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Appendix C - Robertson Cooper Health and Wellbeing surveys summary

- 1. Two Health and Wellbeing surveys have been undertaken by Robertson Cooper, an industry leader in collecting and analysing comprehensive data about employee experiences and comparing an organisation's employees against benchmarked data from 90,000 employees in other organisations (in the public and private sectors.) The first survey was conducted pre-trial and included all staff, and the second was conducted during the trial and included only the staff involved in the trial. The results showed there had been a positive impact on staff wellbeing following the introduction of the four-day week trial.
- 2. A comparison of the survey results can be found below

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3. Below are screenshots of the dashboards from the 2022 and 2023 surveys, so you can visually compare the results. The key for the results is as outlined in the image below. Risk, which means in the bottom 30% of scores, is dark red. Caution, which is in the 20% of scores below the median, is light red. Typical, which is in the 30% of scores above the median, is light green. Positive, which is in the top 20% of scores, is dark green.

Risk. In the bottom 30% of scores.	Caution. In the 20% of scores below the median.	Typical. In the 30% of scores above the median.	Positive. In the top 20% of scores.
30th Pe	ercentile Me	dian 80th pe	ercentile

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4. All staff dashboard

2022 – 310 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is caution. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.

		6 Impact o	n behav	viours					C
		Intention to leave			Productivity +] >	> Advocacy -3			
our Drivers									
78	0	67	0	56	0	68	0	62	0
Resiliend	ce	6 Essentia	ls	Health	n	Engagemei	nt	Subjective We	llbein
daptability	+3	Resources &	-2	Physical Health	-3	Motivation	-1	Positive Emotions	-5
onfidence ocial Support	+1	Communication Control	+2	Mental Health	-4	Organisational commitment	+1	Sense of Purpose	-1
urposefulness		Balanced Workload	+5			Employee commitment	-4		
urposetuiness	-2	Job Security & Change	-1						
		Work Relationships	0						

2023 - 331 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.

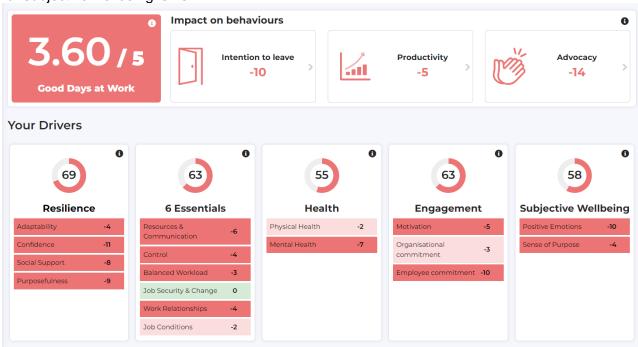
4.40 / Good Days at Wor		Intentio	viours n to leave +9		Productivity +6	Ľ	Advocacy +7	•
Your Drivers	73	0	63	0	73	0	67	0
Resilience	6 Essentia	als	Health		Engagemen	t	Subjective Wel	lbeing
Adaptability +5	Resources &	+4	Physical Health	+3	Motivation	+5	Positive Emotions	+3
Confidence+3Social Support+8Purposefulness+3	Communication Control Balanced Workload Job Security & Chang	_	Mental Health	+3	Organisational commitment Employee commitment	+8 +4	Sense of Purpose	+2
	Work Relationships Job Conditions	+4 +5						



5. Greater Cambridge Shared Planning Service

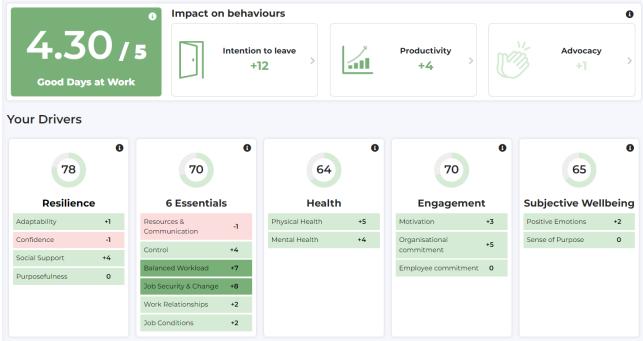
2022 – 58 respondents

The overall rating for resilience is risk. The overall rating for 'six essentials' is risk. The overall rating for health is risk. The overall rating for engagement is risk. The overall rating for subjective wellbeing is risk.



