



Expect Group of Companies Rowan Care & Focus Care Wales Staff Survey Results 2022

AIM:

To engage with staff and give them the opportunity to share their views and feedback on the Services provided by the Expect Group of Companies – Rowan Care & Focus Care Wales

To identify any necessary changes for leaning and improvement

To monitor and evaluate shared information

The annual survey was circulated using Google Forms and completed anonymously by Expect staff members. 29 Rowan Care & Focus Care Wales employees received the Staff Survey and there were a total of 9 responses received.

Results from the Staff Survey are very positive and show respondents understand what the organisations aims to do, understand their job role and responsibilities and 88.9% report they are willing to go above and beyond for Rowan Care/ Focus Care Wales. 66.67% of respondents express that they get job satisfaction working for Rowan Care/ Focus Care Wales.

Responses indicate that staff feel they are communicated to effectively by managers and their staff teams, and email communication keeps staff informed, however only 33.3% of respondents report that they are communicated to effectively by the organisation

The majority of responses indicate that staff receive the appropriate support, encouragement and recognitions from their teams and managers. 77.8% of respondents enjoy working for Rowan Care/ Focus Care Wales.

The majority of staff training and development responses are positive and indicate that respondents are happy with their level of training and development, although 44.4% of respondents report that they do not have a personal development plan. 33.3% of respondents have reported that they have not had an appraisal in the past 12 months.

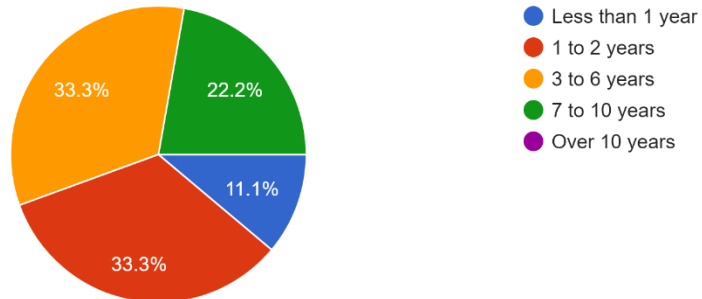
Staff understanding and knowledge with regard to Data Protection is exceptional, all responses being recorded at 100%

Responses indicate an understanding of policies and procedures and their importance within the organisation. Key processes such as Whistle blowing and Safeguarding, respondents express confidence in their ability and understanding of how to report such concerns.

General Information

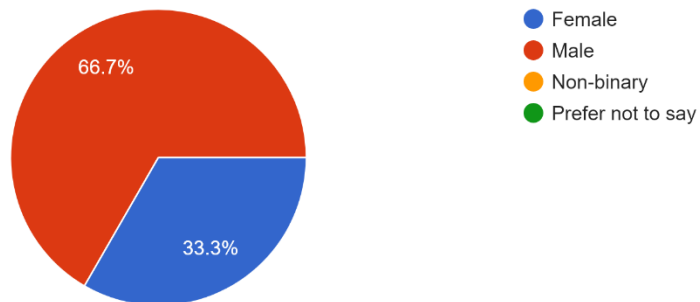
How long have you worked for the Company?

9 responses



Your Gender

9 responses



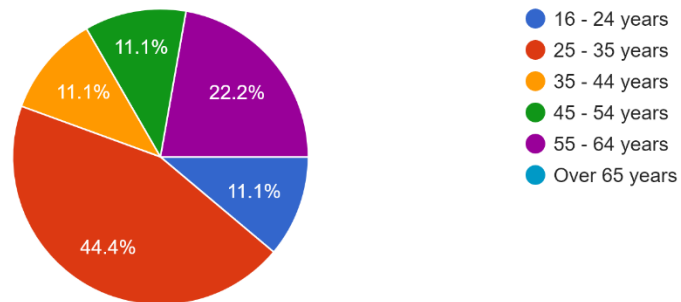
What is your job role?

9 responses



Which age group do you fit into?

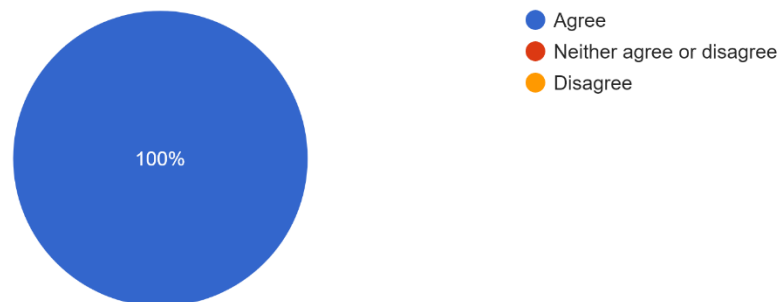
9 responses



Direction & Culture

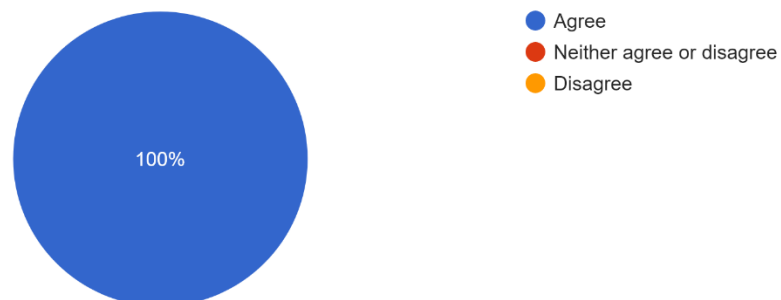
I understand what our organisation is here to do

