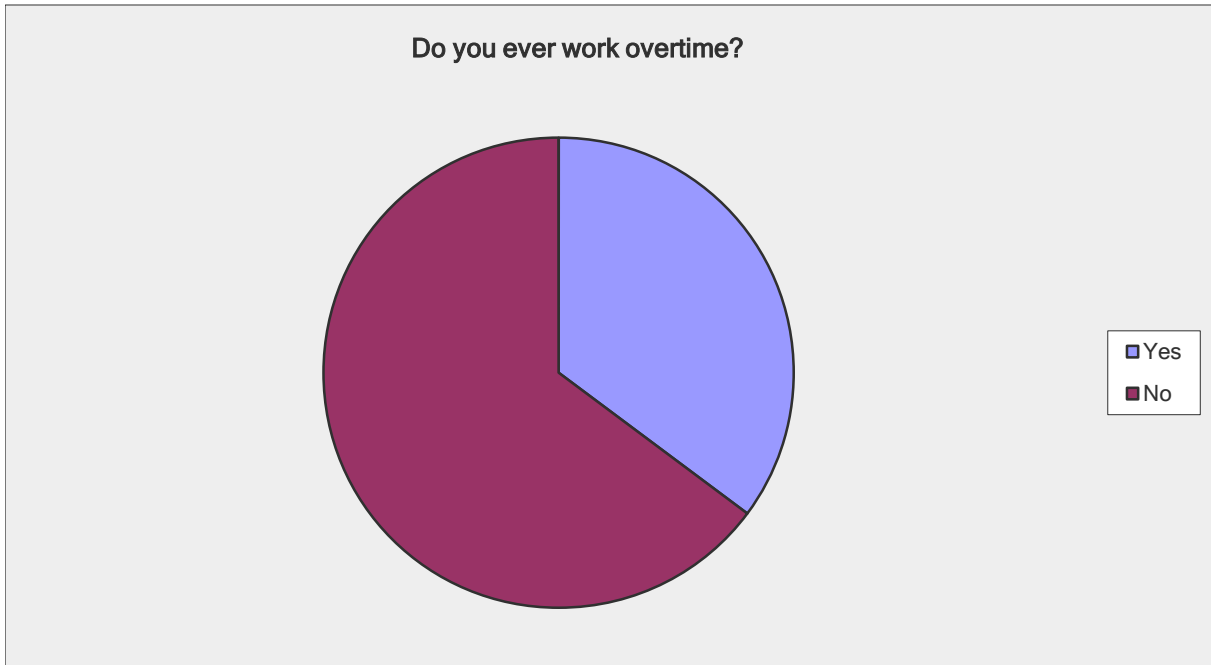


### Workforce Feedback Form: Question 1

| Do you ever work overtime? |                  |                |
|----------------------------|------------------|----------------|
| Answer Options             | Response Percent | Response Count |
| Yes                        | 35.2%            | 438            |
| No                         | 64.8%            | 807            |
| <i>answered question</i>   |                  | 1245           |
| <i>skipped question</i>    |                  | 0              |

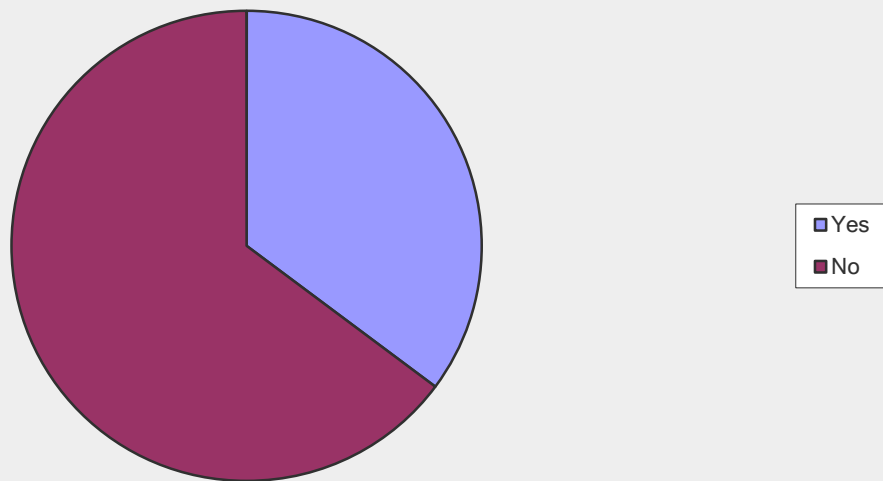


## Workforce Feedback Form: Question 2

Are you required to work weekends?

| Answer Options           | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| Yes                      | 21.2%            | 264            |
| No                       | 78.8%            | 981            |
| <i>answered question</i> |                  | 1245           |
| <i>skipped question</i>  |                  | 0              |

Do you ever work overtime?

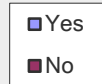
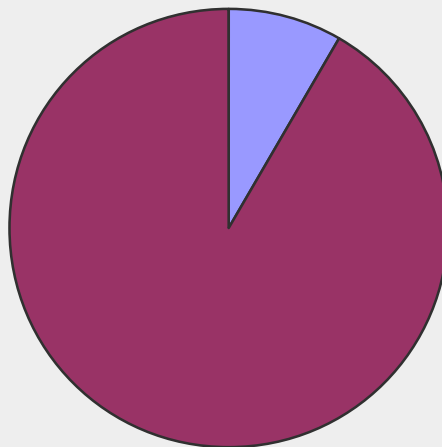


### Workforce Feedback Form: Question 3

Are you required to work nights (between the hours of 10pm and 6am)?

