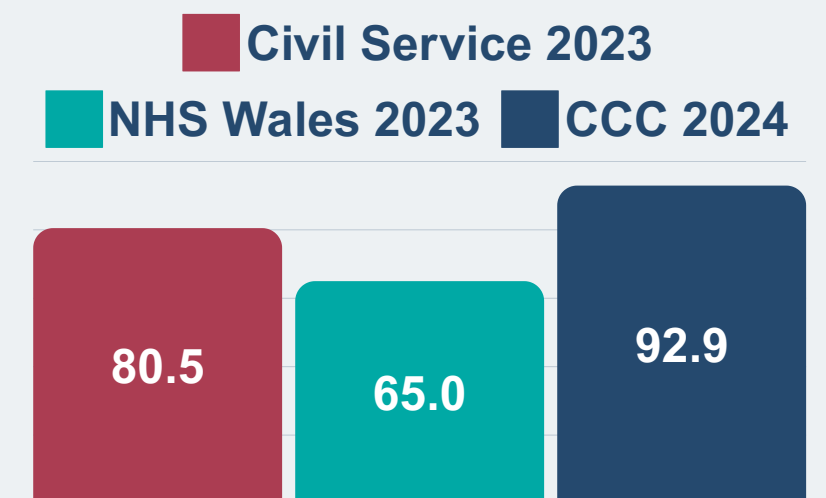


I am treated with respect by the people I work with

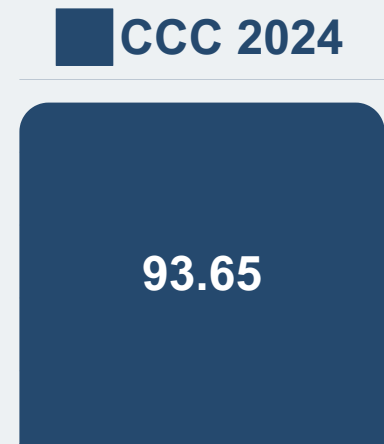


My organisation respects individual differences

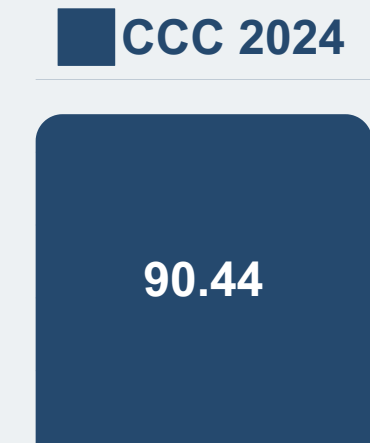
(e.g. cultures, working styles, backgrounds, ideas etc)



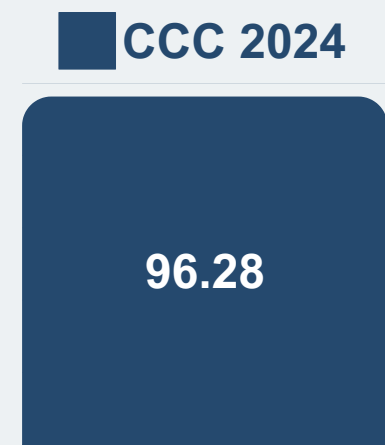
In the past 12 months, do you feel **you have been bullied at work?** (No)



In the past 12 months, have you witnessed **bullying towards others** at work? (No)



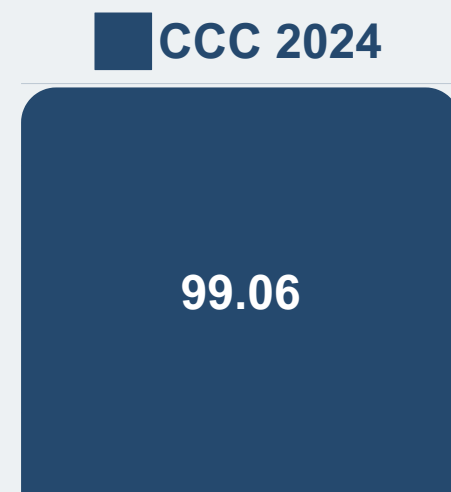
In the past 12 months, do you feel **you have been discriminated** against at work? (No)