9 responses



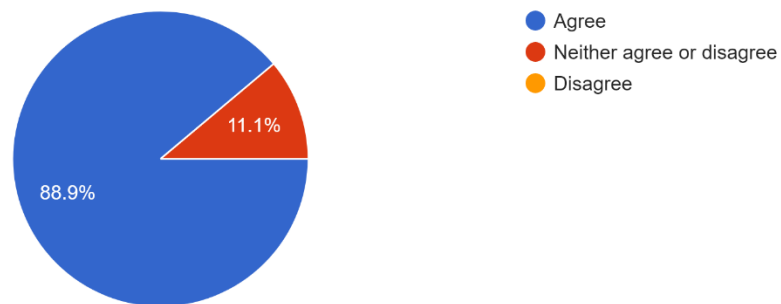
I am clear about my role and what my responsibilities are at work

9 responses



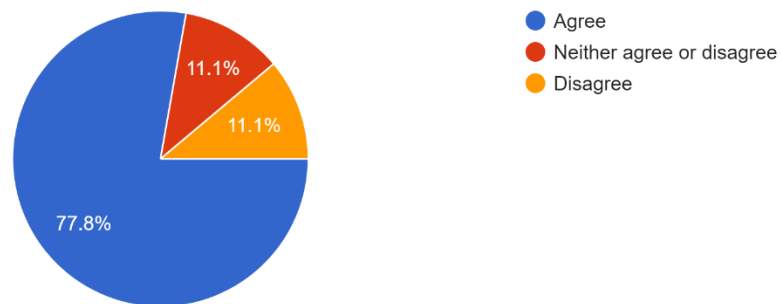
I am willing to go above and beyond what is expected of me in my role

9 responses



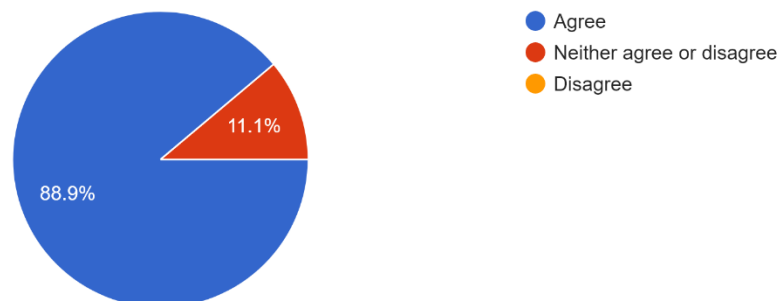
I have strong loyalty to the Expect Group of Companies (Rowan Care & Focus Care Wales)

9 responses



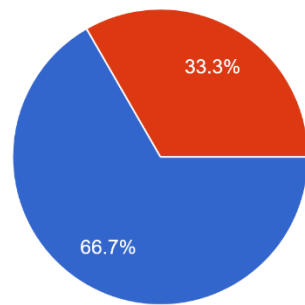
I have strong loyalty to the service/department I work in

