



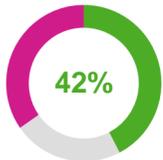
✧ Statistically significant difference from comparison



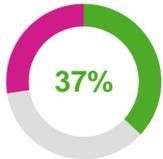


Taking action

■ % responding positively ■ % responding neutrally ■ % responding negatively



B52. I believe that senior managers in OPG will take action on the results from this survey



B53. Where I work, I think effective action has been taken on the results of the last survey

Discrimination, bullying and harassment

■ % responding Yes ■ % responding No ■ % responding Prefer not to say



E01. Have you been discriminated against at work, in the past 12 months?



E03. Have you been bullied or harassed at work, in the past 12 months?

Wellbeing

■ % responding positively to W01 - W03 ■ % responding negatively to W04



W01. Overall, how satisfied are you with your life nowadays?



W02. Overall, to what extent do you feel that the things you do in your life are worthwhile?

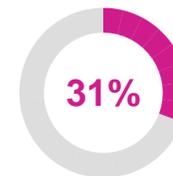


W03. Overall, how happy did you feel yesterday?



W04. Overall, how anxious did you feel yesterday?

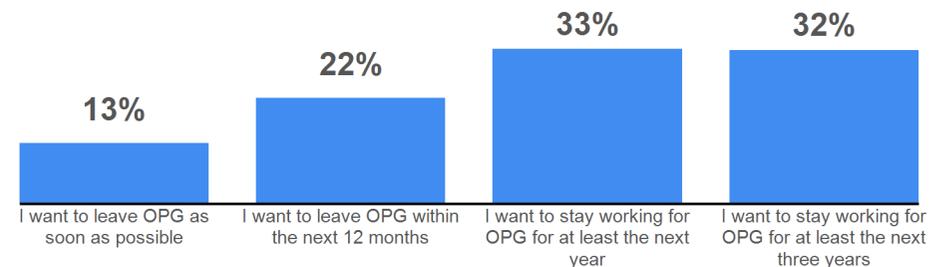
Proxy Stress Index



PERMA Index

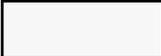
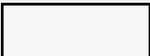


Your plans for the future





Headline scores

Highest positive scoring questions	% Positive	Highest neutral scoring questions	% Neutral	Highest negative scoring questions	% Negative
B54 I am trusted to carry out my job effectively	 88%	B53 Where I work, I think effective action has been taken on the results of the last survey	 36%	B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	 73%
B31 I have the skills I need to do my job effectively	 88%	B24 Learning and development activities I have completed while working for OPG are helping me to develop my career	 33%	B35 I feel that my pay adequately reflects my performance	 69%
B07 I understand how my work contributes to OPG's objectives	 87%	B43 When changes are made in OPG they are usually for the better	 32%	B36 I am satisfied with the total benefits package	 51%
B01 I am interested in my work	 85%	B17 Poor performance is dealt with effectively in my team	 31%	B42 I feel that change is managed well in OPG	 38%
B18 The people in my team can be relied upon to help when things get difficult in my job	 84%	B49 I feel a strong personal attachment to OPG	 30%	B45 I have the opportunity to contribute my views before decisions are made that affect me	 36%

Please note that only questions B01-B60 are included in the above rankings



All questions by theme

⬆ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

My work

68%

+4 ⬆ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B01 I am interested in my work	35	50	10	1	0	85%	+4 ⬆	-5 ⬆	-8 ⬆
B02 I am sufficiently challenged by my work	26	45	15	11	1	71%	+4 ⬆	-9 ⬆	-12 ⬆
B03 My work gives me a sense of personal accomplishment	26	44	17	9	1	70%	+4 ⬆	-7 ⬆	-10 ⬆
B04 I feel involved in the decisions that affect my work	16	34	21	16	12	51%	+4 ⬆	-9 ⬆	-14 ⬆
B05 I have a choice in deciding how I do my work	23	41	17	11	7	65%	+4 ⬆	-13 ⬆	-17 ⬆