2023 – 91 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.





6. Part time staff

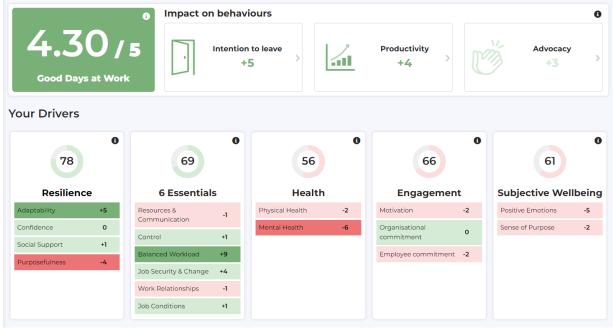
2022 - 49 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is caution. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is risk.

		Impact o	n behav	iours					0
			Intentior _'		al	Productivity +"		Advocacy -5	>
our Drivers									
76	0	65	6	52	0	65	0	58	C
Resilienc	e	6 Essentia	ls	Health	n	Engagement	t l	Subjective We	llbeing
daptability	+3	Resources &	-1	Physical Health	-5	Motivation	-5	Positive Emotions	-11
onfidence ocial Support	-2 +1	Communication Control	-4	Mental Health	-10	Organisational commitment	-1	Sense of Purpose	-3
urposefulness	-8	Balanced Workload	+6			Employee commitment	-5		
rurposerumess	-0	Job Security & Change	-3						
		Work Relationships	-3						

2023 – 56 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is caution. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.





7. Full time staff

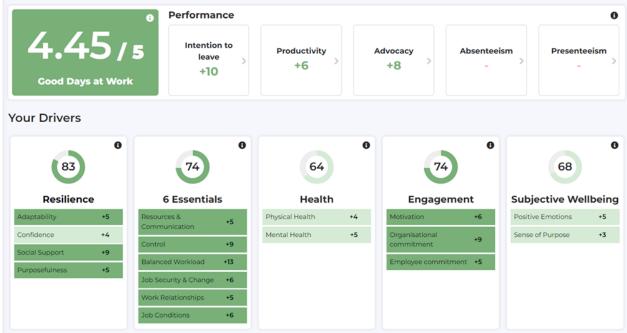
2022 – 261 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is caution. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.

		Perform	ance						0
3.95/5 Good Days at Work		lea	ve >	Productivity +]	>	Advocacy -2 >	Absenteei -	sm Present	eeism >
our Drivers									
78	0	67	0	57	0	68	0	62	0
Resilien	ce	6 Essentia	als	Health		Engageme	ent	Subjective We	llbeing
Adaptability	+3	Resources &	-2	Physical Health	-2	Motivation	0	Positive Emotions	-4
Confidence	+2	Communication	+3	Mental Health	-3	Organisational commitment	+1	Sense of Purpose	0
Social Support	+1	Balanced Workload	+5			Employee commitme	nt -3		
Purposefulness	-1	Job Security & Chang	e O						
			100						
		Work Relationships	0						

2023 – 275 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.





8. Disabled staff

2022 - 37 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is risk. The overall rating for health is risk. The overall rating for engagement is risk. The overall rating for subjective wellbeing is risk.

		() Impact o	n behav	viours					
3.8				n to leave 3		Productivity	C	Advocacy -12	y
our Drivers									
76	0	60	0	48	0	61	0	58	
Resilien	ce	6 Essentia	Is	Healt	n	Engageme	nt	Subjective We	llbeir
daptability	0	Resources &	-10	Physical Health	-10	Motivation	-6	Positive Emotions	-10
onfidence	+2	Communication		Mental Health	-13	Organisational	-7	Sense of Purpose	-3
ocial Support	-3	Control	-10			commitment			
urposefulness	-4	Balanced Workload	0 -7			Employee commitmen	t -11		
		Work Relationships	-7						
		Work Relationships							

2023 – 30 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is caution. The overall rating for engagement is positive. The overall rating for subjective wellbeing is positive.

