

Limerick Local Government Survey Results

1 How would you describe the level of information given to you by management prior to the merger about any changes or restructuring -

| Excellent | Very Good | Average | Poor | Very Poor |
|-----------|-----------|---------|------|-----------|
| 0 | 6% | 38% | 42% | 15% |

2 How accurate was the information provided to you –

| Very Accurate | Fairly Accurate | Not Very Accurate | Completely Inaccurate |
|---------------|-----------------|-------------------|-----------------------|
| 3% | 32% | 58% | 7% |

| | | Yes | No | Don't Know |
|-----------|---|-----|-----|------------|
| 3 | Have you been affected by organisation changes as a result of the amalgamation - | 83% | 17% | |
| 4 | Were you required to change location - | 48% | 52% | |
| 5 | Were you required to change department - | 7% | 93% | |
| 6 | Was there adequate consultation with you on these changes - | 19% | 81% | |
| 7 | Do you think your current department will be subject to more changes and restructuring - | 84% | 1% | 15% |
| 8 | Have you been given a definitive outline of the future service structure for your area, department or service - | 5% | 95% | |
| 9 | Is your line manager able to provide information on future service development and final structures - | 6% | 94% | |
| 10 | Have you heard rumours regarding further changes affecting your department - | 74% | 26% | |
| 11 | Do you find the staff briefing or information sessions with the change management team helpful - | 27% | 73% | |

| | | | | | |
|----|---|----------|----------|-------|----------------|
| 12 | Do you feel able to voice concerns in those meetings - | 45% | 55% | | |
| 13 | Do you believe that any of your concerns would be taken seriously by change management - | 12% | 88% | | |
| 14 | Would it be helpful to have an overall Council wide final structure with staffing numbers and functions set out clearly in a document for each member of staff - | 97% | 3 % | | |
| 15 | Has your workload increased since the amalgamation - | 84% | 16% | | |
| 16 | If the answer is yes was in the increase in workload more than 20% - | 62% | 38% | | |
| 17 | Have you been asked to cover work associated with a vacant post - | 57% | 43% | | |
| 18 | Would you support a union position of instructing members in future not to cover the work of vacant positions as the Council should now be recruiting to provide cover - | 86% | 14% | | |
| 19 | Please indicate how strongly you agree or disagree with the following statement: Management do not have a clear plan for the new Authority, the changes are confusing and there does not appear to be a clear objective set out, I do not have enough information on what further changes may be proposed, they seem to be making things up as they go along with no overall strategy; | | | | |
| | Strongly Disagree | Disagree | Not Sure | Agree | Strongly Agree |
| | 1% | 4% | 14% | 36% | 45% |
| 20 | Would you support a union position of withdrawing all co-operation from further changes associated with the amalgamation unless: | | | | |
| | a) Management provide an overall Council wide service structure with details for each section with staffing numbers and functions set out so that staff know exactly what's going to happen and how departments will be restructured | | | | |
| | b) Management provide clear information to individuals on what further changes may take place within departments | | | | |
| | Yes | No | | | |
| | 79% | 21% | | | |