Organisational objectives and purpose

85%

+3 ⬆ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B06 I have a clear understanding of OPG's objectives	27	56	10	5	0	84%	+3 ⬆	+1 ⬆	-3 ⬆
B07 I understand how my work contributes to OPG's objectives	32	55	7	1	0	87%	+3 ⬆	+3 ⬆	-1 ⬆



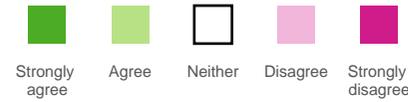
All questions by theme

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^ indicates a variation in question wording from your previous survey

My manager

73%

+5 ◇ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B08 My manager motivates me to be more effective in my job	30	44	15	6	5	74%	+5 ◇	+2 ◇	-2 ◇
B09 My manager is considerate of my life outside work	41	40	11	6	2	81%	+4 ◇	-5 ◇	-8 ◇
B10 My manager is open to my ideas	35	42	15	6	2	77%	+1	-7 ◇	-9 ◇
B11 My manager helps me to understand how I contribute to OPG's objectives	25	45	19	7	2	70%	+7 ◇	+4 ◇	-1
B12 Overall, I have confidence in the decisions made by my manager	32	42	15	6	5	74%	+5 ◇	-2 ◇	-6 ◇
B13 My manager recognises when I have done my job well	39	41	11	6	3	79%	+5 ◇	-1	-4 ◇
B14 I receive regular feedback on my performance	32	46	13	6	3	77%	+5 ◇	+8 ◇	+5 ◇
B15 The feedback I receive helps me to improve my performance	30	43	17	7	3	73%	+5 ◇	+8 ◇	+5 ◇
B16 I think that my performance is evaluated fairly	27	45	17	6	5	72%	+10 ◇	+4 ◇	0
B17 Poor performance is dealt with effectively in my team	17	34	31	10	8	51%	+5 ◇	+11 ◇	+7 ◇



All questions by theme

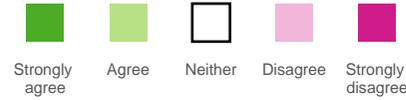
◇ indicates statistically significant difference from comparison
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My team

79%

+2

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

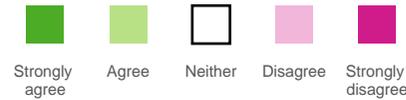
Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B18	The people in my team can be relied upon to help when things get difficult in my job	39	45	9			84%	+2 ◇	-2 ◇	-4 ◇
B19	The people in my team work together to find ways to improve the service we provide	35	44	13			80%	+1	-3 ◇	-7 ◇
B20	The people in my team are encouraged to come up with new and better ways of doing things	29	42	17	7		72%	+2 ◇	-5 ◇	-8 ◇

Learning and development

53%

+4

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B21	I am able to access the right learning and development opportunities when I need to	16	48	21	9	5	64%	+5 ◇	0	-7 ◇
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	14	37	29	14	6	51%	+5 ◇	-4 ◇	-8 ◇
B23	There are opportunities for me to develop my career in OPG	15	39	23	13	9	55%	0	+4 ◇	-3 ◇
B24	Learning and development activities I have completed while working for OPG are helping me to develop my career	13	31	33	16	7	44%	+6 ◇	-6 ◇	-12 ◇



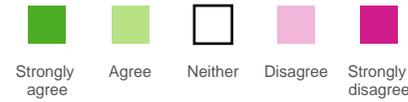
All questions by theme

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Inclusion and fair treatment

74%

+5 ◆ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B25 I am treated fairly at work	26	47	13	8	5	74%	+3 ◆	-8 ◆	-11 ◆
B26 I am treated with respect by the people I work with	30	52	11	5		82%	+4 ◆	-4 ◆	-7 ◆
B27 I feel valued for the work I do	22	40	19	12	7	62%	+5 ◆	-7 ◆	-12 ◆
B28 I think that OPG respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	29	49	11	5	6	78%	+7 ◆	0	-4 ◆

