

DECC Employee Engagement Results 2009			
Theme	CSPS QNo.	CSPS Question Text	DECC 2009 Score (% positive)
My Work	B01	I am interested in my work	94%
	B02	I am sufficiently challenged by my work	82%
	B03	My work gives me a sense of personal accomplishment	79%
	B04	I feel involved in decisions that affect my work	64%
	B05	I have a choice in deciding how I do my work	77%
Organisational Objectives & Purpose	B07	I have a clear understanding of DECC's purpose	90%
	B08	I have a clear understanding of DECC's objectives	84%
	B09	I understand how my work contributes to DECC's objectives	85%
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	68%
	B25	I have the skills I need to do my job effectively	87%
	B34	I have the tools I need to do my job effectively	66%
	B35	I have an acceptable workload	45%
	B36	I achieve a good balance between my work life and my private life	51%
Line Management	B12	My manager motivates me to be more effective in my job	67%
	B13	My manager is considerate of my life outside work	78%
	B14	My manager is open to my ideas	83%
	B15	My manager helps me to understand how I contribute to DECC's objectives	61%
	B16	Overall, I have confidence in the decisions made by my manager	76%
	B17	My manager recognises when I have done my job well	77%
	B18	I receive regular feedback on my performance	57%
	B19	The feedback I receive helps me to improve my performance	57%
	B20	I think that my performance is evaluated fairly	59%
	B21	Poor performance is dealt with effectively in my team	35%
Teamwork	B22	The people in my team can be relied upon to help when things get difficult in my job	86%
	B23	The people in my team work together to find ways to improve the service we provide	81%
	B24	The people in my team are encouraged to come up with new and better ways of doing things	75%
Learning & Career Development	B26	I am able to access the right learning and development opportunities when I need to	54%
	B27	Learning and development activities I have completed in the past 12 months have helped to improve my performance	47%
	B28	There are opportunities for me to develop my career in DECC	43%
	B29	Learning and development activities I have completed while working for DECC are helping me to develop my career	35%
Inclusion & Fair Treatment	B30	I am treated fairly at work	82%
	B31	I am treated with respect by the people I work with	89%
	B32	I feel valued for the work I do	69%
	B33	I think that DECC respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc)	70%
Pay & Benefits	B37	I feel that my pay adequately reflects my performance	36%
	B38	I am satisfied with the total benefits package	39%
	B39	Compared to people doing a similar job in other organisations I feel my pay is reasonable	28%
	B40	I feel DECC as a whole is managed well	44%
	B41	Senior managers in DECC are sufficiently visible	66%

Leadership & Change Management	B42	I believe the actions of senior managers are consistent with DECC values	50%
	B43	I believe senior management has a clear vision for the future of DECC	41%
	B44	Overall, I have confidence in the decisions made by DECC's senior managers	48%
	B45	I feel that change is managed well in DECC	34%
	B46	When changes are made in DECC they are usually for the better	34%
	B47	DECC keeps me informed about matters that affect me	70%
	B48	I have the opportunity to contribute my views before decisions are made that affect me	35%
	B49	I think it is safe to challenge the way things are done in DECC	45%
Engagement	B50	I am proud when I tell others I am part of DECC	73%
	B51	I would recommend DECC as a great place to work	54%
	B52	I feel a strong personal attachment to DECC	45%
	B53	DECC inspires me to do the best in my job	49%
	B54	DECC motivates me to help it achieve its objectives	47%
Taking Action	B55	I believe that senior managers in DECC will take action on the results from this survey	47%
	B56	I believe that managers where I work will take action on the results from this survey	53%
Data Security	C01	I know where to go to find out about how to handle personal and sensitive information	71%
	C02	In the past 12 months, have you received training on handling data and procedures to protect personal and sensitive information?	81%
Plans for the Future	C03	Which of the following statements most reflects your current thoughts about working for DECC?	
	"	<i>I want to leave DECC as soon as possible</i>	4%
	"	<i>I want to leave DECC within the next 12 months</i>	16%
	"	<i>I want to stay working for DECC for at least the next year</i>	44%
	"	<i>I want to stay working for DECC for at least the next three years</i>	35%
Civil Service Code	C04	Are you aware of the Civil Service Code?	87%
	C05	Are you aware of how to raise a concern under the Civil Service Code?	38%
	C06	Are you confident that if you raised a concern under the Civil Service Code in DECC it would be investigated properly?	64%
DECC Engagement Index	63%¹		
Discrimination, Harassment & Bullying	C07	During the past 12 months, have you personally experienced discrimination at work?	5%
	C09	During the past 12 months, have you personally experienced bullying or harassment at work?	5%

1 The Engagement Index is not the average percentage positive score for the five engagement questions. Each of the five response options is given a weighting where strongly agree equals 100%, agree – 75%, neither agree/ disagree – 50%, disagree – 25% and strongly disagree – 0%