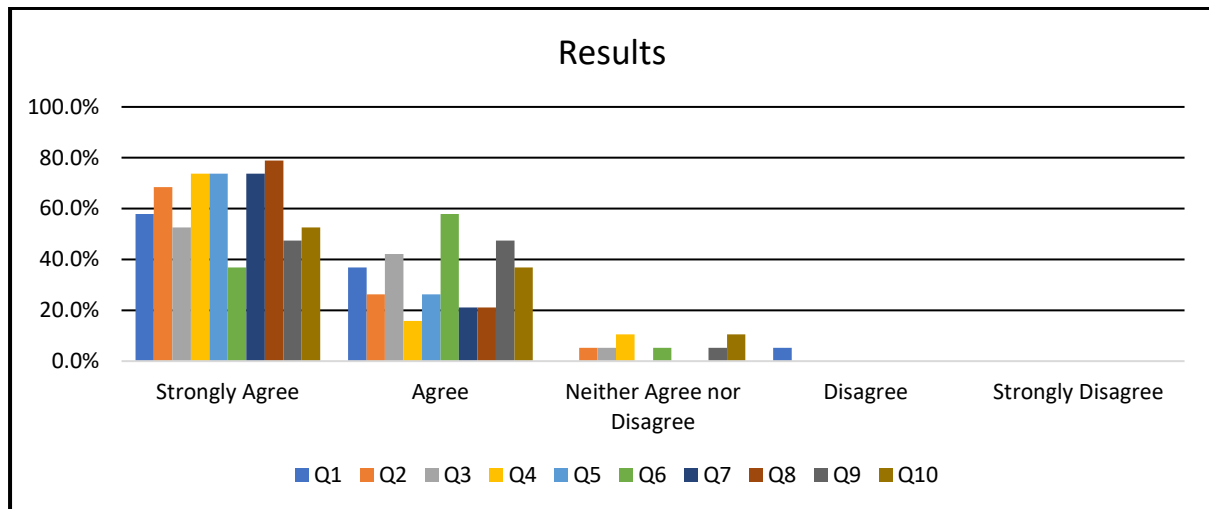


24th June 2020

Re: Staff 'Check In' Survey



This survey was designed to ask staff how they are feeling given the current Covid-19 pandemic and if staff have any concerns they would like to raise regarding their health and their work environment.

By examining the feedback, we have the opportunity to gain a direct insight into what staff think the company is doing well during this pandemic and things that could be improved.

Responses to this survey were strictly confidential; however, if staff wished to complete their personal information, they were able to do so.

Survey Results

Staff submitted electronic responses and in total 20 responses were received.

Overall Summary

Overall the response rate was positive. The respondents had carefully considered their responses, before replying and those that replied generally replied to most of the questions.

Staff were asked if they feel they are able to pay attention to their own health and well-being and if they know how to access support if they need it. 95% agreed that they are able to do this and are aware of how to access support if needed with the remaining 5% saying they disagree or had no comment.

The next two questions were regarding whether staff felt they have been supported by their team and their line manager during this time. We received a positive response to this question as there were no staff who disagreed with the questions asked. There was a small minority of staff who neither agreed nor disagreed.

The next section of questions were about the workplace environment. We asked staff if they were clear on their work priorities and if they felt able to complete their work effectively. 100% of the staff agreed that they were clear on their work priorities and know what is required of them at work. In terms of completing their work effectively, 94% of the staff agreed they can complete their work effectively with the remaining 6% saying they neither agree nor disagree.

During this pandemic we were aware of the importance of ensuring our staff feel safe whilst travelling back and forth to work. To ensure this happens, we offered our staff who use public transport to use the Options for Care Uber accounts. When we asked the staff if they felt safe travelling to work, 94% agreed they felt safe travelling to work. There was a respondent who did not provide an answer to this question which is the reason for the remaining 6%.

In the last section of questions, we asked staff about the communication they have received during Covid-19. All respondents agreed they have been kept well informed about how Options for Care are responding and supporting the Covid-19 incident. The next question we asked staff was whether they felt they have received the right communication and if they felt the communication was relevant to their needs. 94% of the staff agreed that they had received good communication and felt it was relevant to their needs. The remaining 6% said they neither agree nor disagree on this question.

In the last question we asked staff about Options for Care. It was important for us to find out if staff felt connected to Options for Care as an employer and if they felt proud to work for us. 89.5% of staff agreed they felt connected to us as an employer and were to proud to work for us. The remaining 10.5% said they neither agree nor disagree to this question.