Resources and workload

75%

+3 ◆ Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B29 I get the information I need to do my job well	17	55	16	9		72%	+3 ◆	+1	-4 ◆
B30 I have clear work objectives	21	61	12			82%	+6 ◆	+6 ◆	+3 ◆
B31 I have the skills I need to do my job effectively	33	55	8			88%	+1	-1 ◆	-4 ◆
B32 I have the tools I need to do my job effectively	21	51	14	11		71%	+8 ◆	-1 ◆	-7 ◆
B33 I have an acceptable workload	17	48	15	12	8	65%	+2	+2 ◆	-2 ◆
B34 I achieve a good balance between my work life and my private life	23	48	16	10		71%	+1	-1	-5 ◆



All questions by theme

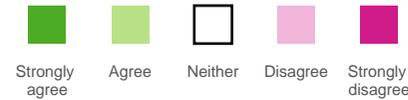
◆ indicates statistically significant difference from comparison
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Pay and benefits

18%

+1

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

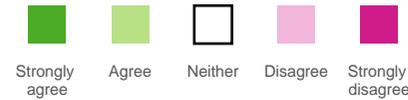
Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B35 I feel that my pay adequately reflects my performance	13	14	23	46	17%	+1	-17 ◆	-24 ◆	
B36 I am satisfied with the total benefits package	5	19	25	23	28	24%	0	-15 ◆	-25 ◆
B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	11	13	21	53	14%	0	-14 ◆	-22 ◆	

Leadership and managing change

48%

+4

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B38 Senior managers in OPG are sufficiently visible	17	45	17	13	8	62%	+1	0	-10 ◆
B39 I believe the actions of senior managers are consistent with OPG's values	12	38	27	13	10	49%	+5 ◆	-5 ◆	-15 ◆
B40 I believe that the Executive Management Team has a clear vision for the future of OPG	13	42	28	7	9	55%	+7 ◆	+5 ◆	-5 ◆
B41 Overall, I have confidence in the decisions made by OPG's senior managers	12	33	28	14	13	45%	+4 ◆	-6 ◆	-17 ◆
B42 I feel that change is managed well in OPG	7	29	25	24	15	36%	+5 ◆	+1	-9 ◆
B43 When changes are made in OPG they are usually for the better	7	35	32	16	11	42%	+6 ◆	+6 ◆	-2 ◆
B44 OPG keeps me informed about matters that affect me	9	46	22	14	9	55%	+5 ◆	-5 ◆	-13 ◆
B45 I have the opportunity to contribute my views before decisions are made that affect me	9	30	26	20	16	38%	+3 ◆	-2 ◆	-12 ◆
B46 I think it is safe to challenge the way things are done in OPG	10	34	26	15	14	44%	+3 ◆	-5 ◆	-12 ◆



All questions by theme

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Engagement

The following five questions, measuring pride, advocacy, attachment, inspiration and motivation, are used to create your Employee Engagement Index score.

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B47 I am proud when I tell others I am part of OPG	21	44	23	7	5	66%	+6 ◆	-1	-7 ◆
B48 I would recommend OPG as a great place to work	17	40	23	12	9	57%	+7 ◆	-4 ◆	-12 ◆
B49 I feel a strong personal attachment to OPG	16	33	30	15	7	49%	+6 ◆	-4 ◆	-9 ◆
B50 OPG inspires me to do the best in my job	16	38	28	12	7	54%	+9 ◆	+1 ◆	-6 ◆
B51 OPG motivates me to help it achieve its objectives	15	38	28	12	7	52%	+7 ◆	+2 ◆	-4 ◆

Taking action

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B52 I believe that senior managers in OPG will take action on the results from this survey	12	31	23	16	19	42%	+1	-9 ◆	-17 ◆
B53 Where I work, I think effective action has been taken on the results of the last survey	11	26	36	14	14	37%	+6 ◆	-1	-8 ◆



All questions by theme

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^ indicates a variation in question wording from your previous survey

Organisational culture

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B54 I am trusted to carry out my job effectively	35	54	7			88%	+1 ◇	-1 ◇	-3 ◇
B55 I believe I would be supported if I try a new idea, even if it may not work	21	42	23	10		63%	+2 ◇	-10 ◇	-14 ◇
B56 In OPG, people are encouraged to speak up when they identify a serious policy or delivery risk	18	45	21	9	6	64%	+4 ◇	-6 ◇	-11 ◇
B57 I feel able to challenge inappropriate behaviour in the workplace	16	45	19	13	8	61%	+7 ◇	-6 ◇	-9 ◇
B58 OPG is committed to creating a diverse and inclusive workplace	26	50	13	6		76%	+7 ◇	0	-4 ◇

