This report shows the Civil Service benchmark result for the 2011 Civil Service People Survey, which is the median (midpoint) score of all participating Departments and Agencies.

Summary of results by theme

The Civil Service People Survey (CSPS) core questionnaire is grouped into 10 themes about employee's experiences of work, one to measure the levels of employee engagement and nine other themes about the factors that influence engagement. This table shows the summary score for each theme.

| | E | Benchmark score | e ¹ | Difference between ² | | Direction of travel ³ | |
|--|-----------|-----------------|----------------|---------------------------------|------------------|----------------------------------|-----------------|
| | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| Employee Engagement Index ⁴ | 58% | 56% | 56% | -2 | 0 | → | → |
| My work | 75% | 71% | 71% | -4 | 0 | Ä | → |
| Organisational objectives and purpose | 81% | 81% | 81% | 0 | 0 | > | > |
| My manager | 64% | 64% | 64% | 0 | 0 | → | > |
| My team | 76% | 77% | 77% | +1 | 0 | → | > |
| Learning and development | 50% | 43% | 43% | -7 | 0 | Ä | > |
| Inclusion and fair treatment | 74% | 73% | 73% | -1 | 0 | → | > |
| Resources and workload | 72% | 73% | 73% | +1 | 0 | → | > |
| Pay and benefits | 37% | 37% | 31% | 0 | -6 | > | Ä |
| Leadership and managing change | 38% | 37% | 38% | -1 | +1 | → | → |

Summary of results by question

The following pages show the benchmark for each of the individual questions5 that make up the 10 themes, and the result of the five other corporate topics that are asked in the core CSPS questionnaire (taking action, data security, future intentions, the Civil Service Code, and Discrimination, Harassment and Bullying).

| | | Benchmark score | e ⁵ | Difference between | | Direction of travel | |
|---|-----------|-----------------|----------------|--------------------|------------------|---------------------|-----------------|
| My work | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| B01. I am interested in my work | 90% | 89% | 89% | -1 | 0 | → | → |
| B02. I am sufficiently challenged by my work | 76% | 73% | 75% | -3 | +2 | n | → |
| B03. My work gives me a sense of personal accomplishment | 74% | 72% | 72% | -2 | 0 | → | → |
| B04. I feel involved in the decisions that affect my work | 56% | 49% | 49% | -7 | 0 | n | → |
| B05. I have a choice in deciding how I do my work | 72% | 70% | 71% | -2 | +1 | → | → |
| | | Benchmark score | Э | Difference | between | Direction of travel | |
| Organisational objectives and purpose | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| B06. I have a clear understanding of [my organisation's] purpose ⁶ | 84% | 84% | 84% | 0 | 0 | → | → |
| B07. I have a clear understanding of [my organisation's] objectives | 78% | 78% | 79% | 0 | +1 | > | > |
| B08. I understand how my work contributes to [my organisation's] objectives | 82% | 80% | 81% | -2 | +1 | > | > |

| | | Benchmark score |) | Difference | between | Direction of travel | |
|---|-----------|-----------------|-----------|--------------------|------------------|---------------------|-----------------|
| My manager | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| B09. My manager motivates me to be more effective in my job | 61% | 62% | 63% | +1 | +1 | > | → |
| B10. My manager is considerate of my life outside work | 77% | 78% | 79% | +1 | +1 | → | → |
| B11. My manager is open to my ideas | 78% | 77% | 79% | -1 | +2 | > | > |
| B12. My manager helps me to understand how I contribute to [my organisation's] objectives | 59% | 58% | 58% | -1 | 0 | → | → |
| B13. Overall, I have confidence in the decisions made by my manager | 70% | 69% | 71% | -1 | +2 | > | \rightarrow |
| B14. My manager recognises when I have done my job well | 76% | 77% | 76% | +1 | -1 | → | → |
| B15. I receive regular feedback on my performance | 60% | 60% | 60% | 0 | 0 | → | → |
| B16. The feedback I receive helps me to improve my performance | 57% | 57% | 58% | 0 | +1 | → | → |
| B17. I think that my performance is evaluated fairly | 63% | 62% | 62% | -1 | 0 | → | → |
| B18. Poor performance is dealt with effectively in my team | 38% | 37% | 37% | -1 | 0 | → | → |
| | | Benchmark score | ; | Difference between | | Direction | of travel |
| My team | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| B19. The people in my team can be relied upon to help when things get difficult in my job | 83% | 83% | 82% | 0 | -1 | → | → |
| B20. The people in my team work together to find ways to improve the service we provide | 79% | 78% | 78% | -1 | 0 | → | → |
| B21. The people in my team are encouraged to come up with new and better ways of doing things | 68% | 70% | 69% | +2 | -1 | > | > |

