

Management survey report 2007

On Monday 17th September, Directors launched the 2007 Management Survey. This year, 81% of all internal DFID staff completed the survey. This provides your Director and Head of Department/Office with a much better idea of what you think is working well and where you think we need to do better, either corporately or at the divisional or departmental level.

<p>What are our continuing successes?</p>	<p>92% of staff are proud to work for DFID;</p> <p>93% of staff understand how their work contributes to DFID's objectives;</p> <p>82% of staff believe that line managers actively support flexible working patterns.</p>
<p>What's improving</p>	<p>7 percentage points increase in the number of staff who feel they had a structured induction to their current post;</p> <p>7 percentage points increase in the number of staff who feel poor performance is being dealt with effectively;</p> <p>9 percentage point increase in the number of staff who agree that line managers are evaluating training.</p>
<p>What are the challenges?</p>	<p>Only 41% of staff feel that change is not managed well in the area of their work;</p> <p>As few as 41% of staff feel that it is not safe to speak up and challenge the way things Are done if DFID;</p> <p>Despite the improvement since last - year, still only 46% of staff feel that poor performance is dealt with effectively where they work;</p> <p>48% of staff were not able to agree that they had a structured induction when beginning their present job.</p> <p>Only a 4% increase in the number of staff who believe the survey results will be used by senior managers to bring about positive change in their</p>

How we compare to other Whitehall Departments?

This year's survey included mandatory questions from the Cabinet Office, which are used for benchmarking across Whitehall departments. The results from the Cabinet Office will not be available until late December when we will publish them on Insight.

What happens next?

Your Director will be communicating the results of the survey for your area of work and will agree what actions will be taken to improve things throughout the coming year. Directors will be responsible for reporting to the Management Board on the indicators in their performance framework:

- for improved leadership and management;
- healthy, safe and secure workplaces; and
- how they are developing and changing their workforce.

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Director General Corporate Performance