9 responses



I get job satisfaction

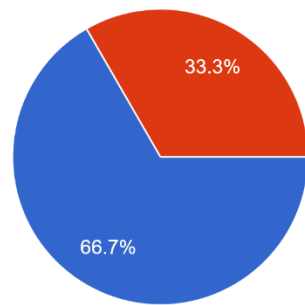
9 responses



- Agree
- Neither agree or disagree
- Disagree

I get job satisfaction

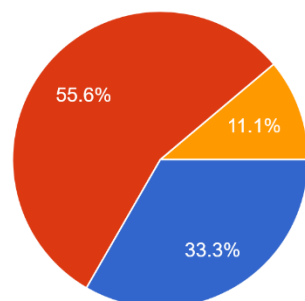
9 responses



- Agree
- Neither agree or disagree
- Disagree

I am not over stressed in my role

9 responses

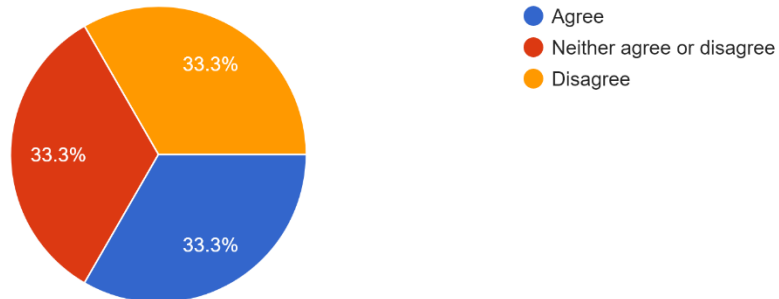


- Agree
- Neither agree or disagree
- Disagree

Communication

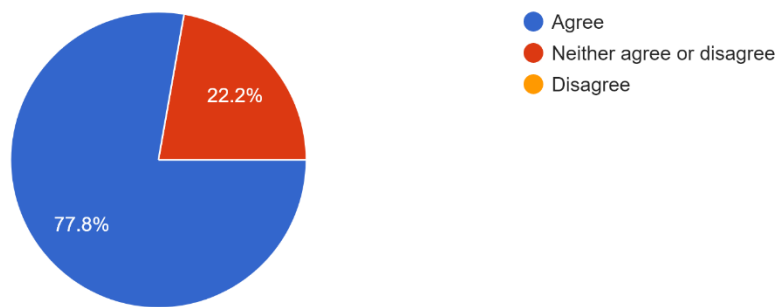
The organisation communicates well with staff

9 responses



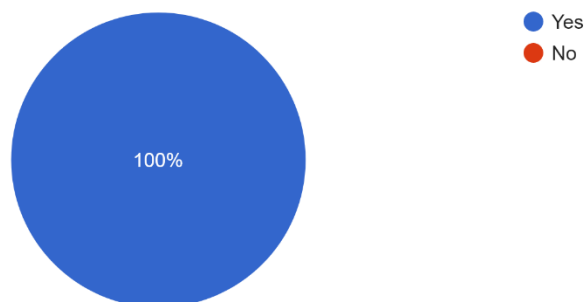
My team communicates well with me

9 responses



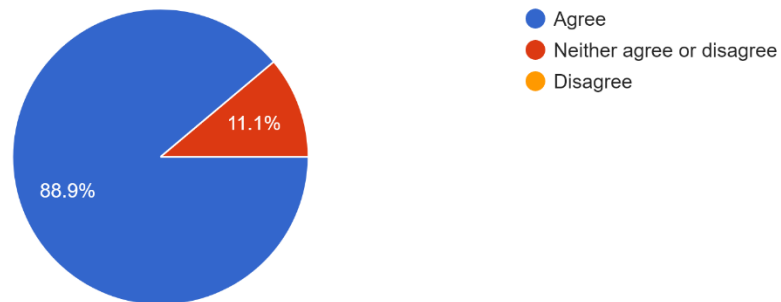
I access my company email at least weekly

9 responses



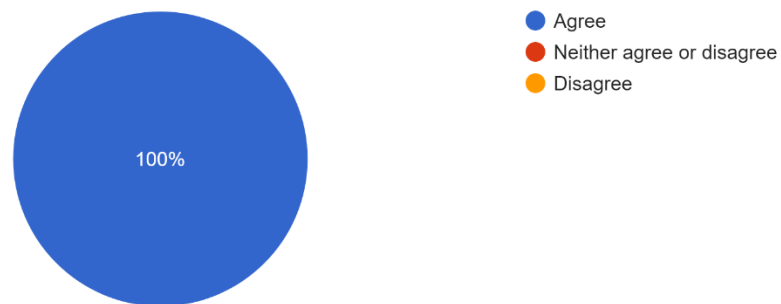
My manager is open and honest when communicating

9 responses



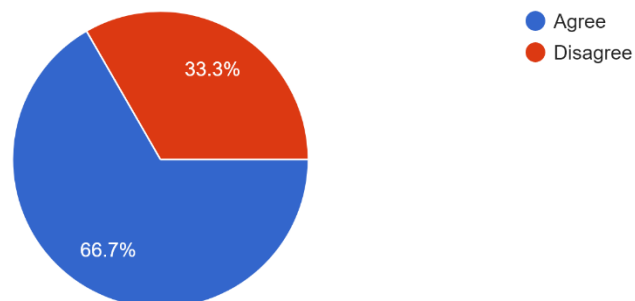
I have the opportunity to talk to senior managers about my thoughts and ideas

9 responses



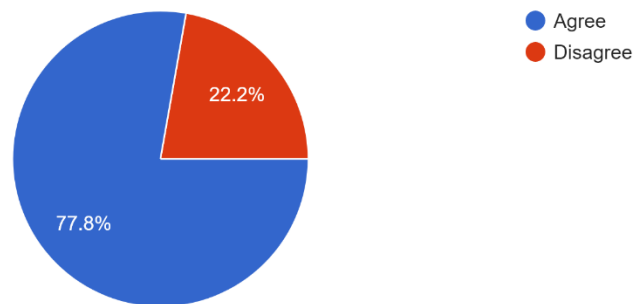
I have the opportunity to take part in regular staff meetings