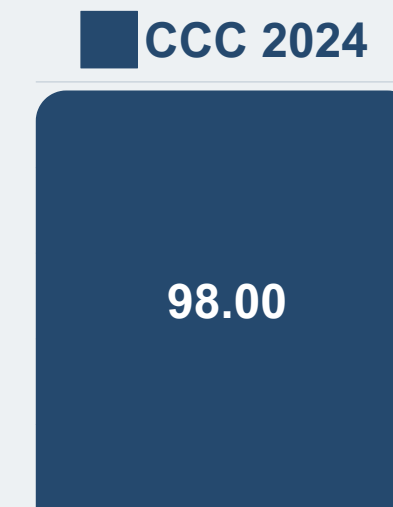
In the past 12 months, have you **witnessed discrimination** towards others at work? (No)



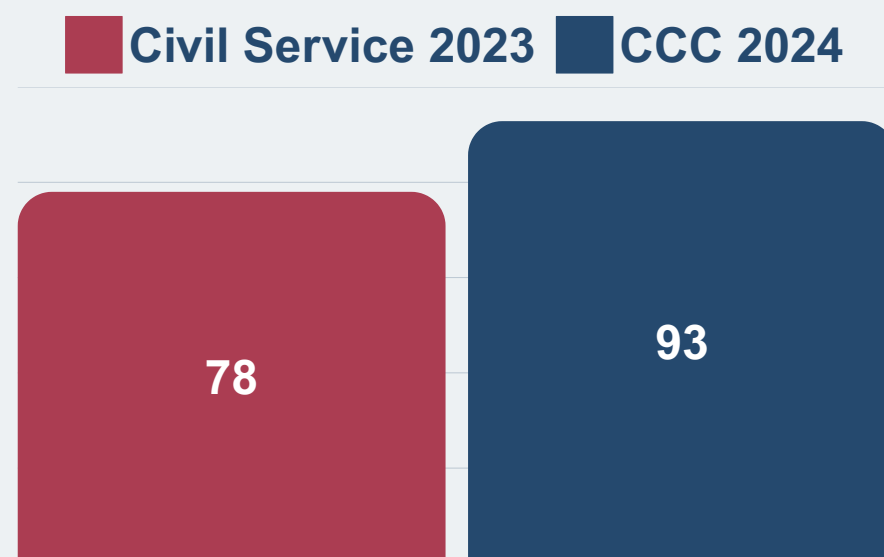
In the past 12 months, do you feel **you have experienced harassment** at work?? (No)



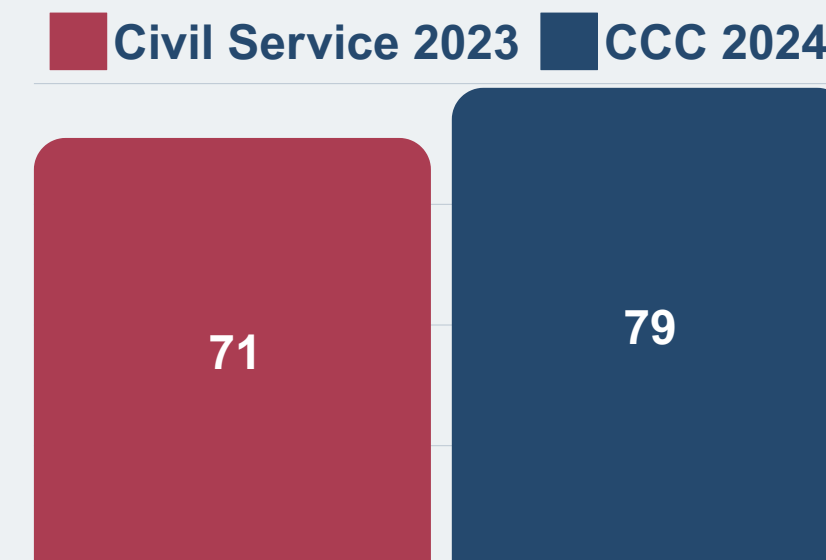
In the past 12 months, have you witnessed **harassment towards others** at work? (No)



