

## Snapshot staff survey results – HRA response

Thank you to everyone who completed the recent snapshot staff survey. We asked you to complete the short questionnaire so that we could evaluate the impact of measures that we have put in place following the main staff survey earlier this year. I know that there are still resource pressures in some areas of the organisation, and I'm very grateful to the 50% of HRA staff who took part this time.

The results of the snapshot survey are mixed which indicates that whilst we have made improvements in some areas, there is still work to be done to reach everyone in the organisation.

79% of respondents to the survey said they were comfortable or very comfortable making suggestions or giving feedback to their manager. This is really good news, and we would encourage you to continue to raise any concerns with your line manager in the first instance. We have invested in supporting and developing new and existing managers at the HRA since the last staff survey, and this figure reflects what we heard then when 83% of you said that your line manager was approachable, listens to you and responds.

Elsewhere the picture is less clear and responses are split. We asked whether you are content at work. 43% of respondents said that they were content or very content whilst 37% said that they were discontent or very discontented.

We asked whether you would recommend the HRA to friends and family as a good place to work. 41% said yes, but 43% said no. This marks a fall from the main staff survey earlier this year when 61% of respondents said that they would recommend the HRA. We take this seriously, along with the question about contentment, and understand that the answers may reflect concerns about workload.

Finally, we asked about your work-life balance. 42% of respondents said theirs was excellent or good. At the other end of the scale there was an improvement from the main staff survey, but 25% of respondents said their work-life balance was poor or very poor. This is still too high and is something we are committed to changing. If this applies to you I would ask you to speak to your line manager sooner rather than later to ask how they can support you to move towards a better balance.

Unlike the main staff survey, at this point we're not able to split the responses by directorate to look for patterns, the design of the survey is intended to be a quick 'check in' to see how we are doing. After the main staff survey we listened to your feedback and committed to making changes. In some cases these take some time for the impact to be felt, so we're cautiously optimistic that there has been some improvement, but committed to continuing to ensure the HRA is a great place to work.

We'll repeat the snapshot survey in the new year, and the main staff survey in the spring. In the meantime, if you have any feedback please share it with your line manager or your staff forum representative. If you would like support and advice on work life balance you can also use the [Employee Assistance Programme](#) .