9 responses



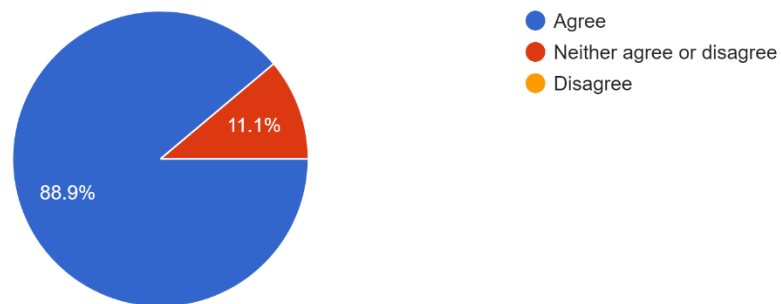
I have regular supervisions with my line manager

9 responses



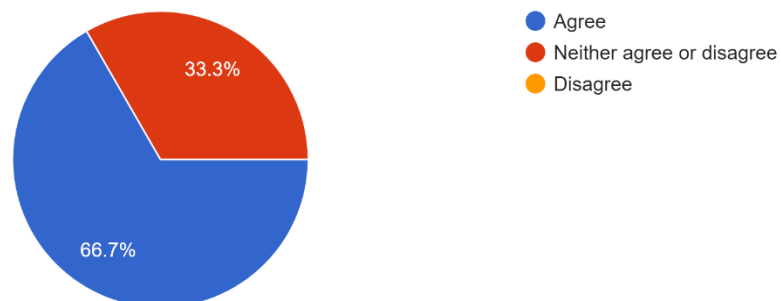
I feel I am able to challenge the way things are done within my team

9 responses



Company emails keep me informed

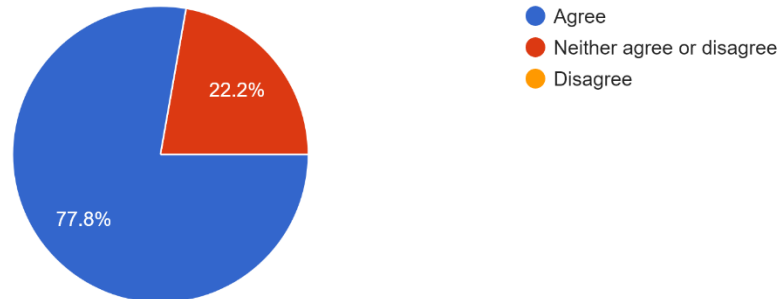
9 responses



Support from the Company and Management

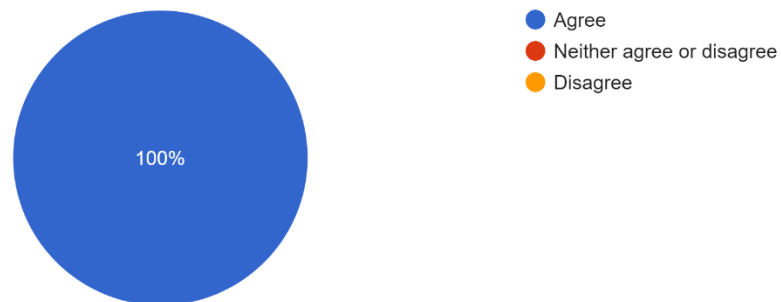
I get appropriate support from my line manager which helps me do my job well

9 responses



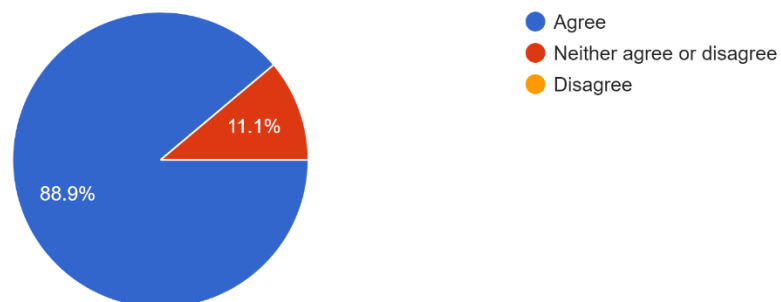
I get the appropriate support from my team which helps me do my job well

9 responses



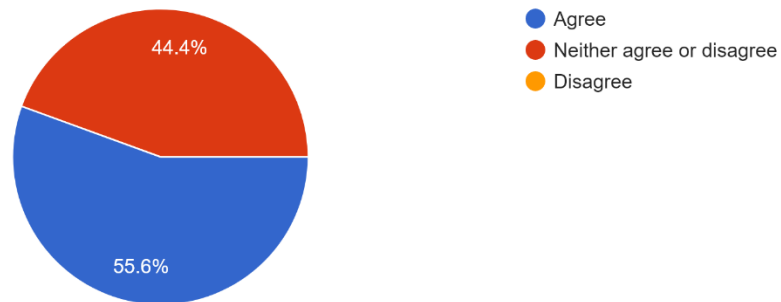
I am encouraged to share my ideas about how the organisation can improve

