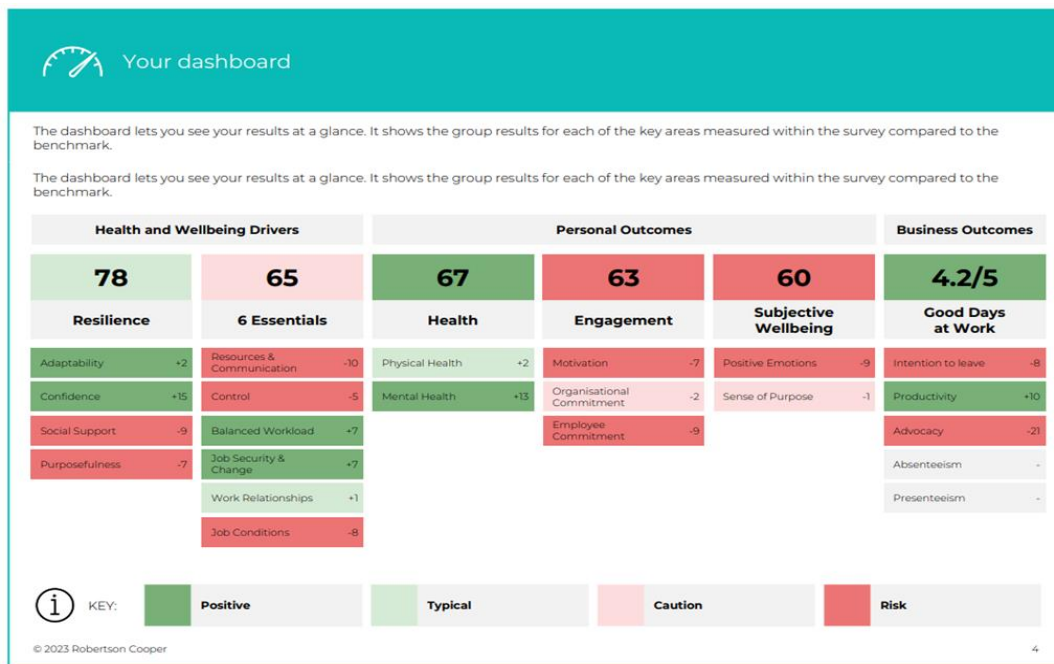


Appendix C - Greater Cambridge Shared Waste Service Health and Wellbeing Survey

1. A Health and Wellbeing survey was 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.)
2. The survey was conducted in August 2022, and we received 17 responses. The results are shown on the dashboard below (**Table 1**), and highlighted several areas of concern, but especially Advocacy, Resources & Communication, Social Support, Positive Emotions, and Employee Commitment.

Table 1: Wellbeing survey results August 2022. The table shows a typical overall rating for the resilience section, a caution overall rating for the 'six essentials' section, a positive overall rating for health, a risk overall rating for engagement, a risk overall rating for subjective wellbeing and positive overall rating for the good days at work section.



3. The next all staff survey is due to take place in April 2024, but in addition we conducted a wellbeing survey of the shared waste service in December 2023 to gather early insight into the effects of the four-day week trial. Both operatives and office-based staff were invited to take place in the survey, and we received 35 responses in total. We asked eight questions targeted at the areas of concerns highlighted in the 2022 survey: On a scale of 0 to 10, where 0 is strongly disagree and 10 is strongly agree, how much do you agree with the following statements:



GREATER CAMBRIDGE
SHARED WASTE

Statement	Average response
I feel valued by the Council	6.9
I feel the Council cares about me and my wellbeing	7.4
I am looking for another job, right now or within the next 12 months	3.1
I feel the Four-Day week trial has helped my physical health	8.3
I feel the Four-Day week has helped my mental health	8.5
Following the introduction of the Four-Day week trial, I enjoy my work more	8.1
I feel I know what is going on at work, and information updates are shared with me	7.6
I would recommend the Council as an employer to a friend or family member	8.2