4.40 Good Days at Wo Your Drivers	/ 5	n behaviou Intention to +12		<u></u>	Productivity +9	C	Advocacy +10	• ′ >
83 Resilience	71 6 Essentia	0	57 Healt		73 Engagemet	Ø	69 Subjective Wel	Ø
Adaptability +5	Resources & Communication	+2	Physical Health	-2	Motivation	+4	Positive Emotions	+4
Confidence +3 Social Support +8 Purposefulness +6	Control Balanced Workload Job Security & Change Work Relationships Job Conditions	+4 +11	fental Health	-3	Organisational commitment Employee commitmen	+8	Sense of Purpose	+4



9. Male employees

2022 – 117 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is typical. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.

		Impact o	n behav	/iours					
			Intention to leave			Productivity 0	Advocacy -6		
our Drivers									
76	0	68	0	61	0	67	0	61	
Resilien	ce	6 Essentia	Is	Health	n	Engagemen	t	Subjective Wel	lbein
daptability	+3	Resources &	-2	Physical Health	+3	Motivation	-2	Positive Emotions	-5
onfidence	+1	Communication		Mental Health	0	Organisational	+2	Sense of Purpose	-2
ocial Support	-2	Control	+2			commitment			
urposefulness	-5	Balanced Workload	+4			Employee commitment	-7		
		Job Security & Change							
			+1						
		Work Relationships	+1						

2023 - 100 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is positive. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.





10. Female employees

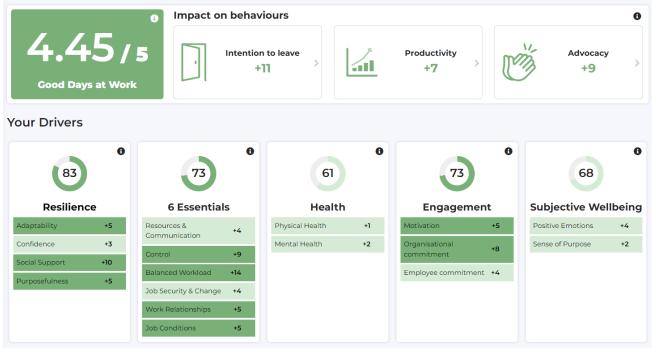
2022 – 175 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is risk. The overall rating for engagement is typical. The overall rating for subjective wellbeing is caution.

		a Impact or	n behav	viours					•
			Intentio	n to leave -] >		Productivity +]		Advocacy +2	y >
our Drivers									
80	0	68	0	53	0	69	0	63	C
Resiliend	e	6 Essentia	s	Health	1	Engageme	ent	Subjective We	llbeing
Adaptability	+3	Resources & Communication	0	Physical Health	-6	Motivation	0	Positive Emotions	-4
Confidence Social Support	+1 +5	Control	+3	Mental Health	-7	Organisational commitment	+2	Sense of Purpose	+1
social support	+1	Balanced Workload	+7			Employee commitme	ent -1		
Durposofulposs	21	Job Security & Change	-2						
Purposefulness									
Purposefulness		Work Relationships	0						

2023 – 221 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.





11. Childcare responsibilities

2022 – 107 respondents

The overall rating for resilience is caution. The overall rating for 'six essentials' is caution. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is risk.

	5						
	1 Impact on k	oehaviours					0
	in the second se	tention to leave -6		Productivity	Advocac -4		>
Your Drivers							
75 0	65	0	6	67	0	60	8
Resilience	6 Essentials	Не	alth	Engagement		Subjective Well	being
	Resources & Communication	-2 Physical Health	n -4	Motivation	0	Positive Emotions	-8
Confidence -1	Control	Mental Health	-7	Organisational commitment	-1	Sense of Purpose	-2
	Balanced Workload	+3		Employee commitment	-4		
Purposefulness -5	Job Security & Change	-3					
	Work Relationships	-4					
	Job Conditions	-2					

2023 - 112 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.