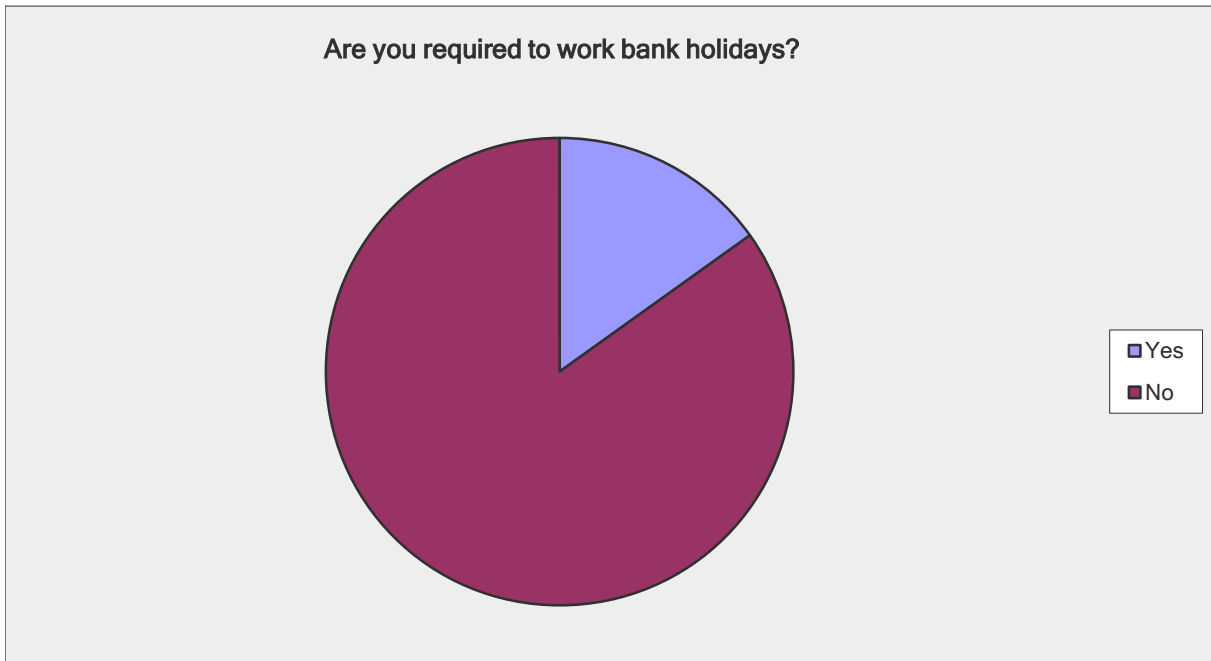
| Answer Options           | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| Yes                      | 8.4%             | 104            |
| No                       | 91.6%            | 1141           |
| <i>answered question</i> |                  | <b>1245</b>    |
| <i>skipped question</i>  |                  | <b>0</b>       |

Are you required to work nights (between the hours of 10pm and 6am)?



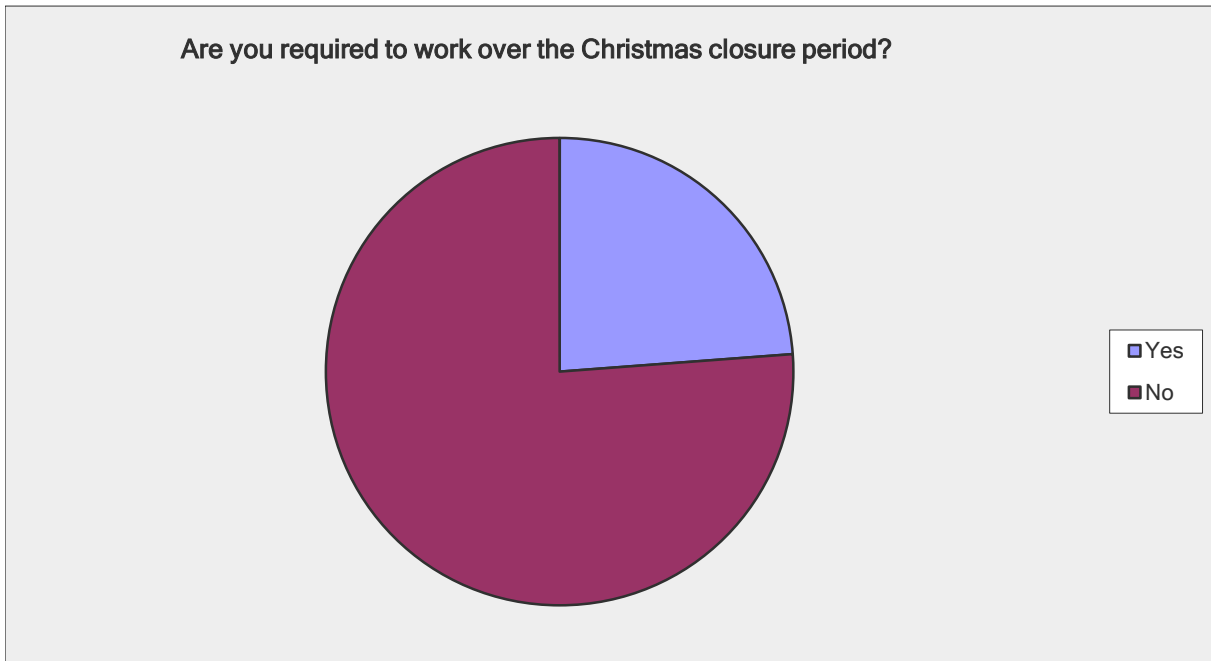
### Workforce Feedback Form: Question 4

| Are you required to work bank holidays? |                  |                |
|---|------------------|----------------|
| Answer Options                          | Response Percent | Response Count |
| Yes                                     | 15.1%            | 188            |
| No                                      | 84.9%            | 1057           |
| <i>answered question</i>                |                  | <b>1245</b>    |
| <i>skipped question</i>                 |                  | <b>0</b>       |