9 responses



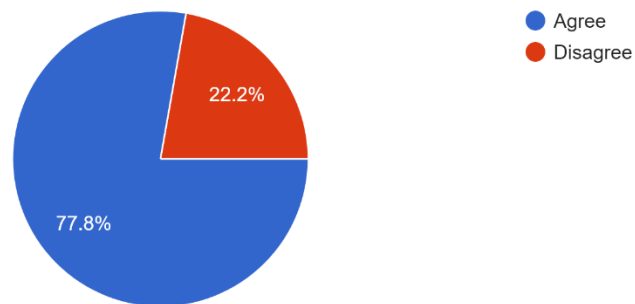
Management recognise and appreciate my effort

9 responses



I enjoy working for the Expect Group Rowan Care & Focus Care Wales

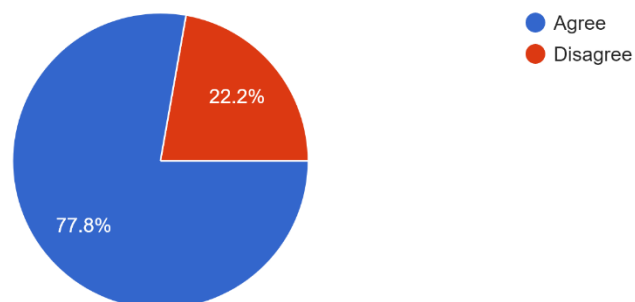
9 responses



Teamwork and Duties

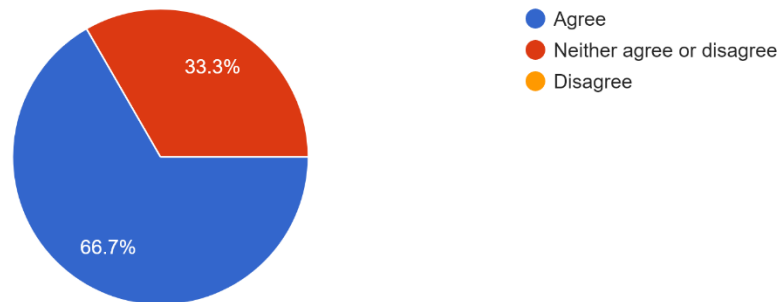
I feel part of a team working together to provide a good service

9 responses



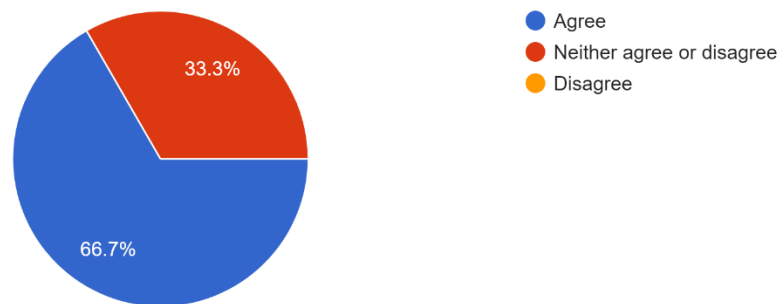
When things go wrong my line manager looks for solutions rather than placing blame

9 responses



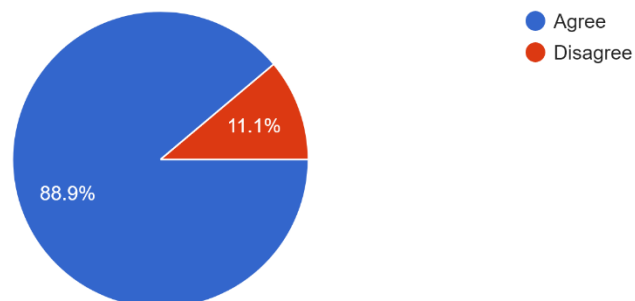
The members of my team recognise and value the work I do

9 responses



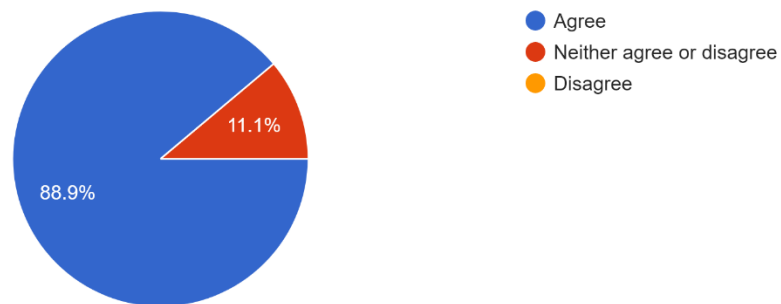
I am confident my line manager does what is in the best interest of Service Users

9 responses



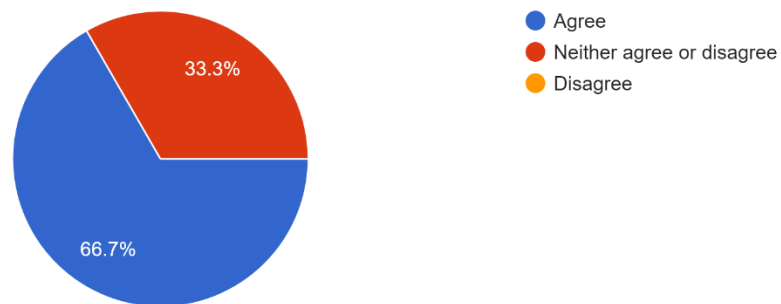
I am comfortable with appropriately challenging other team members ways of working

