

# Our iMatter Results 2023



### Our Top Rated Survey Questions

My Direct Line Manager is sufficiently approachable - 88



I have confidence & Trust in My line Manager - 87



I am clear about my duties and responsibilities - 88



### Speak Up scores

For the first time, iMatter asked about staff speaking up  
For the question, 'I am confident that I can safely raise concerns about issues in my workplace', - 80



### Strength

Staff feel supported, involved and clear about their roles & local objectives.



### Areas with the highest EEI scores

East Dunbartonshire HSCP – 81  
Specialist Children's Services – 80  
East Renfrewshire HSCP – 80



### Our Key Areas for Improvement

I feel that board members who are responsible for my organisation are sufficiently visible – 55  
I feel sufficiently involved in decisions relating to my organisation – 55



### Areas with the highest response rates

Corporate Communications and Public Engagement – 89%  
Corporate Services – 89%  
Board Nurse Directorate – 82%



### Based on your feedback, we've developed a Board wide improvement plan. Key themes include:

1. Actions are linked to the delivery and communication of the Staff Health Strategy, with a focus on impacting the accessibility of well-being support
2. Via the Internal Communications & Employee Engagement Strategy (IC&EE), senior leaders will use engagement opportunities to seek feedback to impact change, and collaborate together for consistent messaging of key issues
3. Assess current communication channels, identify ways to improve accessibility, consistency and the number of options available to communicate & engage together