12. Caregiving responsibilities

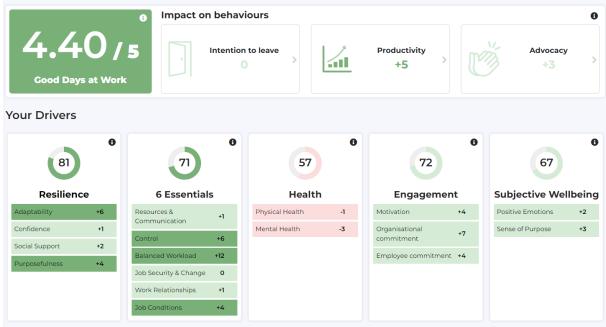
2022 – 45 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is caution. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is risk.

		1 Impact or	n behav	viours					C
3.7(Good Days				n to leave		Productivity -4		Advocacy	, , ,
our Drivers									
77	0	64	0	50	0	65	0	59	¢
Resilience		6 Essentia	ls	Health	n	Engagemen	t	Subjective We	llbein
daptability	0	Resources &	-4	Physical Health	-6	Motivation	-4	Positive Emotions	-8
onfidence ocial Support	0 -2	Communication	-1	Mental Health	-13	Organisational commitment	-3	Sense of Purpose	-3
urposefulness	-1	Balanced Workload	+3			Employee commitment	-5		
arposeraniess		Job Security & Change	-5						
		Work Relationships	-1						
		Job Conditions	-4						

2023 - 47 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is caution. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.





13. Length of service

2022

Less than 1 year – 31 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is positive.

		0 Impact o	n behav	iours					0
				n to leave	a	Productivity +6	Ľ	Advocacy +6	>
Your Drivers									
84	0	74	0	60	0	76	0	77	0
Resilien	ce	6 Essentia	ls	Heal	th	Engagemer	nt	Subjective Wel	lbeing
Adaptability Confidence Social Support Purposefulness	+3 +4 +9 +10	Resources & Communication Control Balanced Workload Job Security & Change Work Relationships Job Conditions	+5 +13 +14 +3 +6 +6	Physical Health Mental Health	0	Motivation Organisational commitment Employee commitment	+3 +15 : +3	Positive Emotions Sense of Purpose	+8 +4

1-3 years - 77 respondents

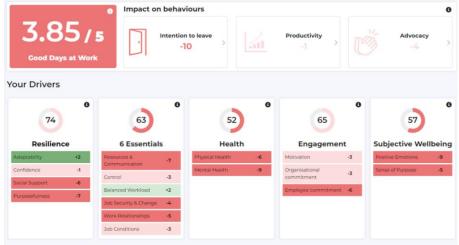
The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is caution.

		0 Impact o	on behav	viours					0
				n to leave	at	Productivity +2	Ľ	Advocacy	>
Your Drivers									
80	0	70	0	62	0	70	0	63	0
Resilien	ce	6 Essentia	als	Healt	h	Engagemen	t	Subjective Wel	Ibeing
Adaptability	+4	Resources &	+1	Physical Health	+2	Motivation	0	Positive Emotions	-3
Confidence Social Support	+2	Communication	+5	Mental Health	+4	Organisational commitment	+6	Sense of Purpose	-1
Purposefulness	-2	Balanced Workload Job Security & Change				Employee commitment	-2		
		Work Relationships	+3 +2						



3-6 years - 88 respondents

The overall rating for resilience is caution. The overall rating for 'six essentials' is risk. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is risk.