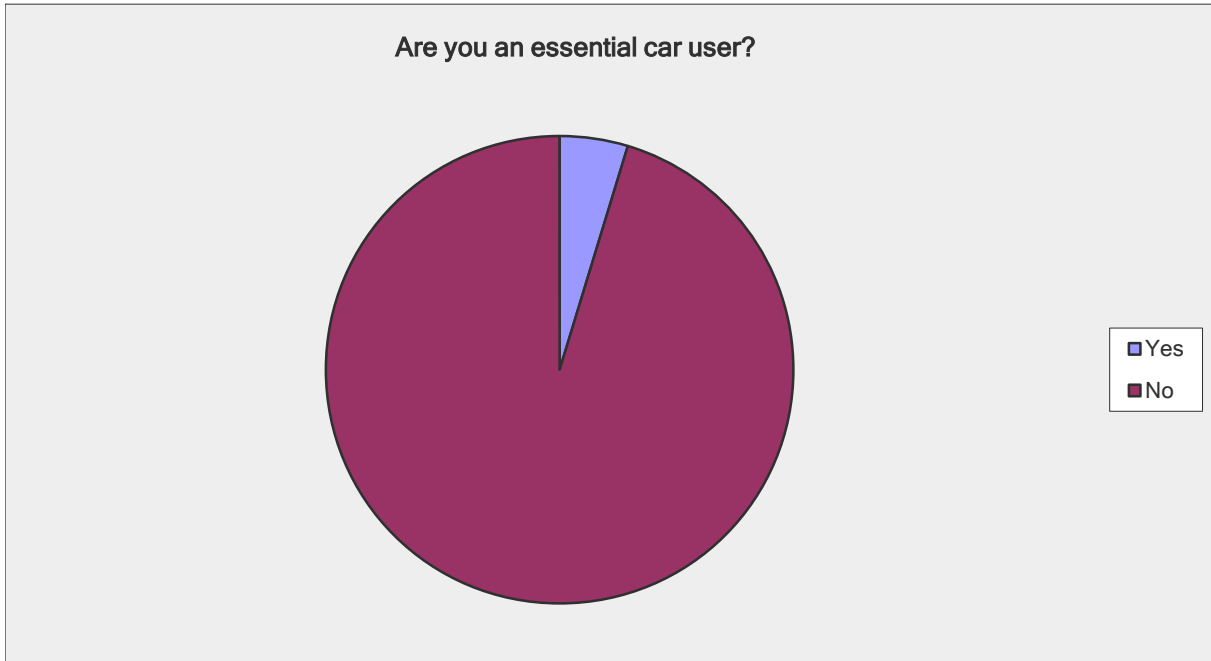
### Workforce Feedback Form: Question 5

| Are you required to work over the Christmas closure period? |                  |                |
|---|------------------|----------------|
| Answer Options  | Response Percent | Response Count |
| Yes   | 23.8%            | 296            |
| No  | 76.2%            | 949            |
| <i>answered question</i>                                    |                  | <b>1245</b>    |
| <i>skipped question</i>                                     |                  | <b>0</b>       |



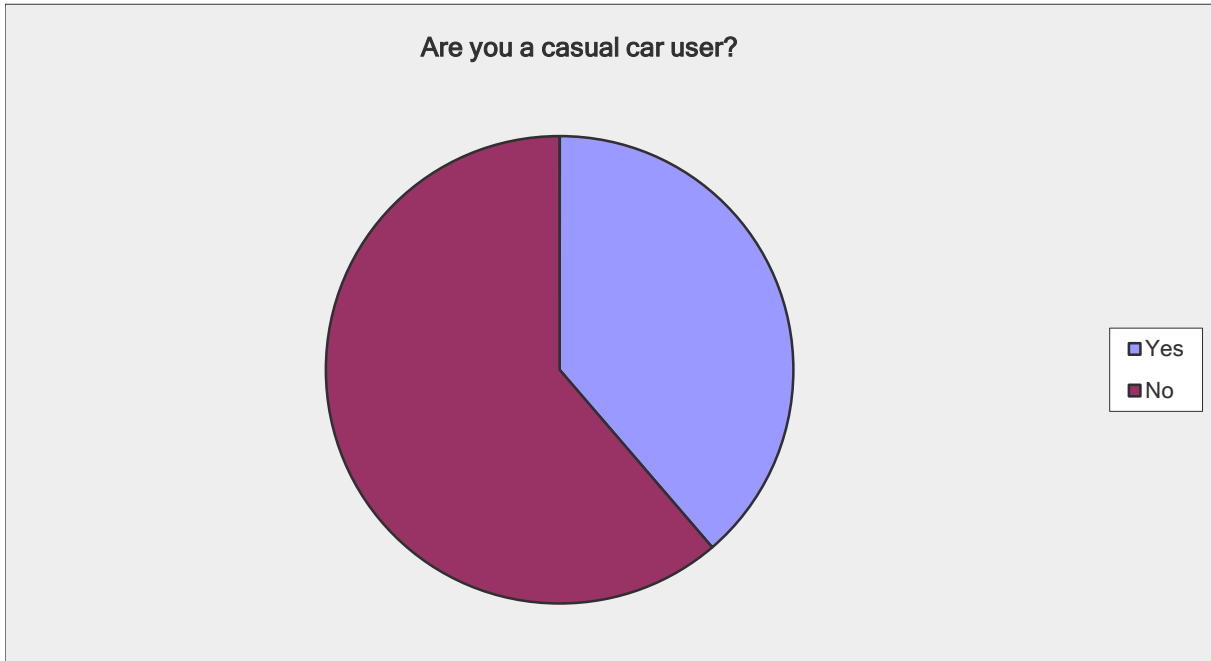
### Workforce Feedback Form: Question 6

| Are you an essential car user? |                  |                |
|--------------------------------|------------------|----------------|
| Answer Options                 | Response Percent | Response Count |
| Yes                            | 4.7%             | 58             |
| No                             | 95.3%            | 1187           |
| <i>answered question</i>       |                  | 1245           |
| <i>skipped question</i>        |                  | 0              |



### Workforce Feedback Form: Question 7

| Are you a casual car user? |                  |                |
|----------------------------|------------------|----------------|
| Answer Options             | Response Percent | Response Count |
| Yes                        | 38.7%            | 482            |
| No                         | 61.3%            | 763            |
| <i>answered question</i>   |                  | 1245           |
| <i>skipped question</i>    |                  | 0              |



## Workforce Feedback Form: Question 8

We need to reduce our workforce costs by £1 million a year. You will have read the detail about the proposals we are consulting upon. We would like to hear from you how you think we should achieve that reduction by putting the proposals in the order that you would choose. Order them from 1, the most acceptable to you, to 15, the least acceptable to you.

| Answer Options  | 1   | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10  | 11  | 12 | 13 | 14 | 15 | Rating Average | Response Count |
|---|-----|----|----|----|----|----|----|----|----|-----|-----|----|----|----|----|----------------|----------------|
| Pay the Living Wage Foundation rate of £8.25 for employees on Grade A and B | 192 | 40 | 49 | 44 | 43 | 36 | 80 | 65 | 54 | 30  | 38  | 31 | 16 | 4  | 25 | 5.78           | 747            |
| No pay for the first 3 days of any sickness absence                         | 37  | 65 | 27 | 29 | 24 | 30 | 23 | 38 | 51 | 95  | 98  | 84 | 68 | 37 | 41 | 8.89           | 747            |
| Reducing sick pay to 75% of your contractual sick pay                       | 18  | 27 | 43 | 25 | 40 | 38 | 34 | 46 | 86 | 113 | 113 | 72 | 36 | 47 | 9  | 8.84           | 747            |



|  |    |    |    |     |     |    |    |    |    |    |    |    |    |    |    |      |     |
|--|----|----|----|-----|-----|----|----|----|----|----|----|----|----|----|----|------|-----|
| Reducing the occupational sick pay scheme to a maximum of 3 months full pay and 3 months half pay from a maximum 6 months full pay | 18 | 24 | 40 | 46  | 41  | 41 | 54 | 71 | 84 | 86 | 79 | 70 | 44 | 20 | 29 | 8.54 | 747 |
| Paying plain time rate for all overtime hours (no enhancements) at an increased rate of 1/36th                                     | 41 | 74 | 65 | 68  | 84  | 99 | 64 | 76 | 47 | 36 | 22 | 24 | 16 | 14 | 17 | 6.29 | 747 |
| Removal of weekend working 15% enhancement   | 55 | 63 | 69 | 80  | 69  | 99 | 59 | 50 | 46 | 44 | 31 | 24 | 12 | 31 | 15 | 6.37 | 747 |
| Removal of night time 1/3rd enhancement  | 21 | 59 | 89 | 94  | 81  | 78 | 83 | 39 | 51 | 38 | 33 | 22 | 28 | 13 | 18 | 6.47 | 747 |
| Bank holidays to be paid at double time with no additional time off in lieu  | 36 | 46 | 81 | 135 | 103 | 76 | 70 | 66 | 32 | 36 | 25 | 15 | 10 | 10 | 6  | 5.84 | 747 |