My organisation is committed to creating a **diverse and inclusive workplace**



I feel able to **challenge inappropriate behaviour** in the workplace (Yes)



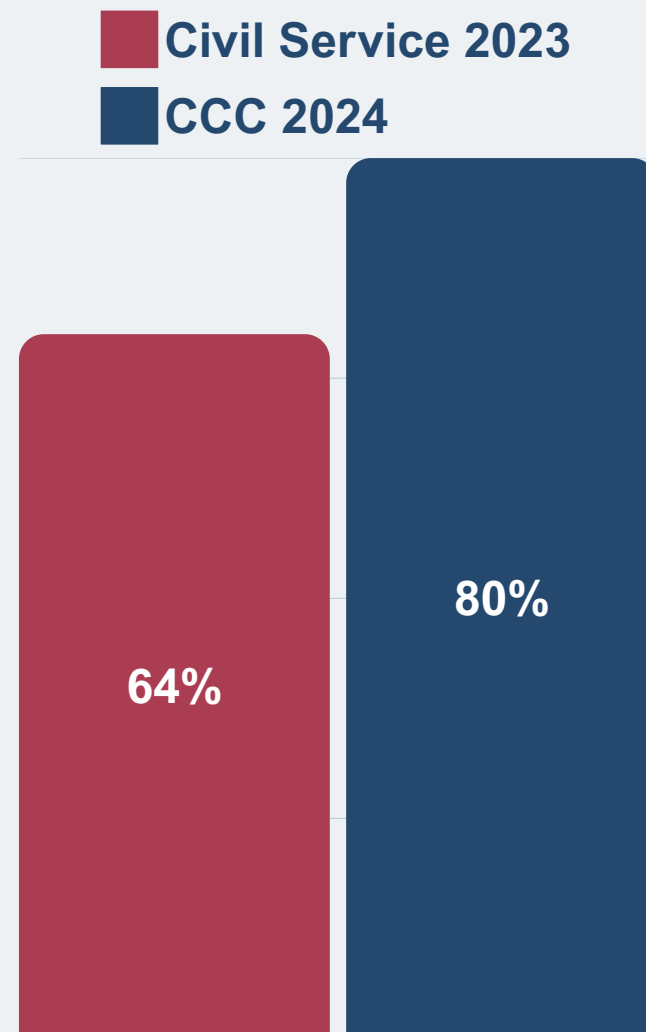
Average across 'About relationships and fair treatment' indicators



