

St. Michael's House is developing a new Strategic Plan. The current plan, commenced in 2017 and finishes at the end of 2021. The Strategic Plan sets out the organisation's vision, mission and values and what it hopes to achieve in the lifetime of the plan. The new plan will set out the organisation's objectives covering all areas of service and the service user groups we support.

In developing the plan we are inviting input from all stakeholders - service-users, families/guardians, staff, management and funders. We aim to respond to service user and family needs but we will always be constrained by conflicting priorities and limited resources and so, may not be able to deliver everything requested or suggested. However, it is important that all stakeholder views are represented in the plan (please see www.smh.ie) for further information.

The information you provide will be used in developing the Strategic Plan but you will not be identified.

The last 17 months were heavily dominated by the impact of Covid-19. In your response, please feel free to comment on your experience during Covid-19 but please also try and consider what is important for the organisation in more 'normal' times.

This questionnaire is focused on you and your opinions as an individual staff member. The section/department you work for has/will be facilitated to contribute through a separate process.

If you feel you have said all you can on a particular question, please feel free to move on to the next question.

The questionnaire takes in the region of 30-40 minutes to complete.

Please note you can 'save and return' to the questionnaire while you are completing it but the completed questionnaire can not be printed.

If you would prefer to complete a hard copy of the questionnaire please go to Strategic Plan Download section on Staff Intranet and [YourOTC](#) or contact [Audrey Murphy](#), print a copy, complete it and return to "*Strategy Development 202, c/o Audrey Murphy, Communications Dept., St. Michael's House, Ballymun Road, Dublin 9*"

Section 1: Demographics

1. What is your **primary** role in St. Michael's House? Please tick

- | | |
|---|---|
| <input type="radio"/> Clinician | <input type="radio"/> Middle/Senior/Executive Manager |
| <input type="radio"/> Nurse | <input type="radio"/> Administration |
| <input type="radio"/> Social Care Worker | <input type="radio"/> Shared Services |
| <input type="radio"/> Social Care Leader | <input type="radio"/> Technical Services |
| <input type="radio"/> Direct Support Worker | <input type="radio"/> Transport |
| <input type="radio"/> Frontline Manager | <input type="radio"/> Domestic |

Other (please specify)

2. How long have you worked for St. Michael's House?

- | | |
|-------------------------------------|-------------------------------------|
| <input type="radio"/> 0 - 3 years | <input type="radio"/> 21 - 30 years |
| <input type="radio"/> 4 - 10 years | <input type="radio"/> 30+ years |
| <input type="radio"/> 11 - 20 years | |

3. Do you see your long-term work future being with St. Michael's House (i.e. more than five years from now)?

- Yes
- No

If you ticked 'No' please comment on your answer

4. How do you describe your gender?

- | | |
|----------------------------------|---|
| <input type="radio"/> Male | <input type="radio"/> Other |
| <input type="radio"/> Female | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Non-Binary | |

5. What age group do you belong to?

- | | |
|-------------------------------|---|
| <input type="radio"/> 18 - 30 | <input type="radio"/> 65+ |
| <input type="radio"/> 31 -45 | <input type="radio"/> Prefer not to say |
| <input type="radio"/> 46 -65 | |

10. Do you ever consciously ever think about the Vision, Mission, Values in your day-to-day work?

	1 Mostly Not	2	3	4	5 Sometimes	6	7	8	9	10 Mostly Always
Vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please comment

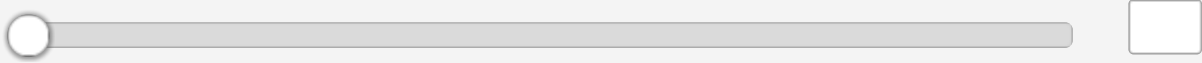
11. Would you like to see any changes to the current VMV (Click [here](#) to see current VMV)? Please detail the changes you would like to see here.

