

# 2024 staff survey

## What did the Care Inspectorate staff say...



### What is going well? % that agree

# 94%

I am interested in my work

# 93%

I can manage my annual leave effectively across the year

# 92%

I have the skills I need to do my job effectively

# 92%

I feel trusted to take ownership of my daily tasks & responsibilities

# 92%

I can rely on my team to help when things get difficult in my job

### What could be improved? % that disagree

# 41%

(33% neither/nor)

I feel that changes which affect me and my role are managed well

# 39%

(34% neither/nor)

Teams work well together across the organisation

# 34%

(28% neither/nor)

There are opportunities to develop my career internally

# 34%

N/A

I feel the Partnership Forum is effective

# 33%

(34% neither/nor)

If I shared a concern, I am confident the organisation would address it

### What ONE thing would most improve your employee experience at the Care Inspectorate?

#### Top comment themes

Flexible working/  
working from home

# 16%

Better communication

# 14%

Improve management/  
enough experience/skills

# 12%

Better IT systems

# 11%

Include staff in decisions making/future plans

# 9%

% shown based on 335 responses

### Next steps:

The Care Inspectorate has shared the results of the survey across the organisation. This was presented by our external survey partner, DJS Research.

A collaborative process will now begin, engaging our staff, managers, joint trade unions, leadership teams and our Board to reflect on the findings and contribute ideas to shape our next steps.

The Care Inspectorate remains committed to ensuring our staff have a voice in how we build on our strengths and address areas for growth to drive positive change, as we strive to make the Care Inspectorate the best possible place to work.

The survey was conducted between 4 and 20 September 2024. It was open to all current Care Inspectorate staff.