Civil Service vision

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B59 I am aware of the Civil Service vision for 'A Brilliant Civil Service'	15	41	22	16	7	55%	+1	-3 ◇	-14 ◇

Leadership statement

	Always	Most of the time	Sometimes	Rarely	Never	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B60 Managers in my Area/Directorate/Division actively role model the behaviours set out in the Civil Service Leadership Statement^	22	39	26	10		61%	New	-5 ◇	-12 ◇

The % positive for this question is the proportion who selected either "Always" or "Most of the time".



All questions by theme

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Wellbeing

The four wellbeing questions use a 11-point scale. The scale ranges from 0 to 10 for each question, where 0 is equivalent to 'not at all' (e.g. 'not at all satisfied' or 'not at all worthwhile') and where 10 is equivalent to 'completely' (e.g. 'completely satisfied' or 'completely anxious').

For questions W01, W02 and W03 the percent positive is the proportion answering 7, 8, 9 or 10 to each question.

	Low (0-4)	Medium (5-6)	High (7-8)	Very High (9-10)	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
W01 Overall, how satisfied are you with your life nowadays?	17	24	43	16	59%	+3 ◇	-9 ◇	-12 ◇
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	15	23	41	22	63%	+1	-9 ◇	-11 ◇
W03 Overall, how happy did you feel yesterday?	21	27	33	19	52%	-1	-10 ◇	-13 ◇

For question W04 the percent negative is the proportion answering 6, 7, 8, 9 or 10 to the question.

	Very Low (0-1)	Low (2-3)	Medium (4-5)	High (6-10)	% Negative	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
W04 Overall, how anxious did you feel yesterday?	20	24	21	35	35%	+1	+3 ◇	+4 ◇



All questions by theme

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Your plans for the future

C01. Which of the following statements most reflects your current thoughts about working for OPG?

			Difference from previous survey	Difference from CS2019
I want to leave OPG as soon as possible		13%	-2 ◇	+5 ◇
I want to leave OPG within the next 12 months		22%	0	+8 ◇
I want to stay working for OPG for at least the next year		33%	-2	-1
I want to stay working for OPG for at least the next three years		32%	+4 ◇	-11 ◇

The Civil Service Code

Differences are based on '% Yes' score

	% Yes	% No	% Yes	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?		16	84%	0	-8 ◇	-11 ◇
D02. Are you aware of how to raise a concern under the Civil Service Code?		38	62%	0	-4 ◇	-10 ◇
D03. Are you confident that if you raised a concern under the Civil Service Code in OPG it would be investigated properly?		39	61%	+5 ◇	-10 ◇	-15 ◇



All questions by theme

↔ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Discrimination

E01. Have you been discriminated against at work, in the past 12 months?^

			Difference from previous survey	Difference from CS2019
Yes		20%	-1	+9 ✧
No		69%	+2	-12 ✧
Prefer not to say		11%	-1	+3 ✧

Of those who said they had experienced discrimination at work in the last 12 months, 87% said it occurred in OPG while 13% said it occurred in another organisation.

For respondents who selected 'Yes' to E01.

E02. On which of the following grounds were you discriminated against?^ (multiple selection)

		Response Count	
Age	39		
Caring responsibilities	16		
Disability	44		
Ethnic background	49		
Gender	32		
Gender reassignment or perceived gender	--		
Grade or responsibility level	47		
Main spoken/ written language or language ability	10		
Marital status or civil partnership	--		
Mental health	45		
Pay	36		
Pregnancy, maternity or paternity	--		
Religion or belief	31		
Sex	14		
Sexual orientation	10		
Social or educational background	14		
Working location	30		
Working pattern	39		
Any other grounds	24		
Prefer not to say	37		

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'



All questions by theme

↗ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Bullying and harassment

E03. Have you been bullied or harassed at work, in the past 12 months?^

			Difference from previous survey	Difference from CS2019
Yes		17%	0	+5 ↗
No		73%	0	-9 ↗
Prefer not to say		10%	0	+3 ↗

For respondents who selected 'Yes' to E03.