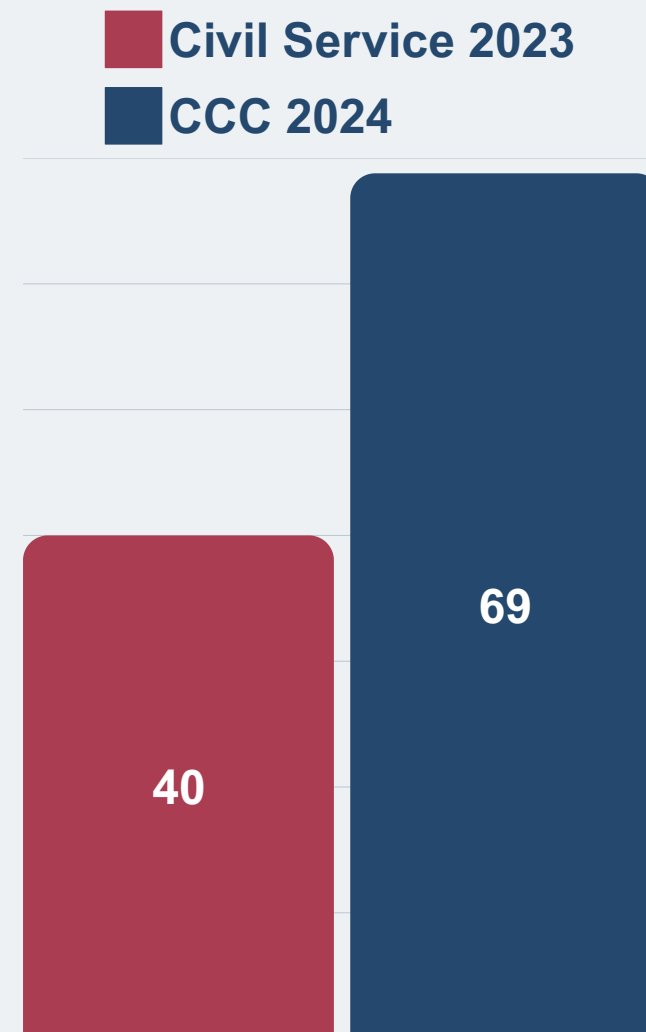
➔ **92.98%**

ABOUT OUR ORGANISATION

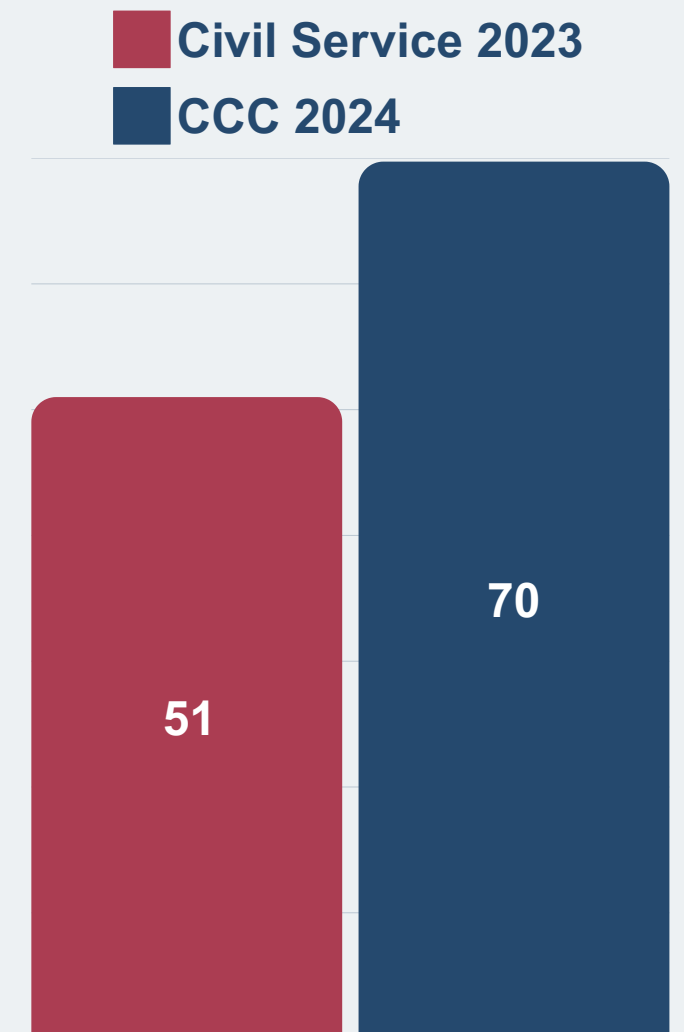
My organisation keeps me **informed about matters that affect me**



I have the opportunity to **contribute my views** before decisions are made that affect me



I feel comfortable to **challenge the way things are done** in my organisation



I have **access to the employee weekly news**

■ CCC 2024

95.75

The employee **weekly news helps me to know what's going on** in my organisation

■ CCC 2024

92.82

My organisation is a **bilingual organisation**

■ CCC 2024

93.65

My organisation **recognises and values** the contribution of its employees

■ CCC 2024

76.59

My organisation provides **good employee benefits**

(additional paid leave, pension contributions, shopping discounts, salary sacrifice schemes etc)