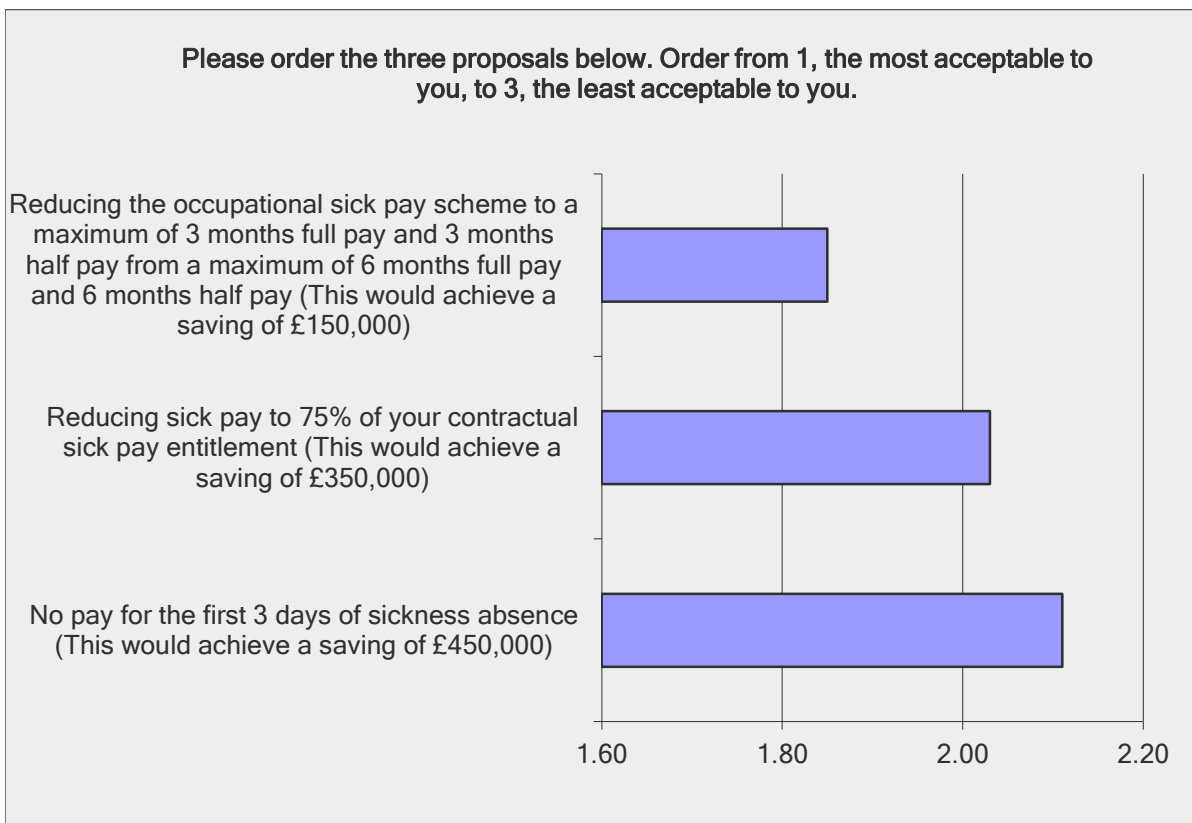
|   |     |     |    |    |    |    |    |     |    |    |    |     |     |     |    |       |     |
|---|-----|-----|----|----|----|----|----|-----|----|----|----|-----|-----|-----|----|-------|-----|
| No Christmas enhancement for time worked over the Christmas closure period and removal of the extra paid holiday by the Council | 6   | 19  | 53 | 51 | 78 | 68 | 79 | 106 | 94 | 50 | 56 | 40  | 23  | 9   | 15 | 7.63  | 747 |
| Having 3 days mandatory unpaid leave  | 50  | 36  | 32 | 22 | 30 | 16 | 34 | 47  | 63 | 83 | 74 | 120 | 87  | 21  | 32 | 9.00  | 747 |
| Reduction of car mileage rates for casual users to HMRC rates (max 45p/mile) and removal of the car loan facility               | 72  | 132 | 85 | 58 | 54 | 71 | 69 | 47  | 36 | 35 | 42 | 23  | 13  | 4   | 6  | 5.50  | 747 |
| Removal of essential car user lump sum allowance and removal of the car loan facility   | 120 | 114 | 73 | 62 | 65 | 63 | 56 | 49  | 27 | 23 | 25 | 39  | 6   | 16  | 9  | 5.29  | 747 |
| Reducing current pay by 1% per annum  | 10  | 22  | 7  | 6  | 10 | 10 | 12 | 13  | 20 | 30 | 43 | 50  | 144 | 360 | 10 | 12.06 | 747 |

|   |    |    |    |    |    |    |    |    |    |    |    |    |     |     |     |       |                          |                         |            |
|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-------|--------------------------|-------------------------|------------|
| Reducing current pay by 2% per annum                          | 7  | 8  | 11 | 3  | 4  | 4  | 11 | 7  | 12 | 15 | 19 | 43 | 40  | 108 | 455 | 13.50 | 747                      |                         |            |
| Freeze pay by not applying any Nationally agreed pay increase | 64 | 18 | 23 | 24 | 21 | 18 | 19 | 27 | 44 | 33 | 49 | 90 | 204 | 53  | 60  | 9.99  | 747                      |                         |            |
|   |    |    |    |    |    |    |    |    |    |    |    |    |     |     |     |       | <i>answered question</i> | <b>747</b>              |            |
|   |    |    |    |    |    |    |    |    |    |    |    |    |     |     |     |       |                          | <i>skipped question</i> | <b>498</b> |

## Workforce Feedback Form: Question 9

Please order the three proposals below. Order from 1, the most acceptable to you, to 3, the least acceptable to you.