E03A. How would you describe the nature of the bullying and/or harassment you experienced?^ (multiple selection)

	Response Count	
Comments about my personal appearance	34	
Sexual harassment (e.g. sexual comments or jokes, unwelcome sexual advances, touching or assault)	13	
Spreading gossip or making false accusations about me	80	
Intimidation or verbal aggression (e.g. shouting, swearing, making threats)	61	
Physical assault (e.g. object thrown at me, pushed, hit)	--	
Humiliated in front of team or others	85	
Negative Micromanagement (e.g. excessive control; made to feel incompetent)	77	
Removal of job responsibilities, unconstructive criticism, or impossible/changing expectations	41	
Treated less favourably to others	74	
Ignored, excluded, marginalised	70	
Undermining or taking credit for my work	63	
Denied time off for personal ill health	18	
Denied time off for family or caring responsibilities	17	
Disclosure of personal / sensitive information to colleagues without my consent	30	
Something else not listed here	29	
Prefer not to say	16	

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'



All questions by theme

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^ indicates a variation in question wording from your previous survey

Bullying and harassment

For respondents who selected 'Yes' to E03.
E04. Who bullied and/or harassed you?^ (multiple selection)

	Response Count	
A colleague in my Area/Directorate/Division	81	
A colleague in a different Area/Directorate/ Division of OPG	33	
My manager	60	
Another senior member of staff in OPG	46	
Someone I manage	--	
Someone working in a different Civil Service organisation	--	
Someone working for a non-Civil Service organisation	--	
A contractor	--	
A service user (e.g. customer, claimant, offender)	--	
A member of the public	--	
Someone else not listed here	--	
Prefer not to say	26	

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'

For respondents who selected 'Yes' to E03.
E05. Did you report your experience of bullying and/or harassment?^

		Difference from previous survey	Difference from CS2019
Yes	50%	-2	0
No	36%	+1	-6 ◇
Prefer not to say	13%	+1	+7

For respondents who selected 'Yes' to E03.
E06. How would you describe your situation now?^

		Difference from CS2019
Appropriate action was taken to address the behaviour I experienced		
Yes	17%	+1
No	62%	-1
Prefer not to say	21%	0
The bullying and/or harassment has stopped		
Yes	40%	+2
No	31%	-6 ◇
Prefer not to say	29%	+5 ◇
The culture in my area allows this kind of behaviour to continue		
Yes	52%	-3
No	28%	+3
Prefer not to say	19%	+1
I felt like I was punished for reporting the incident		
Yes	26%	+9 ◇
No	47%	-8 ◇
Prefer not to say	27%	0
I moved to another team or role to avoid the behaviour		
Yes	25%	+4 ◇
No	55%	-6 ◇
Prefer not to say	20%	+4 ◇



Additional questions selected by organisation

⚡ indicates statistically significant difference from comparison

My Organisation

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQA1 I am familiar with OPG's values / purpose / mission	25	60	12			85%	-2 ⚡
LQA2 I believe the process of filling vacancies within OPG is fair	12	31	25	19	14	43%	-8 ⚡
LQA3 OPG provides good support for employees' health, wellbeing and resilience	19	46	21	9	6	65%	-3 ⚡
LQA4 I believe my Area/Directorate/Division is taking action to combat discrimination, bullying and/or harassment	19	42	23	9	6	62%	+1 ⚡

Safe to Challenge

* indicates negatively phrased question(s) where % positive is the proportion who selected "no"

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQB1 In the last 12 months, I have seen someone else being bullied or treated unfairly in OPG*	Yes: 29% No: 59% Prefer not to say: 12%					59%	-9 ⚡
LQB2 I make a point of tackling bullying, harassment and other inappropriate behaviours when I see it happening around me	23	46	27			69%	+1
LQB3 I feel comfortable speaking to those more senior than me about their actions and impact	15	37	22	18	8	52%	-1
LQB4 I feel confident that if I challenged someone more senior than me in my Area/Directorate/Division they would be open to receiving the challenge	11	29	28	18	13	40%	-2 ⚡

Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.