9 responses



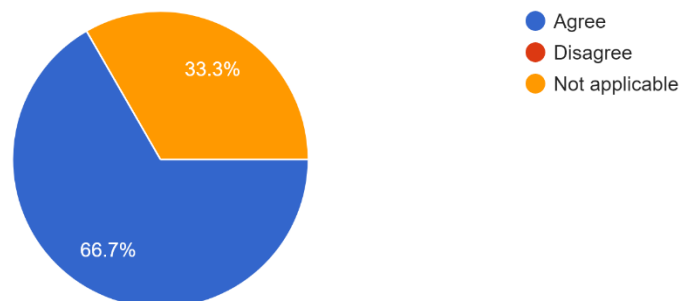
My team is flexible in the way they work with shifts, training and cover

9 responses



I work with outside agencies within my role

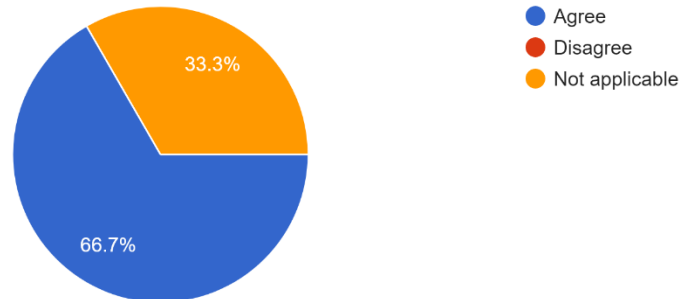
9 responses



Training & Development

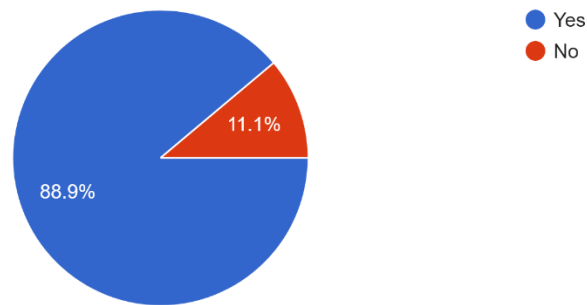
The induction process prepared me well for my role

9 responses



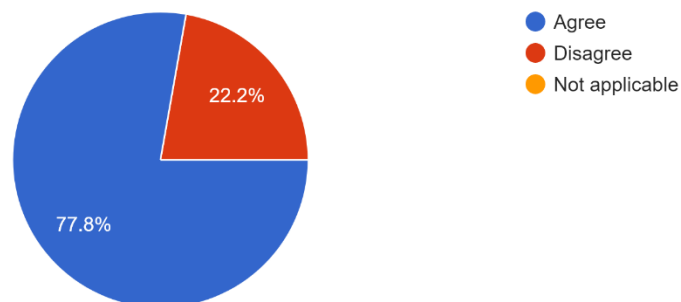
My training needs are regularly reviewed

9 responses



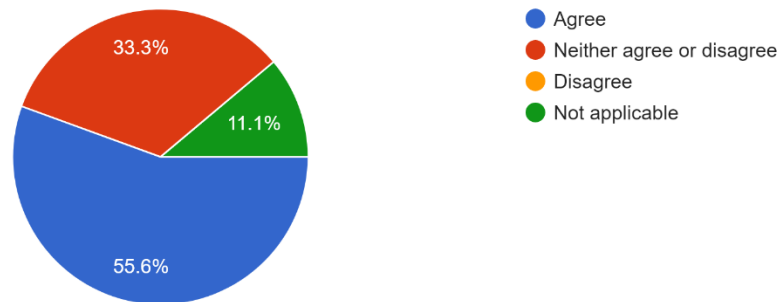
I am regularly booked onto training courses by my line manager

9 responses



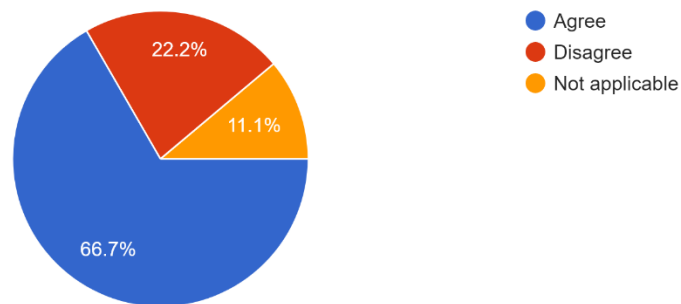
There are opportunities for my personal and professional development

