Appendix A

Summary of staff response rates

1. Table 1 below shows that People and Organisational Development had the highest completion rate at 100% and that Operational Preparedness has had the biggest decline in response rates when compared to 2014, a reduction of 41% points . Functions are currently reviewing their own results and will be developing engagement priorities over the next few months.

Table 1

Response Rates by Function compared to 2014

Response Rate by Function	Responses 2014	%	Responses 2016	Functional response rates as a % of Function Population
People and Organisational Development [1](63%)	19	46%	22	100%
Legal Procurement and Democratic Services	8	53%	11	85%
Strategy & Performance	26	79%	18	60%
Finance	24*	38%	14	61%
Community Risk Management	76	64%	68	50%
Operational Response	460	65%	289	50%
Strategic Change and Resources	-		6	38%
Operational Preparedness	105	75%	66	34%
No Function Declared	58		24	
Total	776		518	

*Please note: the 2014 results for Finance included Assets and ICT which are now Strategic Change and Resources

2. Table 2 shows that the response rates when analysed by staff groups for 2016 show that Control has the highest response rate overall as a % of the overall control population. However this is the smallest staff group. When comparing the response rates by each group compared to 2014 results, uniformed staff

[1] The response rate for People and Organisational Development was reduced due to a number of staff identifying themselves as uniformed incorrectly.

response rates have decreased by 28% points. Where there are fewer than 10 responses in any one department, for confidentiality purposes, no reports have been provided by People Insight. This has impacted on Strategic Change and Resources, as fewer than 10 responses were received.

Table 2

Response Rates by Staff Groupings

Response Rate by Staff Grouping	**MFRA (Full Survey)**	Uniformed Staff	Non Uniformed Staff	Control Staff
Respondents 2014	776	565	189	22
Response Rate (as a % of total staffing group population)	68%	76%	59%	63%
Respondents 2016	518	335	162	21
Total staff	1037	691	313	33
Response Rate (as a % of total staffing group population)	51%	48%	52%	64%