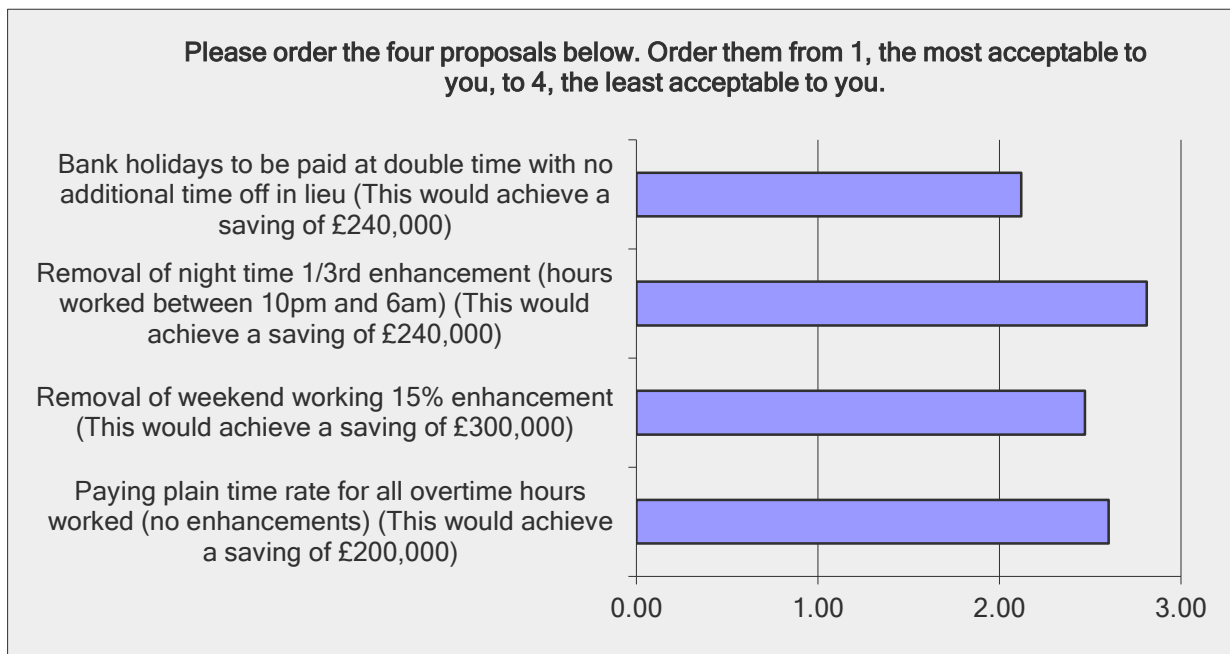
| Answer Options  | 1   | 2   | 3   | Rating Average | Response Count |
|---|-----|-----|-----|----------------|----------------|
| No pay for the first 3 days of sickness absence (This would achieve a saving of £450,000)   | 267 | 109 | 349 | 2.11           | 725            |
| Reducing sick pay to 75% of your contractual sick pay entitlement (This would achieve a saving of £350,000)   | 127 | 447 | 151 | 2.03           | 725            |
| Reducing the occupational sick pay scheme to a maximum of 3 months full pay and 3 months half pay from a maximum of 6 months full pay and 6 months half pay (This would achieve a saving of £150,000) | 331 | 169 | 225 | 1.85           | 725            |
| <i>answered question</i>  |     |     |     |                | <b>725</b>     |
| <i>skipped question</i>   |     |     |     |                | <b>520</b>     |



## Workforce Feedback Form: Question 10

Please order the four proposals below. Order them from 1, the most acceptable to you, to 4, the least acceptable to you.

| Answer Options  | 1   | 2   | 3   | 4   | Rating Average | Response Count |
|---|-----|-----|-----|-----|----------------|----------------|
| Paying plain time rate for all overtime hours worked (no enhancements) (This would achieve a saving of £200,000)      | 190 | 156 | 114 | 252 | 2.60           | 712            |
| Removal of weekend working 15% enhancement (This would achieve a saving of £300,000)                                  | 125 | 232 | 249 | 106 | 2.47           | 712            |
| Removal of night time 1/3rd enhancement (hours worked between 10pm and 6am) (This would achieve a saving of £240,000) | 75  | 194 | 237 | 206 | 2.81           | 712            |
| Bank holidays to be paid at double time with no additional time off in lieu (This would achieve a saving of £240,000) | 322 | 130 | 112 | 148 | 2.12           | 712            |
| <i>answered question</i>  |     |     |     |     |                | <b>712</b>     |
| <i>skipped question</i>   |     |     |     |     |                | <b>533</b>     |

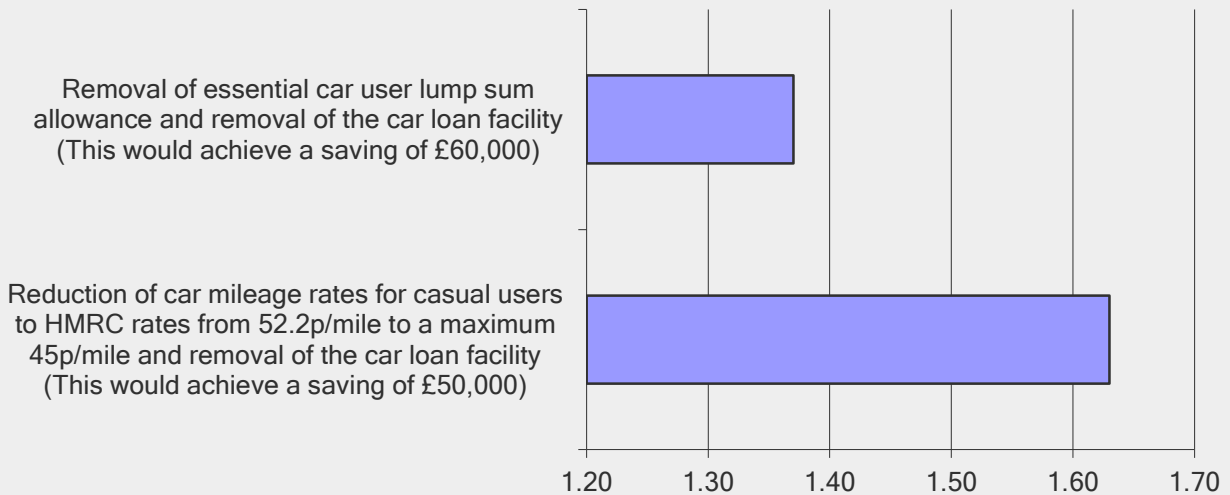


## Workforce Feedback Form: Question 11

Please order the two proposals below. Order them from 1, the most acceptable to you, to 2, the least acceptable to you.