4. These results suggest staff have felt that the Four-Day week trial has been beneficial to their wellbeing and their relationship with the Council. There is still more work to be done around communication and ensuring colleagues feel valued by the Council, and we will continue to address this in the coming months.
5. The survey also asked colleagues if they had any further recommendations or feedback, and we received a total of 13 comments; 4 comments were praising the 4 Day Week and the benefits it has given them, 7 comments were suggesting further improvements that could be made to rounds or communication, and 2 comments were saying the 4 Day Week had impacted negatively on them as they struggled to fit their work into the reduced time.
6. Looking at the sickness data since July 2023, we can see a slight decrease in sickness absence, although it does start to pick back up in December. We would usually expect to see increased sickness absence over the winter, especially for flu and similar sickness reasons. In the period Oct-Dec 2022 we lost a total of 631.5 days due to sickness, to a cost of £62,872. In the same period in 2023, we lost 445 days to sickness, with a cost of £45,248. This is £17,624 less than the previous year.
7. In analysing the sickness data, we have excluded the data for September due to the trial starting part way through the month, so it would not provide a useful comparison for pre-trial to trial period.

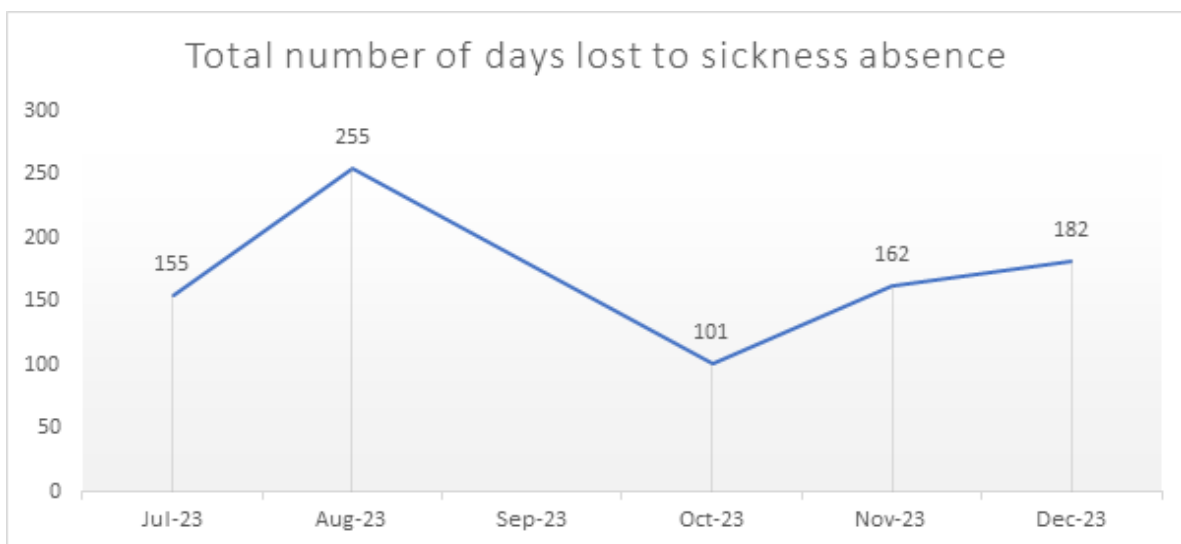


**GREATER CAMBRIDGE
SHARED WASTE**

8. **Table 2** below shows comparison data for sickness levels and associated costs.

Month	Total number of days lost to sickness absence	Sick days per FTE	Average duration of sickness period	Total cost of sickness absence
October 2022	233.5	1.5	5.4	£22,353
November 2022	157	1	5	£15,253
December 2022	241	1	5.4	£25,266
July 2023	155	0.96	6.35	£17,237
August 2023	255	1.5	7.4	£26,687
September 2023	Excluded due to trial starting part way through September			
October 2023	101	0.6	4.81	£10,098
November 2023	162	0.93	5	£16,292
December 2023	182	1.05	5.35	£18,858

Graph 1: Total number of days lost to sickness absence. The graph shows the figure stood at 155 in July 2023, 255 at August, 101 in October, 162 at November and 182 in December.





GREATER CAMBRIDGE SHARED WASTE

Graph 2: Total cost of sickness absence. The graph shows the figure stood at £17,237 in July 2023, £26,687 in August, £10,097 in October, £16,291 in November and £18,857 in December.