9 responses



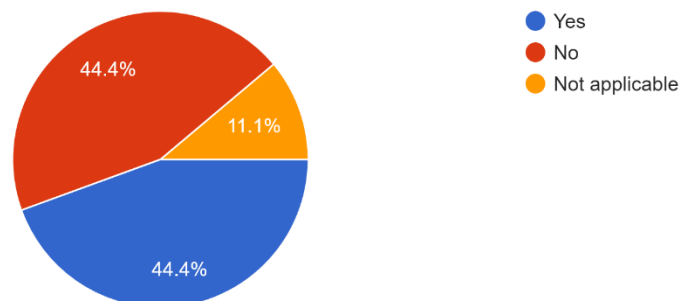
I have opportunities to take on extra responsibility within my role

9 responses



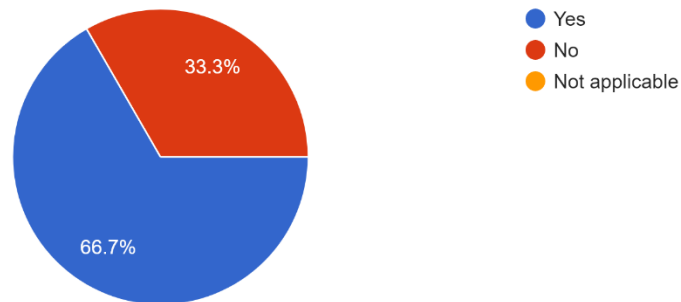
I have a personal training and development plan

9 responses



I have received an appraisal within the last 12 months

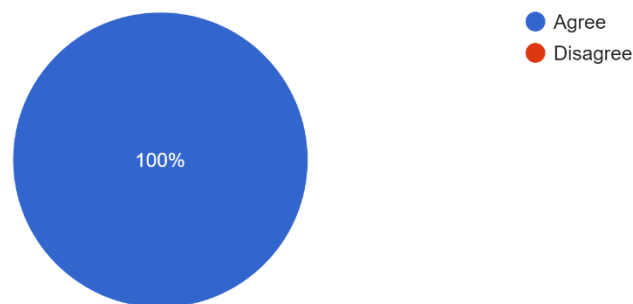
9 responses



Data Protection

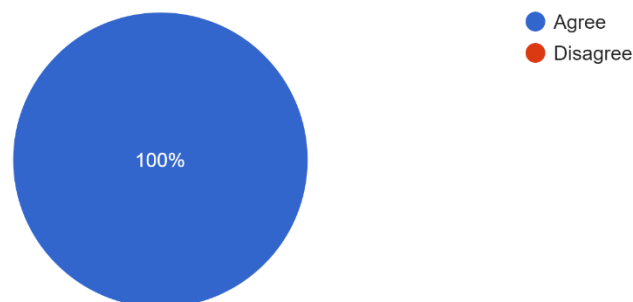
I understand the data security and precautions are important for the company

9 responses



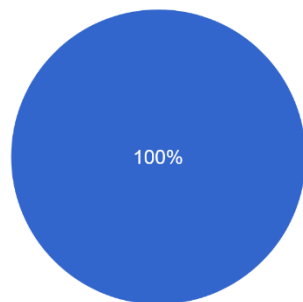
I am happy my data is used legally and held securely

9 responses



I know how to use and share data securely

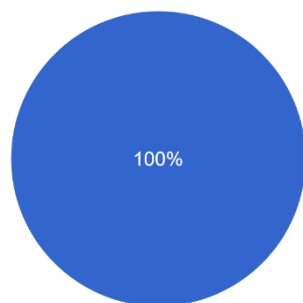
9 responses



● Yes
● No

I am aware that the use of public Wi-Fi or unsecure Wi-Fi could be unsafe and lead to unauthorised access to personal data

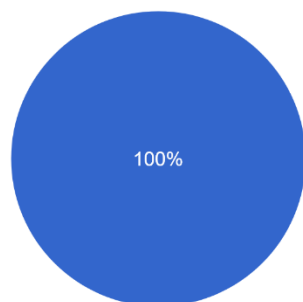
9 responses



● Yes
● No

I feel confident raising concerns about unsecure or unlawful uses of data and these will be acted on without personal recrimination

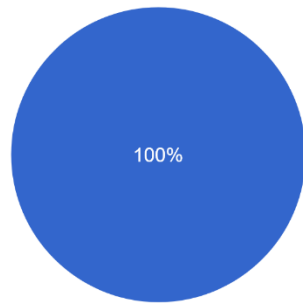
9 responses



● Agree
● Disagree

I understand the important laws and principles of data sharing and when I should and shouldn't share data

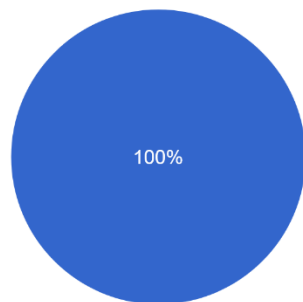
9 responses



● Agree
● Disagree

If I have a question about sharing data lawfully and securely, I know where to seek help