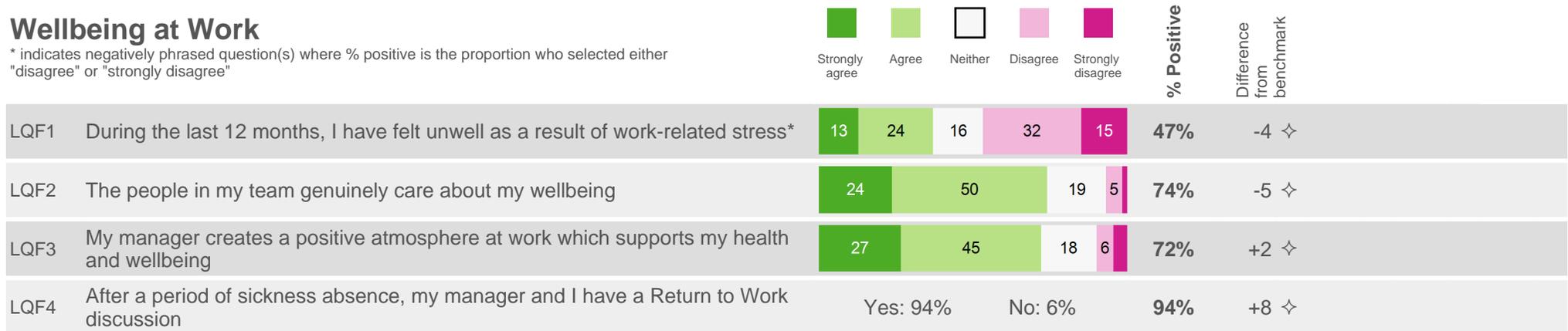


Additional questions selected by organisation

✦ indicates statistically significant difference from comparison

Wellbeing at Work

* indicates negatively phrased question(s) where % positive is the proportion who selected either "disagree" or "strongly disagree"



Support for Managers



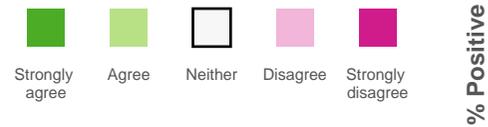
Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.



Additional questions selected by organisation

◆ indicates statistically significant difference from comparison

Ministry of Justice Questions

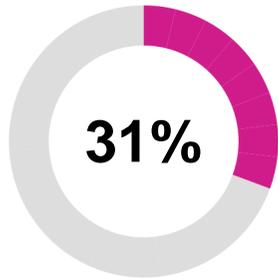


Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive
LQN1	I have a strong sense of purpose at work	22	51	18	6	◆	73%
LQN2	People treat others with humanity where I work	21	54	16	6	◆	75%
LQN3	I am treated with humanity at work	21	57	15	◆	◆	78%
LQN4	The people in my team are open to new ideas to improve the services we deliver	23	56	15	◆	◆	78%
LQN5	My manager recognises when I work together with people in other teams not just my own	25	47	19	◆	◆	72%

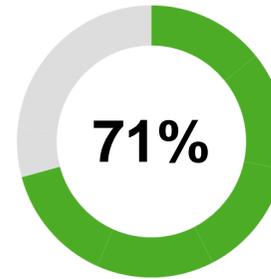


Proxy Stress Index and PERMA Index

◇ indicates statistically significant difference from comparison
** this is a negatively phrased question where % positive is the proportion who selected "no"



Difference from previous survey	-2 ◇
Difference from CS2019	+2 ◇
Difference from CS High Performers	+4 ◇



Difference from previous survey	+2 ◇
Difference from CS2019	-3 ◇
Difference from CS High Performers	-4 ◇

Proxy Stress Index

This index aligns to the Health and Safety Executive's stress management tool, using the 8 questions from the People Survey shown below. We calculate it in the same way as the Employee Engagement Index.