6-10 years – 31 respondents

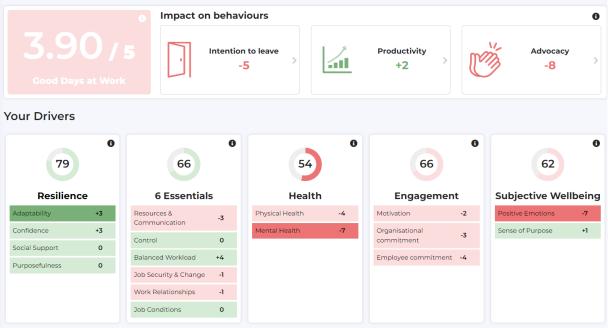
The overall rating for resilience is typical. The overall rating for 'six essentials' is caution. The overall rating for health is risk. The overall rating for engagement is risk. The overall rating for subjective wellbeing is caution.

		Impact or	Impact on behaviours 0								
			Intention to leave			Productivity -8		Advocacy -3			
Your Drivers											
76	0	65	6	53	θ	64	0	62	6		
Resilienc	e	6 Essential	ntials H		th	Engagement		Subjective Wellbeing			
Adaptability	-2	Resources & Communication	-3	Physical Health	-3	Motivation	-3	Positive Emotions	-6		
Confidence	-3	Control	+1	Mental Health	-10	Organisational	-4	Sense of Purpose	+1		
Social Support	+2	Balanced Workload	+2			Employee commitment	-8				
Purposefulness	-3	Job Security & Change	-4								
		Work Relationships	0								
		Job Conditions	-2								



More than 10 years - 82 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is risk. The overall rating for engagement is caution. The overall rating for subjective wellbeing is caution.



2023

Less than 1 year - 44 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is positive. The overall rating for subjective wellbeing is typical.





1-3 years - 74 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is positive. The overall rating for engagement is positive. The overall rating for subjective wellbeing is positive.

		Impact o	n behav	iours					0
4.45/5			Intention				C	V/ Advocacy +13	
Your Drivers									
86	0	76	0	66	0	77	0	70	0
Resilien	ce	6 Essentia	als	Healt	h	Engagem	ent	Subjective We	llbeing
Adaptability	+7	Resources & Communication	+6	Physical Health	+6	Motivation	+9	Positive Emotions	+7
Confidence Social Support	+6 +14	Control	+9	Mental Health	+7	Organisational commitment	+15	Sense of Purpose	+3
Purposefulness	+7	Balanced Workload Job Security & Change	+16 • +10			Employee commitme	ent +6		
		Work Relationships	+8						

3-6 years - 94 respondents

The overall rating for resilience is typical. The overall rating for 'six essentials' is typical. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.

		0 Impact o	on behav	viours					0
4.3			+5		Productivity +6		Advocacy +3		
our Drivers									
79	0	70	0	59	0	70	0	66	0
Resilien	ce	6 Essentia	6 Essentials		Health		t	Subjective Wellbeing	
Adaptability	+4	Resources &	+2	Physical Health	ο	Motivation	+4	Positive Emotions	+1
Confidence Social Support	+1	Communication	+5	Mental Health	0	Organisational commitment	+5	Sense of Purpose	+2
Purposefulness		Balanced Workload	+9			Employee commitment	0		
Purposetuiness	0	Job Security & Chang	e +4						
		Work Relationships	+1						
		Job Conditions	+4						



6-10 years - 37 respondents

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.



More than 10 years

The overall rating for resilience is positive. The overall rating for 'six essentials' is positive. The overall rating for health is typical. The overall rating for engagement is typical. The overall rating for subjective wellbeing is typical.

	Impact on	behavi	iours					0
4.30 / Good Days at Work		Intention to leave +6		<u></u>	+7			' >
Your Drivers								
82	71	0	62	6	69	0	67	0
Resilience	6 Essentials		Healt	h	Engagemen		Subjective Wellbeir	
Adaptability +4	Resources & Communication	+3	Physical Health	+3	Motivation	+3	Positive Emotions	+1
Confidence +4		+5	Mental Health	+1	Organisational commitment	+2	Sense of Purpose	+3
Social Support +7		+9			Employee commitment	+2		
Purposefulness +5		+3			,,			
	Work Relationships	+3						
	Job Conditions	+4						