

#### NOTE ON THE RESULTS OF STAFF QUESTIONNAIRES

The ability to use the Welsh language at work is one of the main answers to the open question “What makes Gwynedd Council a great place to work” in staff questionnaires over the years. It is important to note that this is an open question without a list of options.

In 2013 8% of the replies stated “being able to work through the medium of Welsh” (NB “other team members” was in the lead with 40% of responses). The percentage of respondents about the Welsh language was at the same level as “My manager”, “providing services of value”, “work terms and conditions” and also “the ability to work flexibly.”

In 2011, although the percentage was smaller (around 5.5%) it was part of the same group of replies. The variety in the replies explains the reduction in the percentage generally (eg “other team members” was still the top response but with a percentage of only 28%).

In 2009 4.5% gave “the use of Welsh” as a response but again it was part of the same group of responses as the other two surveys.

Because this was an open question with the number of responses varying from survey to survey, care must be taken in using the percentages (i.e. the increase in the percentage from 2009 to 2013 does not necessarily mean a greater adherence to the language).

However, it is certain that it is one of the most important factors for staff when they consider “What makes Gwynedd Council a great place to work” and is one of the second group of most popular answers every time – after the answers dealing with the “team”, alongside other fundamental matters to staff life such “working terms and conditions”