

Government Office Network 2009 Staff Survey Results

Theme	CSPS QNo.	CSPS Question Text	GO Network 2009 Score (% positive)
1. My Work	B01	I am interested in my work	89%
	B02	I am sufficiently challenged by my work	76%
	B03	My work gives me a sense of personal accomplishment	71%
	B04	I feel involved in decisions that affect my work	60%
	B05	I have a choice in deciding how I do my work	79%
2. Organisational Objectives & Purpose	B07	I have a clear understanding of the GO's purpose	72%
	B08	I have a clear understanding of the GO's objectives	66%
	B09	I understand how my work contributes to the GO's objectives	71%
3. Resources & Workload	B06	In my job, I am clear what is expected of me	79%
	B10	I get the information I need to do my job well	66%
	B11	I have clear work objectives	77%
	B25	I have the skills I need to do my job effectively	85%
	B34	I have the tools I need to do my job effectively	71%
	B35	I have an acceptable workload	60%
4. Line Management	B36	I achieve a good balance between my work life and my private life	71%
	B12	My manager motivates me to be more effective in my job	66%
	B13	My manager is considerate of my life outside work	83%
	B14	My manager is open to my ideas	83%
	B15	My manager helps me to understand how I contribute to the GO's objectives	59%
	B16	Overall, I have confidence in the decisions made by my manager	76%
	B17	My manager recognises when I have done my job well	81%
	B18	I receive regular feedback on my performance	68%
	B19	The feedback I receive helps me to improve my performance	62%
	B20	I think that my performance is evaluated fairly	68%
	B21	Poor performance is dealt with effectively in my team	41%
5. My Team	B22	The people in my team can be relied upon to help when things get difficult in my job	84%
	B23	The people in my team work together to find ways to improve the service we provide	80%
	B24	The people in my team are encouraged to come up with new and better ways of doing things	73%
6. Learning & Career Development	B26	I am able to access the right learning and development opportunities when I need to	61%
	B27	Learning and development activities I have completed in the past 12 months have helped to improve my performance	55%
	B28	There are opportunities for me to develop my career in the GO	30%
	B29	Learning and development activities I have completed while working for the GO are helping me to develop my career	41%
7. Inclusion & Fair Treatment	B30	I am treated fairly at work	81%
	B31	I am treated with respect by the people I work with	87%
	B32	I feel valued for the work I do	66%
8. Pay & Benefits	B33	I think that the GO respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc)	71%
	B37	I feel that my pay adequately reflects my performance	47%
	B38	I am satisfied with the total benefits package	50%
	B39	Compared to people doing a similar job in other organisations I feel my pay is reasonable	38%
9. Leadership & Change Management	B40	I feel the GO as a whole is managed well	42%
	B41	Senior managers in the GO are sufficiently visible	52%
	B42	I believe the actions of senior managers are consistent with the GO's values	41%
	B43	I believe the GO Board has a clear vision for the future of the GO's	34%
	B44	Overall, I have confidence in the decisions made by the GO's senior managers	38%
	B45	I feel that change is managed well in the GO	30%
	B46	When changes are made in the GO they are usually for the better	21%
	B47	The GO keeps me informed about matters that affect me	59%
	B48	I have the opportunity to contribute my views before decisions are made that affect me	39%
	B49	I think it is safe to challenge the way things are done in the GO	41%
Engagement	B50	I am proud when I tell others I am part of the GO	38%
	B51	I would recommend the GO as a great place to work	36%
	B52	I feel a strong personal attachment to the GO	35%
	B53	The GO inspires me to do the best in my job	33%
Taking Action	B54	The GO motivates me to help it achieve its objectives	31%
	B55	I believe that senior managers in the GO's will take action on the results from this survey	46%
Data Security	B56	I believe that senior managers where I work will take action on the results from this survey	54%
	C01	I know where to go to find out about how to handle personal and sensitive information	91%
Plans for the Future	C02	In the past 12 months, have you received training on handling data and procedures to protect personal and sensitive information?	97%
	C03	Which of the following statements most reflects your current thoughts about working for the GO?	
	"	<i>I want to leave the GO as soon as possible</i>	8%
	"	<i>I want to leave the GO within the next 12 months</i>	17%
"	<i>I want to stay working for the GO for at least the next year</i>	32%	
"	<i>I want to stay working for the GO for at least the next three years</i>	42%	

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Civil Service Code	C04	Are you aware of the Civil Service Code?	84%
	C05	Are you aware of how to raise a concern under the Civil Service Code?	49%
	C06	Are you confident that if you raised a concern under the Civil Service Code in the GO it would be investigated properly?	61%
GO Network Engagement Index	53%		
Discrimination, Harassment & Bullying	C07	During the past 12 months, have you personally experienced discrimination at work?	8%
		IF YES AT C07 THEN:	
	C08	On which of the following grounds have you personally experienced discrimination in the past 12 months?	
	"	Age	9%
	"	Disability	10%
	"	Ethnic Background	7%
	"	Gender	10%
	"	Gender Reassignment or perceived gender	-
	"	Religion or belief	3%
	"	Sexual Orientation	-
	"	Any other grounds	61%
	C09	During the past 12 months, have you personally experienced bullying or harassment at work?	10%
		IF YES AT C09 THEN:	
	C10	Who were you bullied or harassed by at work in the past 12 months?	
	"	A colleague	22%
	"	Your manager	27%
"	Another manager in your part of the GO	20%	
"	Someone you manage	8%	
"	Someone who works for another part of the GO	6%	
"	A member of the public	-	
"	Someone else	5%	
"	Prefer not to say	12%	