| Answer Options  | 1   | 2   | Rating Average | Response Count |
|---|-----|-----|----------------|----------------|
| Reduction of car mileage rates for casual users to HMRC rates from 52.2p/mile to a maximum 45p/mile and removal of the car loan facility (This would achieve a saving of £50,000) | 266 | 445 | 1.63           | 711            |
| Removal of essential car user lump sum allowance and removal of the car loan facility (This would achieve a saving of £60,000)  | 445 | 266 | 1.37           | 711            |
| <i>answered question</i>  |     |     |                | <b>711</b>     |
| <i>skipped question</i>   |     |     |                | <b>534</b>     |

Please order the two proposals below. Order them from 1, the most acceptable to you, to 2, the least acceptable to you.

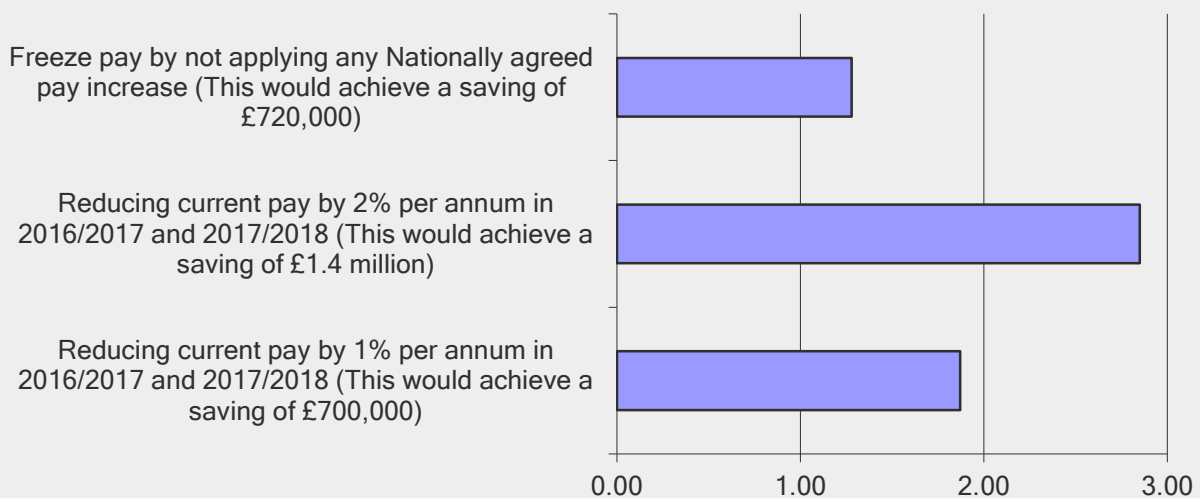


## Workforce Feedback Form: Question 12

Please order the three proposals below. Order from 1, the most acceptable to you, to 3, the least acceptable to you.

| Answer Options  | 1   | 2   | 3   | Rating Average | Response Count |
|---|-----|-----|-----|----------------|----------------|
| Reducing current pay by 1% per annum in 2016/2017 and 2017/2018 (This would achieve a saving of £700,000)     | 118 | 564 | 26  | 1.87           | 708            |
| Reducing current pay by 2% per annum in 2016/2017 and 2017/2018 (This would achieve a saving of £1.4 million) | 22  | 62  | 624 | 2.85           | 708            |
| Freeze pay by not applying any Nationally agreed pay increase (This would achieve a saving of £720,000)       | 568 | 82  | 58  | 1.28           | 708            |
| <i>answered question</i>  |     |     |     |                | <b>708</b>     |
| <i>skipped question</i>   |     |     |     |                | <b>537</b>     |

Please order the three proposals below. Order from 1, the most acceptable to you, to 3, the least acceptable to you.



### Workforce Feedback Form: Question 13

In the box below, please provide any other comments you have on the 15 proposals

| Answer Options           | Response Count |
|--------------------------|----------------|
|                          | 302            |
| <i>answered question</i> | 302            |
| <i>skipped question</i>  | 943            |



**Workforce Feedback Form: Question 14**

In the box below please provide any additional suggestions you may have about how we can save money on our workforce costs

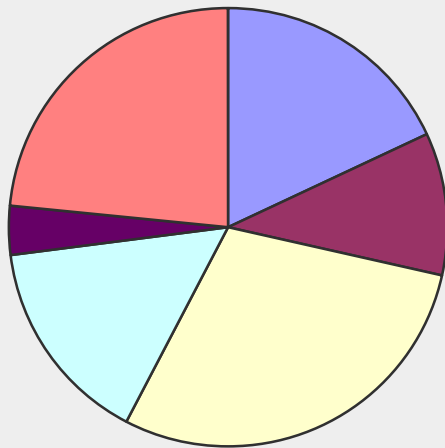
| Answer Options           | Response Count |
|--------------------------|----------------|
|                          | 281            |
| <i>answered question</i> | 281            |
| <i>skipped question</i>  | 964            |

## Workforce Feedback Form: Question 15

Please select the Directorate you work in from the drop-down box below:

| Answer Options           | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| Governance and Resources | 18.0%            | 120            |
| Pensions                 | 10.5%            | 70             |
| People                   | 29.1%            | 194            |
| Place                    | 15.3%            | 102            |
| Public Health            | 3.6%             | 24             |
| Schools                  | 23.4%            | 156            |
| <i>answered question</i> |                  | <b>666</b>     |
| <i>skipped question</i>  |                  | <b>579</b>     |

Please select the Directorate you work in from the drop-down box below:

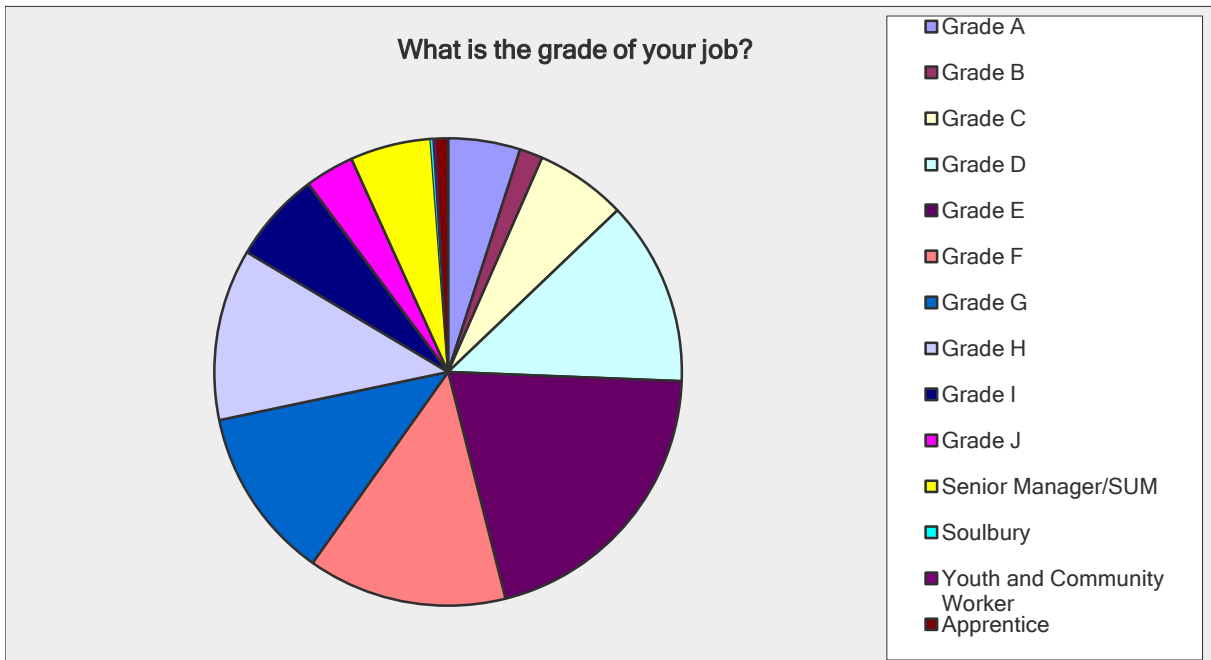


- Governance and Resources
- Pensions
- People
- Place
- Public Health
- Schools

## Workforce Feedback Form: Question 16

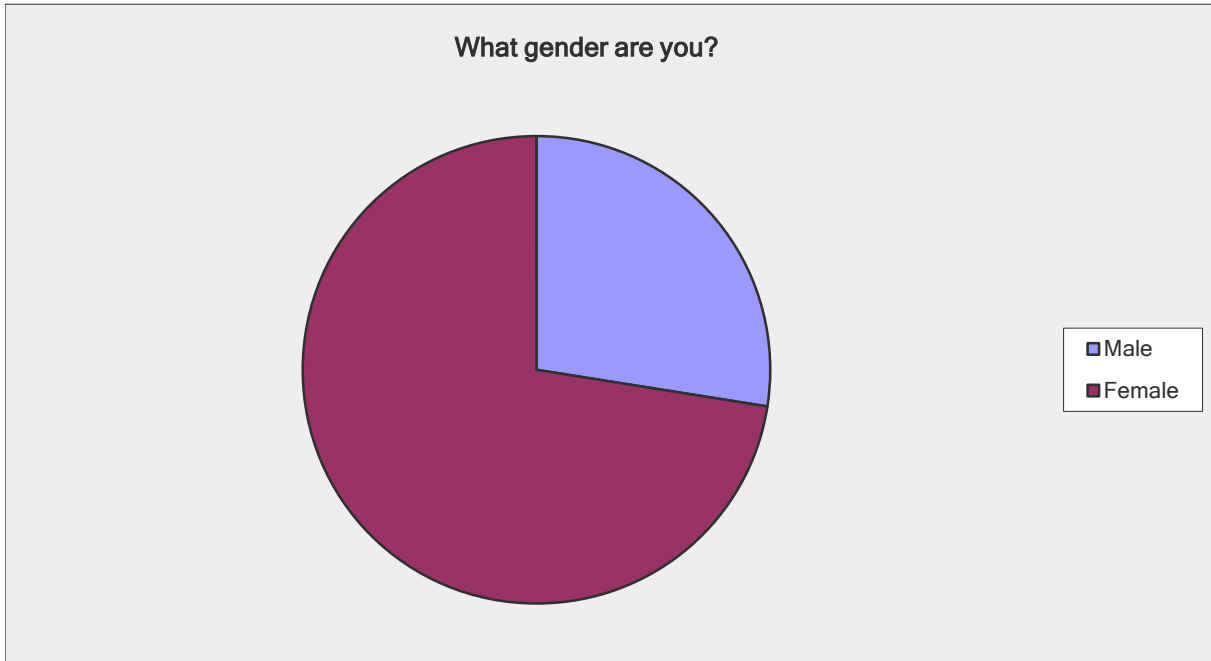
What is the grade of your job?

| Answer Options             | Response Percent | Response Count |
|----------------------------|------------------|----------------|
| Grade A                    | 5.0%             | 31             |
| Grade B                    | 1.6%             | 10             |
| Grade C                    | 6.3%             | 39             |
| Grade D                    | 12.8%            | 80             |
| Grade E                    | 20.5%            | 128            |
| Grade F                    | 13.8%            | 86             |
| Grade G                    | 11.9%            | 74             |
| Grade H                    | 11.9%            | 74             |
| Grade I                    | 6.3%             | 39             |
| Grade J                    | 3.4%             | 21             |
| Senior Manager/SUM         | 5.6%             | 35             |
| Soulbury                   | 0.2%             | 1              |
| Youth and Community Worker | 0.2%             | 1              |
| Apprentice                 | 0.8%             | 5              |
| Other (please specify)     |                  | 19             |
| <i>answered question</i>   |                  | <b>624</b>     |
| <i>skipped question</i>    |                  | <b>621</b>     |



### Workforce Feedback Form: Question 17

| What gender are you?     |                  |                |
|--------------------------|------------------|----------------|
| Answer Options           | Response Percent | Response Count |
| Male                     | 27.5%            | 182            |
| Female                   | 72.5%            | 481            |
| <i>answered question</i> |                  | <b>663</b>     |
| <i>skipped question</i>  |                  | <b>582</b>     |

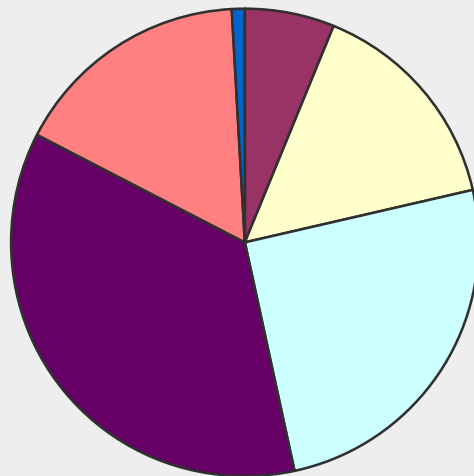


## Workforce Feedback Form: Question 18

How old are you?

