Adult Social Care Healthcheck



respondents





Almost two-thirds (65%) have worked in the Council for over ten years. In contrast, only 6% are new employees with less than two years service. The vast majority of respondents (95%) are on permanent contracts.



I have access to best practice, research and evidence materials



However... people often experience problems with ICT and equipment:

from business support + finance team: & help with using SharePoint.



64% of respondents agree "reasonably" or "to a large

Staff spend around 65-70% of time inputting data into Care Director on a typical day. (mean: 65%, mode: 70%) However there were a large variation in responses, from 0% to 100%.





therapists say their needs are mapped to the OT post-qualifying framework. 14%



43% of staff say they have sufficient time to work effectively with the service users on their caseload most of the time.



57% of staff say their caseload is fair and manageable.

Team culture (% strongly agree/agree) 81% say work issues are shared openly 89% feel able to raise concerns with managers

91% feel able to raise concerns about workload

87% have sufficient autonomy to practise creatively with my service users 74% say workload is appropriate to their

level of knowledge and experience 45% have sufficient time to work on

additional responsibilities

Team meetings take place...

less frequently, every week, 5 every other week,

every month, 25

93% get regular feedback/updates from management.



Appraisals:

85% of respondents have had an appraisal in the past year.



69% are to a great extent or completely satisfied with the quality of supervision. Nearly two thirds get opportunity in their

supervision for reflection, discussion of learning nd development and emotional support. However, less than half get coaching or mentoring opportunities.



Just 17% of respondents say they know who's who in the People Leadership Team.

In contrast, 86% know and recognise the Adults Principal Social Worker.

	npletely 17%	partially 68%	not at all 15%	
is effective Consulted / involved in proposed changes	9%	75%	15%	
Statement alw Look forward to	ays/often 54%	sometime 45%	s <u>never</u> 2%	
going to work Enthusiastic about	66%	32%	2%	
my job	Ω Λο/	16%	0%	

when I'm working

'I feel more positive about my role and employment with Coventry City Council than a year ago

Also... three-quarters of staff see themselves working for Coventry City Council in five years' time. Of those moving to Friargate, 76% feel prepared and **85%** are prepared for agile working.

future career development?)
66% learning/development

63% coaching/mentoring

25% secondments

14% job rotation

12% work shadowing

Council to help them become a qualified social worker.