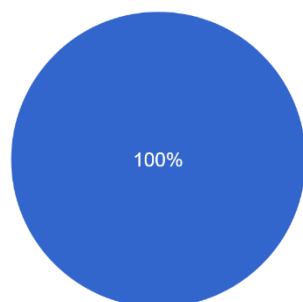
9 responses



● Yes
● No

The level of access I have to IT systems holding data is appropriate to my role

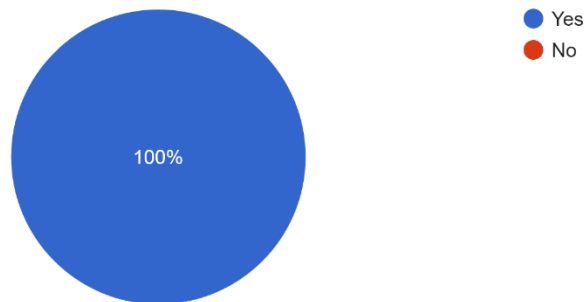
9 responses



● Yes
● No

I know how to report a data security breach

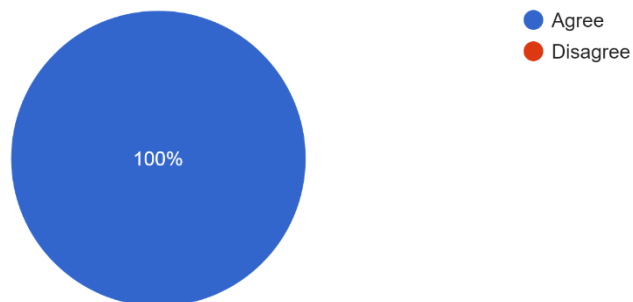
9 responses



Quality, Health & Safety

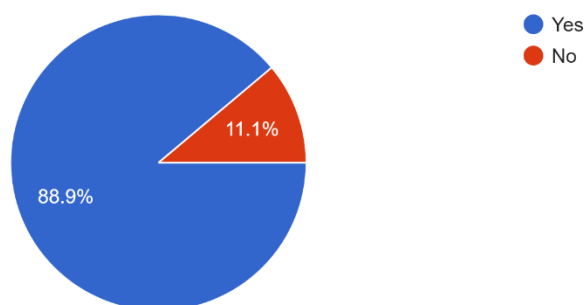
I understand why it is important to have clear and up to date policies and procedures

9 responses



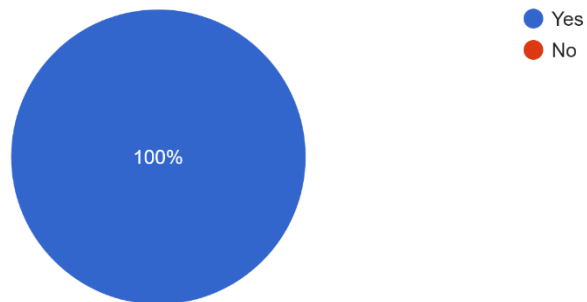
Updates to policies and procedures are communication by my line manager and I am confident that I understand them

9 responses



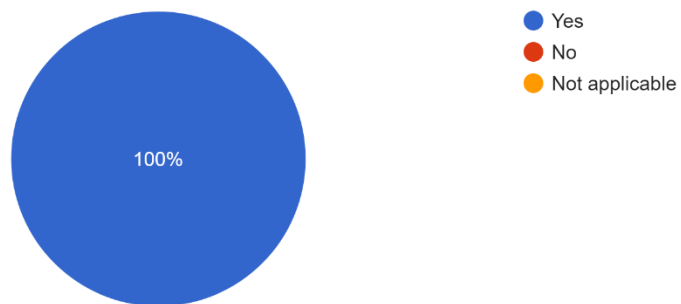
I feel confident in reporting whistleblowing concerns

9 responses



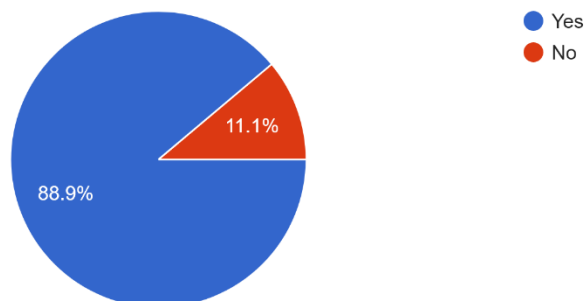
I know how to report safeguarding concerns

9 responses

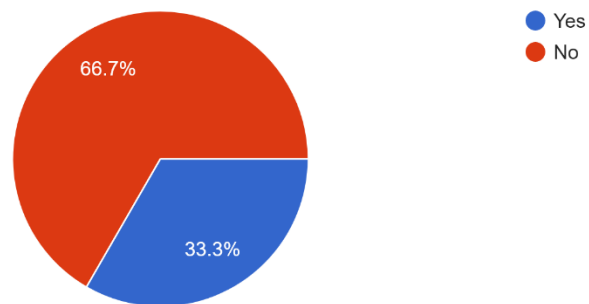


My health and welfare is maintained while working for the organisation

9 responses



I have seen the results of last years survey
9 responses



END OF REPORT