| Answer Options           | Response Percent | Response Count |
|--------------------------|------------------|----------------|
| Under 18                 | 0.0%             | 0              |
| 18-24                    | 6.2%             | 41             |
| 25-34                    | 15.2%            | 100            |
| 35-44                    | 25.2%            | 166            |
| 45-54                    | 36.0%            | 237            |
| 55-64                    | 16.5%            | 109            |
| 65 or over               | 0.9%             | 6              |
| <i>answered question</i> |                  | <b>659</b>     |
| <i>skipped question</i>  |                  | <b>586</b>     |

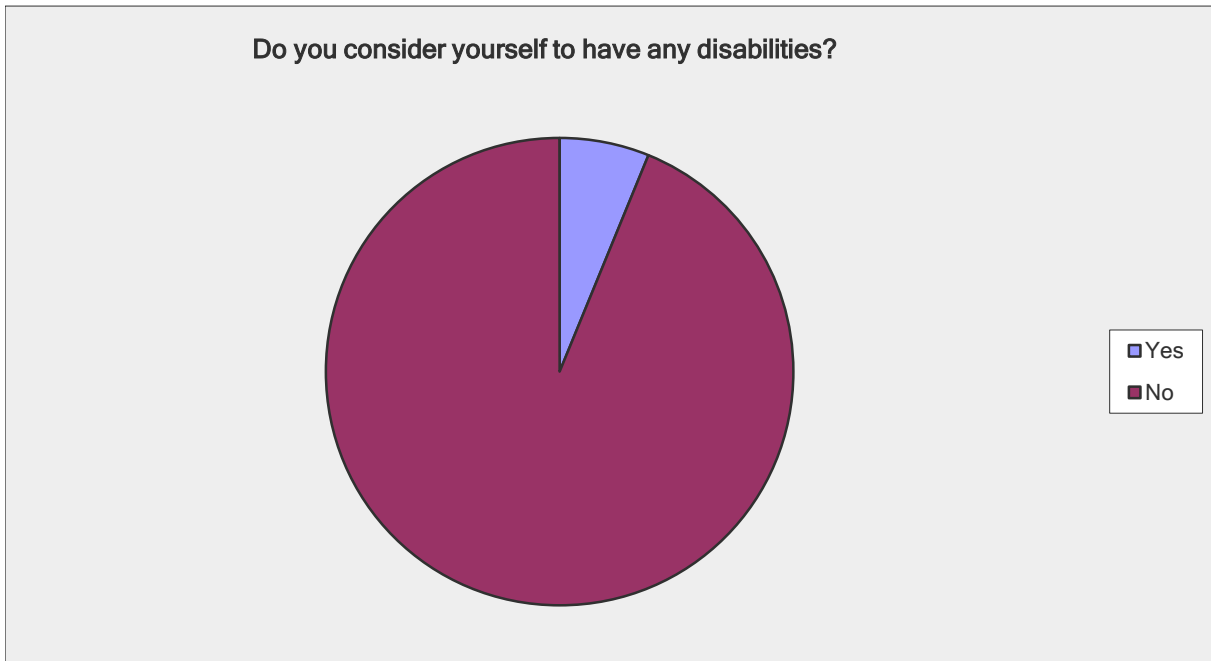
How old are you?



|              |
|--------------|
| ■ Under 18   |
| ■ 18-24      |
| ■ 25-34      |
| ■ 35-44      |
| ■ 45-54      |
| ■ 55-64      |
| ■ 65 or over |

### Workforce Feedback Form: Question 19

| Do you consider yourself to have any disabilities? |                  |                |
|--|------------------|----------------|
| Answer Options                                     | Response Percent | Response Count |
| Yes  | 6.2%             | 41             |
| No   | 93.8%            | 618            |
| <i>answered question</i>                           |                  | <b>659</b>     |
| <i>skipped question</i>                            |                  | <b>586</b>     |

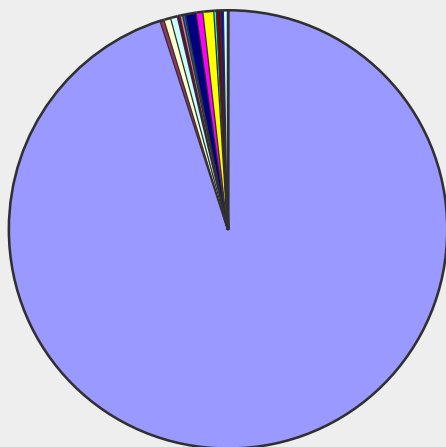


## Workforce Feedback Form: Question 20

Which ethnic group do you consider yourself to belong to? (Please tick one box only)

| Answer Options  | Response Percent | Response Count |
|---|------------------|----------------|
| White - English / Welsh / Scottish / Northern Irish / British | 95.4%            | 627            |
| White - Irish   | 0.3%             | 2              |
| White - Gypsy or Irish Traveller                              | 0.5%             | 3              |
| Other White background (please specify in the box             | 0.5%             | 3              |
| White & Black Caribbean                                       | 0.2%             | 1              |
| White & Black African   | 0.2%             | 1              |
| White & Asian   | 0.2%             | 1              |
| Other Mixed background (please specify in the box             | 0.0%             | 0              |
| Asian/Asian British - Indian                                  | 0.8%             | 5              |
| Asian/Asian British - Pakistani                               | 0.5%             | 3              |
| Asian/Asian British - Bangladeshi                             | 0.8%             | 5              |
| Asian/Asian British - Chinese                                 | 0.2%             | 1              |
| Other Asian background (please specify in the box             | 0.0%             | 0              |
| Black/Black British - African                                 | 0.3%             | 2              |
| Black/Black British - Caribbean                               | 0.0%             | 0              |
| Other Black / African / Caribbean background (please          | 0.2%             | 1              |
| Arab  | 0.0%             | 0              |
| Any other Ethnic group (please specify in the box below)      | 0.3%             | 2              |
| Please specify below  |                  | 7              |
| <i>answered question</i>                                      |                  | <b>657</b>     |
| <i>skipped question</i>                                       |                  | <b>588</b>     |

Which ethnic group do you consider yourself to belong to? (Please tick one box only)



- White - English / Welsh / Scottish / Northern Irish / British
- White - Irish
- White - Gypsy or Irish Traveller
- Other White background (please specify in the box below)
- White & Black Caribbean
- White & Black African
- White & Asian
- Other Mixed background (please specify in the box below)