

Wellbeing Survey 2023

29 September 2023

This anonymous survey was carried out as part of the biennial EDI Census between May and July 2023.

2090 employees responded to the survey giving an insight into how colleagues are feeling working in the business.

The ONS Survey for Personal Wellbeing in the UK estimates of life satisfaction, feeling that the things done in life are worthwhile, happiness and anxiety at the UK, country, regional, county, local and unitary authority level. The 2021-22 survey results showed an average increase in ratings for wellbeing, compared to the previous year, but remain below pre Covid-19 levels.

Median score

1. Overall, how satisfied are you with your life nowadays? (Slide the scale to indicate your answer)

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10
6	48	51	78	98	281	253	444	464	233	134
0.3%	2.3%	2.4%	3.7%	4.7%	13.4%	12.1%	21.2%	22.2%	11.1%	6.4%

Comment: A positive outlook with the median score of 7 out of 10. Indeed, 61% of respondents scored 7 and above, perhaps reflecting positive benefits of employment.

ONS Survey: The proportion of people reporting very high levels of life satisfaction was 7.54 out of 10.

2. Overall, to what extent do you feel that the things you do in your life are worthwhile?

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10
5	35	51	54	84	242	264	374	462	297	222
0.2%	1.7%	2.4%	2.6%	4.0%	11.6%	12.6%	17.9%	22.1%	14.2%	10.6%

Comment: As above for overall scores, but with 65% recording a score of 7 and above. Only 10.9% scored at 4 and below.

ONS Survey: The proportion of people feeling that things done in life are worthwhile was 7.77 out of 10.

3. How happy have you felt generally over the past 2 weeks?

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10
14	77	106	112	130	278	245	310	395	260	163
0.7%	3.7%	5.1%	5.4%	6.2%	13.3%	11.7%	14.8%	18.9%	12.4%	7.8%

Comment: Median score was 7 out of 10, with 54% of respondents scoring 7 and above which mirrors the scores in the earlier questions. Overall, a strong orientation towards employees feeling generally happy in the two weeks preceding their responses.

ONS Survey: Alstom’s data cannot be benchmarked accurately due to the difference in timeframes (the corresponding ONS question related to happiness only in the day before the response was given). However, the proportion of Alstom respondents feeling happy within the past 2 weeks is comparable with the ONS previous day rating of 7.45 out of 10.

4 How anxious have you felt generally over the past 2 weeks?

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10
169	322	289	201	144	230	166	211	181	111	65
8.1%	15.4%	13.8%	9.6%	6.9%	11.0%	7.9%	10.1%	8.7%	5.3%	3.1%

Comment: Contrastingly to happiness, looking at anxiety in the short term of the past two weeks, 26% of respondents scored 7 and above indicating here a degree of anxiety suggesting that, whilst colleagues were generally happy with their lives, they have reasons to feel anxious.

ONS Survey: As above, Alstom’s data cannot be accurately benchmarked against ONS. The proportion of people who reported feeling anxious in the ONS Survey was 3.12 out of 10.

5 How dissatisfied or satisfied are you with your present job overall?

Completely dissatisfied	Mostly dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Mostly satisfied	Completely satisfied
1	2	3	4	5	6	7
32	122	241	371	484	453	190
1.5%	5.8%	11.5%	17.8%	23.2%	21.7%	9.1%

Comment: With a median score of 5, 54% of respondents expressed some satisfaction with their current job roles, with nearly 20% neutral on the subject. 19% of employees expressed a degree of dissatisfaction with their current roles.

6 I would recommend my organisation as a great place to work.

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1	2	3	4	5
109	190	490	977	324
5.2%	9.1%	23.4%	46.7%	15.5%

Comment: A high 62% of respondents, three out of five, agree or strongly agree that Alstom is a great place to work (higher than the 54% who expressed satisfaction with their present job at question 5). 23% of respondents did not express a view one way or the other. Only 14.3% disagreed with this statement.

7 I feel safe from threats and physical hazards in my work environment.

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1	2	3	4	5
86	88	165	884	867
4.1%	4.2%	7.9%	42.3%	41.5%

Comment: Alstom places great emphasis on health and safety at work with mandatory regular training and key performance targets in this area so it is unsurprising that the significant majority of respondents agree or strongly agree with this statement.

8 I am satisfied with my physical working environment.

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1	2	3	4	5
84	182	299	1034	491
4.0%	8.7%	14.3%	49.5%	23.5%

Comment: There is a distinction between respondents feeling safe (Q7) in the work environment and feeling satisfied with their working environment. In this question 8 there is a higher number of colleagues not expressing a view (14% compared to 8% in Q7). Although those who strongly agree falls from 41% to 23%, only 13% of respondents indicated that they are dissatisfied with their physical working environment.

9 How would you rate your overall mental health now?

Very good	Good	Fair	Bad	Very bad
1	2	3	4	5
353	862	664	173	38
16.9%	41.2%	31.8%	8.3%	1.8%

Comment: Only 10% of colleagues considered their mental health to be poor, with 90% of colleagues feeling positive regarding their mental health.

10 How would you rate your overall physical health now?

Very good	Good	Fair	Bad	Very bad
1	2	3	4	5
249	906	734	171	30
11.9%	43.3%	35.1%	8.2%	1.4%

Comment: Very similar to above, with 9.5% rating their physical health as bad. This needs to be seen in the context of a reasonably mature workforce.

11 Your manager helps and supports you ...

Always	Most of the time	Sometimes	Rarely	Never
1	2	3	4	5
789	660	414	150	68
37.8%	31.6%	19.8%	7.2%	3.3%

Comment: With only 10.5% of respondents feeling under supported by their manager, this figure is similar to those experiencing poor mental and physical health. Nearly 70% of respondents feel their manager helps them most of the time or always.

12 Your colleagues help and support you ...

Always	Most of the time	Sometimes	Rarely	Never
1	2	3	4	5
651	932	374	103	30
31.1%	44.6%	17.9%	4.9%	1.4%

Comment: Only some 6% felt unsupported by colleagues and over 75% often supported by colleagues pointing to a strong team spirit and esprit de corps in our workforce.

13 Your job gives you the feeling of work well done ...

Always	Most of the time	Sometimes	Rarely	Never
1	2	3	4	5
174	900	666	286	64
8.3%	43.1%	31.9%	13.7%	3.1%

Comment: Again, most colleagues felt positive job satisfaction and these figures mirror question 5 above. The largest group, at 43%, said their job gives them satisfaction most of the time, and this positive message is seen in the responses to the other questions.