■ CCC 2024

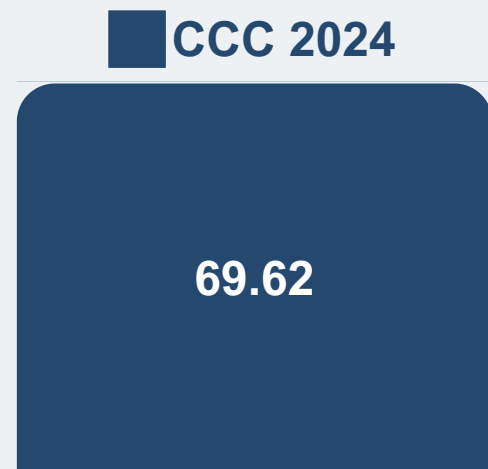
92.71

My organisation provides **good support to balance my work and personal commitments**

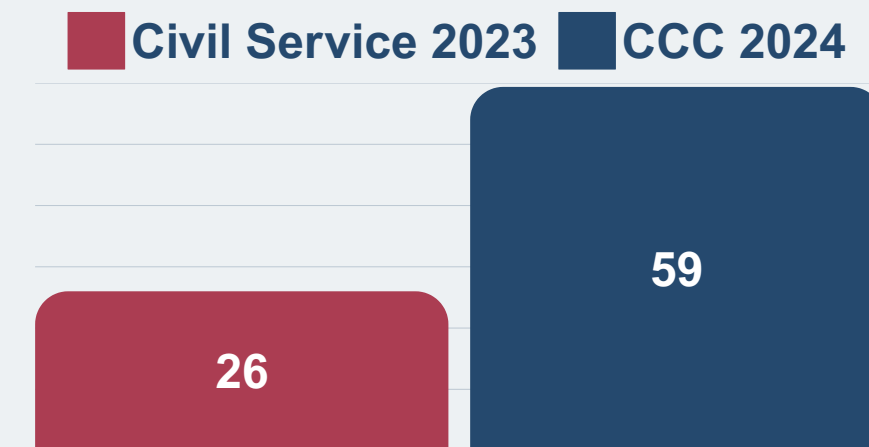
■ CCC 2024

86.45

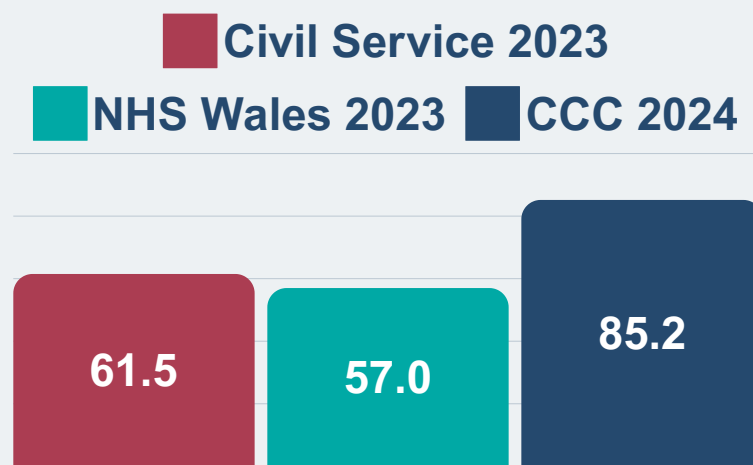
Team spirit across my organisation is good