We have 'inverted' the final index so that it is a measure of conditions which can add to stress rather than alleviate stress, i.e. a higher index score represents a more stressful environment.

PERMA Index

This index measures the extent to which employees are 'flourishing' in the workplace around the 5 dimensions: Positive emotion, Engagement, Relationships, Meaning and Accomplishment.

The index is computed using the questions from the People Survey shown below and combining them in the same way as the Employee Engagement Index. A high score represents a greater proportion of employees agreeing with the statements below or rating the two wellbeing questions as high.

% positive

B05	I have a choice in deciding how I do my work	65%
B08	My manager motivates me to be more effective in my job	74%
B18	The people in my team can be relied upon to help when things get difficult in my job	84%
B26	I am treated with respect by the people I work with	82%
B30	I have clear work objectives	82%
B33	I have an acceptable workload	65%
B45	I have the opportunity to contribute my views before decisions are made that affect me	38%
E03	Have you been bullied or harassed at work, in the past 12 months?*	73%

% positive

B01	I am interested in my work	85%
B03	My work gives me a sense of personal accomplishment	70%
B18	The people in my team can be relied upon to help when things get difficult in my job	84%
W01	Overall, how satisfied are you with your life nowadays?	59%
W02	Overall, to what extent do you feel that the things you do in your life are worthwhile?	63%



Appendix

Glossary of key terms

% positive	The proportion who selected either "agree" or "strongly agree" for a question (or all questions within a theme in the case of Theme score % positive), unless otherwise indicated.
Previous survey	Comparisons to the previous survey relate to the results from the 2018 Civil Service People Survey. Where a question is flagged as changed since the last survey (^) comparisons should be treated with caution as changes to wording may affect how people respond to the question.
CS2019	The CS2019 benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that participated in the 2019 Civil Service People Survey, where data was not suppressed.
CS High Performers	For each question, unless otherwise indicated, this is the upper quartile score across all Civil Service organisations that took part in the 2019 Civil Service People Survey, where data was not suppressed. For question W04 and the Proxy Stress Index, we have used the lower quartile.
Difference from benchmark	For these questions, the benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that selected these questions for inclusion in their 2019 Civil Service People Survey, so it is not representative of the whole Civil Service.

Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Therefore in some instances, the differences presented in this report will not match the rounded figures of the scores being compared. For example, if your unrounded Engagement Index score is 75.43647583%, your organisation overall's score is 74.63572484% and the difference between the two is +0.800751%, in this report these scores would appear as 75%, 75% and +1.

Statistical significance: ✨

Statistical testing has been carried out to identify statistically significant differences between your results and a number of comparators. You can therefore be confident that the difference represents a real difference in opinion between the results. Please note that there needs to be 30 responses at question level, 20 responses at theme level and 10 responses at index level for statistical testing to be carried out on the corresponding scores. If you received a lower number of responses, then statistical significance testing won't have been conducted.

The employee engagement index

The survey includes five questions that make up the engagement index (B47-B51). The index score represents the average level of engagement in that unit and ranges from 0 to 100. An index score of 0 represents all respondents in that unit saying they strongly disagree to all five engagement questions and a score of 100 represents all respondents saying they strongly agree to all five engagement questions.

Confidentiality

The survey was carried out as part of the 2019 Civil Service People Survey, which is managed by the Cabinet Office on behalf of all participating organisations. The Cabinet Office commissioned ENGINE Transformation to carry out the survey. ENGINE Transformation is a member of the Market Research Society, and is bound by their strict code of conduct and confidentiality rules. These rules do not allow for the breakdown of the results to the extent where the anonymity of individuals may be compromised. Groups of fewer than 10 respondents will not be reported on, however their responses do contribute to the overall scores for the unit and organisation they belong to and the overall Civil Service results.

ENIGINE's Privacy Policy (<https://transformation.enginegroup.com/privacy-notice>) tells you how they keep personal data safe and who to contact to exercise your rights of control under the new GDPR regulations.

The Civil Service People Survey Privacy Notice can be found on GOV.UK (<https://www.gov.uk/government/publications/people-survey-privacy-information-notice/privacy-notice-civil-service-people-survey>)