

Comparison with ORC local government benchmarking data

Source: ORC local government benchmark data, from their 24th January 2008 report, and Herefordshire Council employee opinion survey 2001 – 2008.

Figures are percentages of the respondents agreeing with the statement.

ORC comparator question	ORC score	2001	2002	2003	2004	2005	2006	2007	2008	Herefordshire Council question.
56. I would tell people that this is a good place to work	56% (2006)	60%	62%	na	41%	48%	47%	55%	51%	2005-8 1.2: I speak highly of the council to others outside 2002/1: I am proud to be working in the Council
62. This is a good company to work for compared to others I know about	61%	72%	79%	60%	59%	65%	69%	75%	73%	1.1: Herefordshire Council is good to work for
29. Morale is good where I work	41%	39%	46%	37%	35%	41%	55%	56%	49%	2.2: Morale within my work area is generally good
77. I receive regular and constructive feedback on my performance	55%	62%	72%	74%	72%	74%	76%	74%	72%	2.10: I get feedback on how I'm doing from my line manager/supervisor
21. I am satisfied with the recognition I receive for doing a good job	49%	na	na	na	59%	60%	67%	68%	64%	2.1 I get recognition for a job well done
30. I am clear about what I am expected to achieve in my job	81%	na	na	na	85%	83%	84%	84%	82%	2.11: I have a clear understanding of my job priorities and objectives
5. I am kept well informed about what the company is doing	58%	46%	60%	48%	47%	61%	63%	69%	66%	1.10: I am kept informed about the Council's plans, priorities and performance
		52%	62%	56%	62%	67%	65%	68%	63%	2.7: I am kept informed about my service area's plans, priorities and performance
4. I have the opportunity to contribute my views before changes are made which affect my job	39%	na	na	na	55%	58%	65%	69%	65%	2005-8: 1.16 I have the opportunity to comment & ask questions about organisational change before, during and after it has happened
		47%	56%	58%	na	na	na	na	na	2001-3: I am invited to be involved in decisions within the directorate / dept
61. I believe that action will be taken on problems identified in this survey	40%	43%	55%	44%	44%	40%	39%	42%	35%	1.8: I believe that action will be taken on problems identified in this survey.
ORC comparator question	ORC score	2001	2002	2003	2004	2005	2006	2007	2008	Herefordshire Council question.

72. I am satisfied with the training I receive for my present job	62%	67%	75%	73%	74%	75%	73%	77%	75%	2.18: I have adequate training and development for the work I do
28. Where I work we have the resources we need to complete our work effectively	49%	59%	66%	66%	66%	67%	64%	64%	60%	2.3: Usually, I have the resources to do my job properly
99. I can meet the requirements of my job without regularly working excessive hours	58%	53%	51%	61%	62%	56%	56%	55%	58%	3.4: I can meet the requirements of my job without working excessive hours
97. I am able to strike the right balance between my work and home life	66%	31%	69%	73%	77%	75%	73%	78%	79%	3.5: Opportunities for flexibility in my hours/job help me avoid having problems meeting home/work commitments
75. I believe I have the opportunity for personal development and growth in this company	50%	na	na	na	30%	43%	48%	50%	49%	1.6: Opportunities for development within the council are good
24. I am satisfied with my physical working conditions	59%	63%	65%	na	70%	65%	61%	63%	68%	3.7 I am satisfied with my physical working environment.
25. I intend to still be working for this company/ organisation in 12 months' time	71%	na	na	55%	51%	61%	64%	69%	68%	1.7 I intend to still be working for Herefordshire Council in 12 months' time
36. Health and safety is taken seriously in this organisation	65%	na	na	na	72%	72%	78%	80%	80%	3.6 I am confident that My manager responds to health and safety matters.
49. Senior managers are sufficiently visible in this organisation	41%	na	na	na	50%	50%	53%	60%	56%	2.13 Senior management is visible.
82. I believe that this company provides equal opportunities with regard to race	76%	81%	79%	72%	73%	73%	76%	76%	78%	3.1b Employees are treated fairly whatever their race
83. I believe that this company provides equal opportunities with regard to people with disabilities	72%	na	71%	60%	69%	70%	73%	75%	74%	3.1e Employees are treated fairly whatever their disability status
81. I believe that this company provides equal opportunities with regard to gender	76%	77%	76%	73%	72%	73%	75%	76%	77%	3.1c Employees are treated fairly whatever their gender