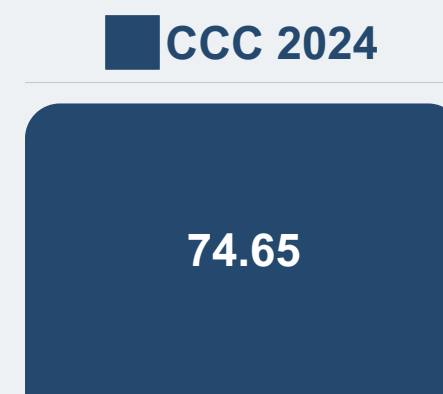
Compared to people doing a similar job in other organisations I feel my pay is reasonable



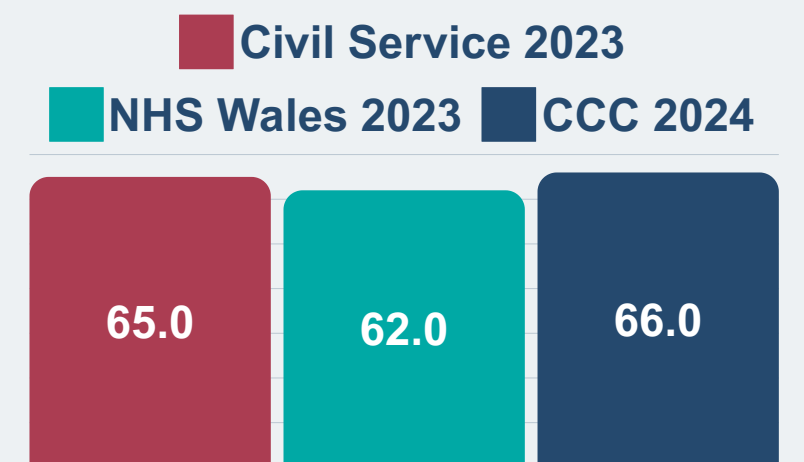
I would recommend my organisation as a good place to work



