

2022 Mental Health and Wellbeing PULSE Survey Headlines



Following on from the 2022 Mental Health and Wellbeing PULSE Survey which closed in July the results have been analysed and the headline results are displayed below.

- Response rates
- Year on Year Trend
- Highest scoring questions
- Highest scoring concerns
- Key themes and achievements
- Areas for focus and development

Response Rates:

Table 1: Survey Response Rate

Distribution method	Sent out	Returns	2022 Response Rate from 5043 employees (%)	2022 Overall method response rate of 797 employees (%)	2022 compared to 2021 full survey response rate
Paper questionnaire	900	60	1.18%	6.6%	58 (+2)
Online / electronic survey*	4543	737	14.6%	94.4%	1,193 (-456)
Total	5043	797	15.8%	100%	1251 (-454)

*Online QR code incorporated in the online entries – 8 entries 1.02% of responses.

Average time taken to complete the survey -4m:13s

Year on Year Trends

The questions in the pulse survey were modelled on some of the Mental Health and Wellbeing Survey questions from 2021. Year on year trends are encouraging with the 2022 results demonstrating significantly more positive responses compared to the previous year.

Key
Improvement (+ 5%)
Static (+/- 4%)
Decline (- 5%)

Mental Health & Wellbeing PULSE Survey	The Moray Council (Avg) 2021	Comparison	The Moray Council (Avg) 2022
Response rate	25%	(- 9.2%)	15.8%
What best describes your current 2022 working situation?			
I am continuing to work as normal in my usual location	44%	(+9%)	53%
I am working my contractual hours from home instead of my workplace	36%	(-20%)	16%
I am working from home but job/duties are restricted	1%	No change	1%
I remain temporarily redeployed to an alternative role as a result of Covid	1%	No change	1%
I am currently on paid leave e.g. maternity, paternity etc.	0%	No change	0%
I work between an office/school/ and my home	14%	(+9%)	23%
I am currently on sickness leave	1%	1%	0%
Agreement about your working environment and your mental health and wellbeing at the moment:			
I feel my mental health is sufficiently supported at work	57%	(-1%)	56%
I feel safe in the workplace.	82%	(-3%)	79%
I have all the equipment I require to undertake my role more flexibly	59%	(+9%)	68%
I think working from home either part or full time continues to have a positive impact on my mental health.	39%	(+5%)	44%
Working in a front line service I feel my mental health is well looked after by the work practices in place	<i>New question</i>		40%
I feel supported and motivated by my line manager	<i>New question</i>		68%
I am recognised for the job I am doing	<i>New question</i>		58%
I am able to access training and development opportunities that I need	<i>New question</i>		62%
I have a good work/life balance	<i>New question</i>		73%
I am kept well informed of what is happening in the council	26%	(+22%)	48%
My workload is generally manageable	61%	(+6%)	67%
Agreement to feeling able to maintain and/ or improve your mental health and wellbeing during the last year (21/22)?	71%	(-6%)	65%
The following were the highest scoring concerns in the Mental Health and Wellbeing Survey 2021? (The following results capture where respondents have			

indicated Yes, this remains a concern or is a new concern)			
<i>Anxiety about workload</i>	52%	(-5%)	47%
<i>Missing contact with colleagues</i>	54%	(-32%)	22%
<i>Missing contact with friends/ family</i>	64%	(-51%)	13%
<i>Feelings of low mood / depression</i>	43%	(-5%)	38%
<i>Ongoing concerns about changes to working practice</i>	60%	(-16%)	44%
You have experienced a mental health issue in the last year that has led you to seek support from your GP or other health professional.	18%	(+4%)	22%
A year on how are you coping compared to 12 months ago? (Extremely well / well)	51%	(+3%)	54%

Highest Scoring Questions:

79%	I feel safe in the workplace.
78%	Respondents said No to having experienced a mental health issue in the last year that has led you to seek support from your GP or other health professional
73%	I have a good work /life balance
68%	I have all the equipment I require to undertake my role more flexibly
68%	I feel supported and motivated by my line manager
67%	My workload is generally manageable

Highest Scoring Concerns:

47%	Yes, remains a concern or is a new concern regards Anxiety about workload
44%	Yes, remains a concern or is a new concern regards Ongoing concerns about changes to working practice
40%	Working in a front line service I feel my mental health is well looked after by the work practices in place
22%	Respondents said yes they had experienced a mental health issue in the last year that has led them to seek support from a GP or other health professional?

21%	When compared to 2020/21 percentage of respondents have felt worse during 2021/22 with regards to being able to maintain and/ or improve mental health and wellbeing .
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The Mental Health and Wellbeing Pulse Survey returned a slightly lower response rate than last year's larger survey. Despite this there has been an overall improving picture in the areas featured. It is recognised that the response rate may have been impacted within Education as the survey was published in the final weeks of the academic year.

The greatest positives from the survey appear to be around how employees have felt safe in the workplace, having a good work / life balance and 78% of respondents not having experienced a mental health issue in the last year that has led them to seek support from their GP or other health professional. Over half respondents felt supported and motivated by their line manager and have a generally manageable workload.

Although an overall improving position is noted, it is important to acknowledge there were less positive responses in relation to themes such as working in a front line service where only 40% of respondents felt their mental health was well looked after by the work practices in place and 21% of respondents felt their mental health and wellbeing had got worse since last year. There was an increase in respondents who had experienced a mental health issue in the last year that had led them to seek support from a GP or other health professional. Also anxiety about workload and ongoing concerns about changes to working practice either remains a concerns or was a new concern albeit this was an improving picture compared to the 2021 survey results.

In terms of analysis and validity, the pulse survey aimed to capture the main themes arising from the 2021 mental health and wellbeing survey therefore a like for like comparison cannot be drawn as all the questions were not replicated in the pulse survey. Therefore similarities have had to be drawn for comparative purposes. On considering the results it is evident that the results arising from the 2021 survey still remain relevant and confirm that our focus remains as identified last year.

That being the key focus for the immediate future is to continue to improve awareness of mental health generally, with the focus of engagement and culture activity on improving the knowledge and management of mental health, increasing mental health awareness, communicating change effectively and improving the management of workload and time pressures.

Promotion and signposting employees to internal providers of support e.g. Employee Assistance Provider will also remain a focus along with developing our digital skills and identifying areas for improvement. Enabling and underpinning the delivery of these actions will be the continued delivery of leadership and management development opportunities.

In addition, discussions with services on their survey results will allow for further work streams to be identified with specific and detailed actions to be tailored to the needs of each service.

The next step is to share the employee booklet and departmental dashboard summaries. The departmental dashboard summaries will be issued to each Head of Service and these will be used to help inform specific areas of action both from within the departments and in conjunction with corporate initiatives such as workload management pilot, mental health actions, employee engagement and ongoing workforce culture work.

The outcome of the survey will also be used to inform the direction of workforce culture work to continually meet the shared aim of supporting employee mental health and wellbeing and developing a more positive workplace environment.