

## Welcome to our 2023 Pulse Survey

This short survey follows on from the Engagement Survey that took place last year and will help us monitor progress and make sure we continue to focus on what matters to you.

Listening to what you told us, a lot of progress has been made since we carried out the last survey. This includes:

Directorate action plans

Managers' and staff listening groups

A new leadership structure for tiers one and two

A cultural action plan to support our vision

Workforce planning improvements

Continuing to review our terms and conditions

Improving our career progression toolkit and online support

Managers portal launched

Developing Diverse Leadership programme launched

With work underway on:

Scoping how we can implement and pilot options around a four-day week as part of our offer around flexible working options.

Progressing further with our commitment to be an employer of choice with review of our current policies and looking at new ones such as the introduction of an Inclusion policy

We are working with WorkBuzz, a specialist in this area, and it's all anonymous and confidential Confidentiality Promise - WorkBuzz.

The survey will be available online until 26 July and should only take about 5-7 minutes to complete. Once the survey has been completed and the findings collated, we will share them. It is only through transparent accountability that we will realise our organisational potential and build a great place for us all to work.

Thank you for taking the time to complete this survey.



**I am proud to work for Newham Council**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**I would recommend Newham Council as a great place to work**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**You said you would recommend Newham Council as a great place to work. Please share the reason(s) for your answer**

**You said you would not recommend Newham Council as a great place to work. Please share the reason(s) for your answer**

**I am motivated to do my best work**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**I would stay working at Newham Council, even if a comparable job was available elsewhere**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------



**I understand how my work contributes to the success of Newham Council**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**There are opportunities for me to develop my career at Newham Council**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**My job gives me the opportunity to learn and develop new skills should I want to**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**Please tell us what additional opportunities you would like to see**



**Senior leaders are taking Newham Council in the right direction**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**I have seen positive change in my area of work in the last 6 months**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------



**There is good communication between different teams and departments**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**There is good collaboration between different teams and departments**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**I can maintain a healthy work-life balance**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**Please tell us how we can help improve your work-life balance**

**Newham Council cares about my wellbeing**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------



**People of all cultures and backgrounds have the same opportunities here**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**I have the materials and equipment I need to do my job well (e.g. IT support and equipment, tools, uniform, etc.)**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------

**We are improving the way we do things at the Council (e.g. less bureaucracy, quicker decision making, etc.)**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
----------------	-------	---------	----------	-------------------



**What is the ONE thing you would change that would make you more effective in your role?**