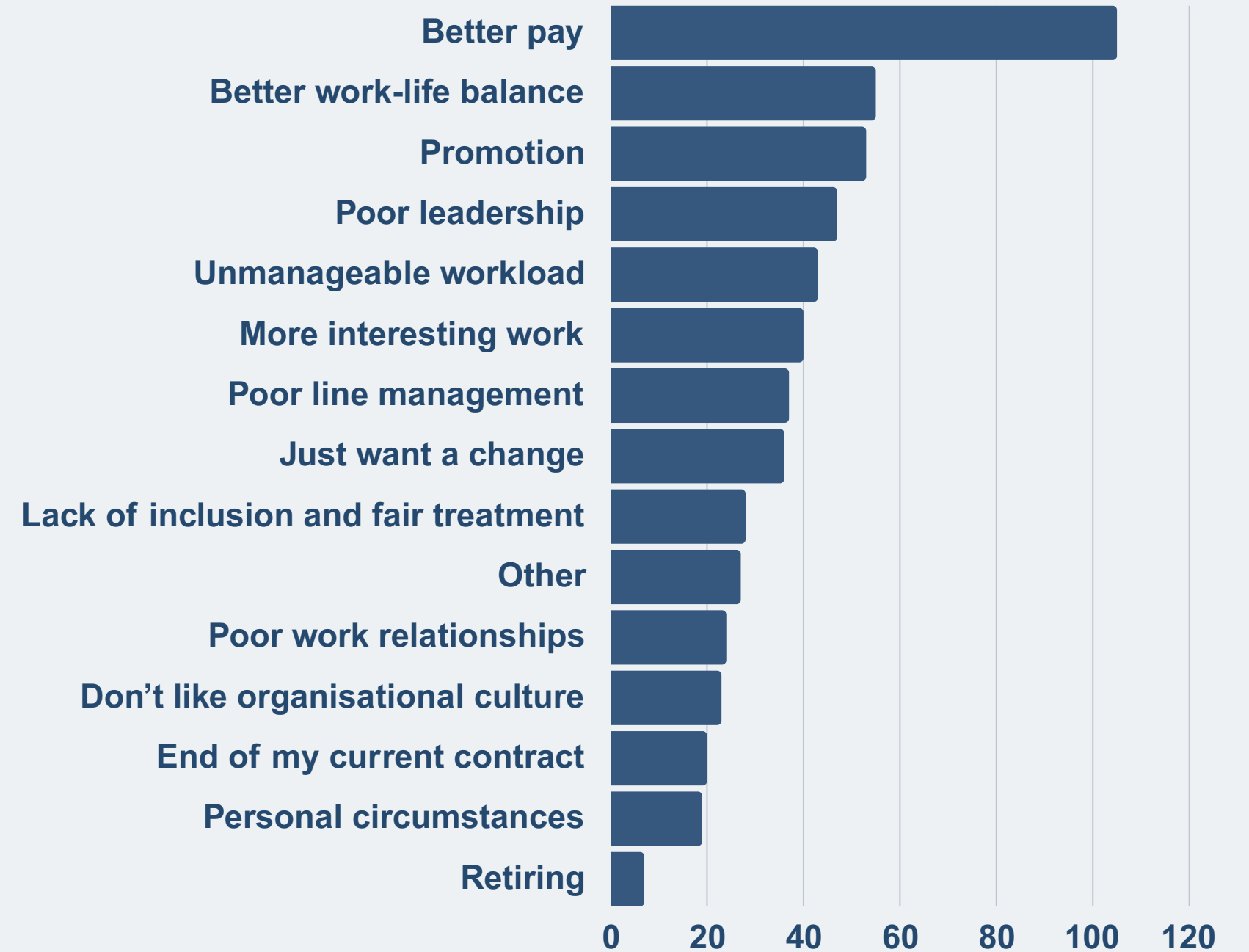
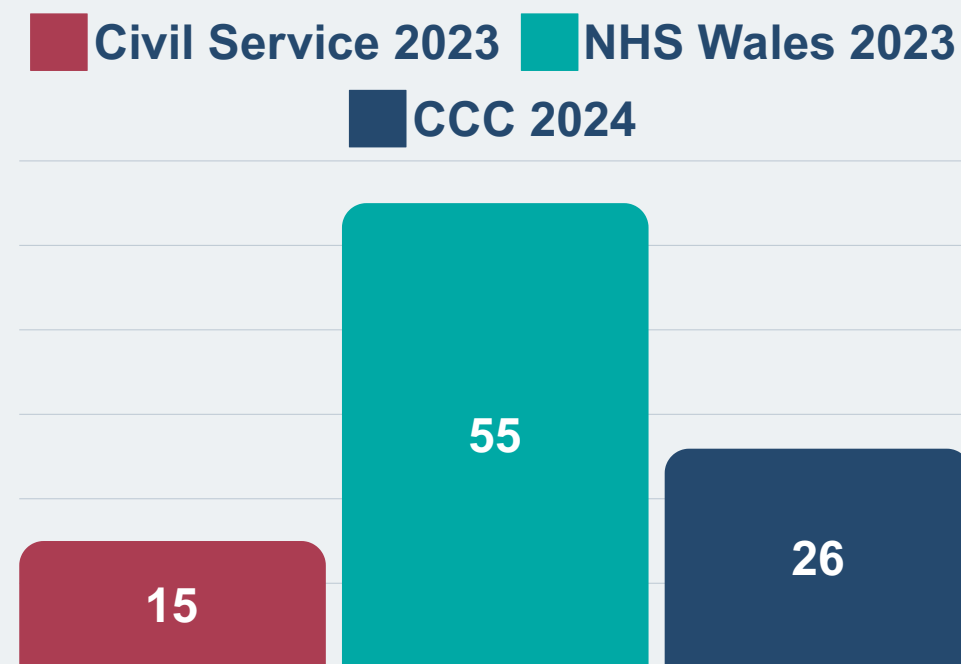
I am proud of the standards of performance / services at the Council



I am proud when I tell others I work for the Council



Is it probable you will be looking for a job at a new organisation in the next 12 months? (Yes)



Average across 'About our organisation' indicators



→ **79.14%**