Vision	<input type="text"/>
Mission	<input type="text"/>
Values	<input type="text"/>

Current Strategic Plan 2017-2021

12. On a scale of 1 to 10 where 1 is 'not familiar' and 10 is 'very familiar', how familiar are you with the [current Strategic Plan 2017 - 2021](#)?

1 (Not Familiar)	5 (Familiar)	10 (Very Familiar)	<input type="checkbox"/>
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13. Is the current Strategic Plan 2017 - 2021 relevant to your daily work?

- Yes
 No

Please comment on your answer.

14. Can you name **three** things that St. Michael's House achieved in the current strategic plan? (If you cannot name three just state *one* or *two* things)

1	<input type="text"/>
2	<input type="text"/>
3	<input type="text"/>

15. On a scale of 1 to 10 (below), did the organisation do a good job in communicating the current Strategic Plan to staff where 1 is a 'poor job' and 10 is an 'excellent job'?

1 (Poor Job) 5 10 (Excellent Job)

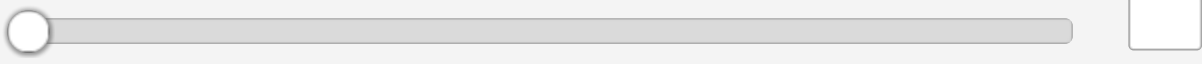


16. Please comment on your answer from Question 15

New Strategic Plan 2022 - 2026

17. On a scale of 1 to 10 (below) where 1 is 'not important' and 10 is 'very important', how important is it that the organisation has a Strategic Plan?

0 (Not Important) 5 10 (Very Important)



18. What **three** things do St. Michael's House do very well in delivering services to service users?

1.

2.

3.

19. What **three** things could St Michael's House improve in delivering services to service users?

1.

2.

3.

20. What gets in the way of St. Michael's House meeting its objectives for service users?

1.

2.

21. What are the key issues for service users that St. Michael's House needs to address over the coming five years?

1.

2.

22. What **three** goals would you like to see in the new Strategic Plan 2022 - 2026? (If you cannot name three just state *one* or *two*).

1

2

3

23. Would you like to contribute more to helping the organisation achieve its Strategic Plan?

Yes

No

If you ticked yes, please comment on how you think you could do this?

24. If you would like to be contacted for any future opportunities to be involved in exploring these survey results and/or contributing to Strategic Developments over the coming years, please state your name, contact number and email address. *(Please note: the details you provide here will **not** be used for any other purpose other than the purpose stated in this question)*

Name

Contact Number

Email Address

I am not interested

25. Please tell us about any skills, talents, interest you have that you feel you could use in your work but do not get the opportunity.

You and Your Role in St. Michael's House

26. On a scale of 1 to 10 (below) where 1 is "not satisfied" and 10 is "very satisfied", how satisfied are you in your current job in St. Michael's House?

0 (Not Satisfied)

5

10 (Very Satisfied)

27. Please comment on your answer from Question 26

28. In the area in which you work, could resources be used better?

- Yes
- No
- Don't know

If yes, please tell us how

29. What would make your job easier?

1.

2.

How could SMH support you in your role?

30. What do you find challenging about working in St. Michael's House and how would you change it if you could?

Find Challenging

How would you change it?

31. What do you love about St. Michael's House and what would you not like to lose?

32. Are you aware that the organisation is also consulting with service users and families with regard to the development of the new Strategic Plan?

Yes

No

Service Users

Families/Guardians

33. Would you be prepared to let your colleagues, service users and families/guardians know that this consultation is happening and that they can contribute?

Information on how they can contribute is available on the SMH Intranet and on [YourOTC](#) or by emailing [Karen Finnerty](#)

	Yes	No
Colleagues	<input type="radio"/>	<input type="radio"/>
Service Users	<input type="radio"/>	<input type="radio"/>
Families/Guardians	<input type="radio"/>	<input type="radio"/>

34. Is there any other comment you would like to make that was not covered by the questions above?

Thank you for taking the time to complete this questionnaire.