

# 2022 STAFF SURVEY

## What did the Care inspectorate staff say?

We had a response rate of

**85%** 525 out of 620

Thank you to everyone who took part

The overall Employee Engagement

score is **62%**

This has decreased 2%-points from 2018

### What is going well?

	% Agree
I am interested in my work	95%
I am sufficiently challenged by my work	86%
I am trusted to carry out the job effectively	84%
I am aware of the organisation's overall Corporate Plan	80%
My work gives me a sense of personal accomplishment	79%

### What could be improved?

	% Disagree
Compared to people doing a similar job in other organisations I feel my pay is reasonable	48%
I feel that my pay adequately reflects my performance	42%
I feel that change is managed well	40%
I have the opportunity to contribute my views before decisions are made that affect me	35%
When changes are made I understand the rationale	33%

### What ONE thing would most improve your employee experience at the Care Inspectorate? (Top comment themes)



**Next steps:** The Care Inspectorate has shared the findings of the survey across the organisation. This was delivered by BMG Research, our independent survey partner, to all staff. This will be followed by Directorate-level discussions to enable all staff to discuss the findings and contribute to the development of our next steps. The Care Inspectorate is committed to continuing to engage and collaborate with our workforce to build on the positive findings of this survey, and address the areas that need to improve, to strive to make the Care Inspectorate the best possible place to work for all staff.

The survey was conducted between 14 March and 1 April 2022. It was open to all current Care Inspectorate staff.