Summary of results by question

I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)

| | | Benchmark score | e | Difference | between | Direction of travel | |
|---|-----------|-----------------|-----------|------------------|------------------|---------------------|-----------------|
| Learning and development | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| B22. I am able to access the right learning and development opportunities when I need to | 63% | 55% | 54% | -8 | -1 | Ä | → |
| B23. Learning and development activities I have completed in the past 12 months have helped to improve my performance | 51% | 48% | 45% | -3 | -3 | Ä | 7 |
| B24. There are opportunities for me to develop my career in [my organisation] | 39% | 28% | 31% | -11 | +3 | Ä | 7 |
| B25. Learning and development activities I have completed while working for [my organisation] are helping me to develop my career | 44% | 41% | 40% | -3 | -1 | Ä | → |
| | | Benchmark score |) | Difference | between | Direction of travel | |
| Inclusion and fair treatment | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| B26. I am treated fairly at work | 79% | 78% | 78% | -1 | 0 | → | → |
| B27. I am treated with respect by the people I work with | 85% | 84% | 84% | -1 | 0 | → | → |
| B28. I feel valued for the work I do | 62% | 60% | 59% | -2 | -1 | → | → |

71%

70%

71%

| | | Benchmark score | Э | Difference | between | Direction of travel | | |
|--|------------------------------------|-----------------|-----------|------------------|------------------|---------------------|-----------------|--|
| Resources and workload | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 | |
| B30. In my job, I am clear what is expected of me | 81% | 82% | 82% | +1 | 0 | → | → | |
| B31. I get the information I need to do my job well | 63% | 67% | 67% | +4 | 0 | 71 | → | |
| B32. I have clear work objectives | 72% | 74% 74% | | +2 | 0 | > | > | |
| B33. I have the skills I need to do my job effectively | 87% | 88% 88% | | +1 | 0 | > | > | |
| B34. I have the tools I need to do my job effectively | 72% | 72% 70% | | 0 | -2 | > | > | |
| B35. I have an acceptable workload | 60% | 62% | 61% | +2 | -1 | > | > | |
| B36. I achieve a good balance between my work life and my private life | 68% | 70% | 67% | +2 | -3 | > | > | |
| | Benchmark score Difference between | | | | between | Direction of travel | | |
| Pay and benefits | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 | |
| B37. I feel that my pay adequately reflects my performance | 36% | 38% | 32% | +2 | -6 | → | 7 | |
| B38. I am satisfied with the total benefits package | 44% | 39% | 34% | -5 | -5 | n | 7 | |
| B39. Compared to people doing a similar job in other organisations I feel my pay is reasonable | 33% | 31% | 27% | -2 | -4 | → | Ä | |

| | | Benchmark score | е | Difference | between | Direction of travel | |
|--|-----------|-----------------|-----------|------------------|------------------|---------------------|-----------------|
| Leadership and managing change | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| B40. I feel that [my organisation] as a whole is managed well | 40% | 41% | 40% | +1 | -1 | → | → |
| B41. [Senior managers] in [my organisation] are sufficiently visible | 45% | 45% | 46% | 0 | +1 | → | → |
| B42. I believe the actions of [senior managers] are consistent with [my organisation's] values | 39% | 39% | 39% | 0 | 0 | → | > |
| B43. I believe that [the board has] a clear vision for the future of [my organisation] | 36% | 35% | 39% | -1 | +4 | → | 7 |
| B44. Overall, I have confidence in the decisions made by [my organisation's senior managers] | 36% | 36% | 36% | 0 | 0 | > | > |
| B45. I feel that change is managed well in [my organisation] | 27% | 27% | 27% | 0 | 0 | → | → |
| B46. When changes are made in [my organisation] they are usually for the better | 25% | 23% | 23% | -2 | 0 | → | → |
| B47. [My organisation] keeps me informed about matters that affect me | 56% | 54% | 55% | -2 | +1 | → | → |
| B48. I have the opportunity to contribute my views before decisions are made that affect me | 34% | 32% | 36% | -2 | +4 | → | 7 |
| B49. I think it is safe to challenge the way things are done in [my organisation] | 39% | 39% | 38% | 0 | -1 | > | > |

Benchmark score

Difference between...

Direction of travel

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| Employee Engagement | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
|---|-----------|------------|-----------|---------------------|------------------|-----------------|-----------------|
| B50. I am proud when I tell others I am part of [my organisation] | 56% | 55% | 52% | -1 | -3 | → | a |
| B51. I would recommend [my organisation] as a great place to work | 48% | 42% | 43% | -6 | +1 | n | → |
| B52. I feel a strong personal attachment to [my organisation] | 45% | 46% | 46% | +1 | 0 | → | → |
| B53. [My organisation] inspires me to do the best in my job | 40% | 39% | 38% | -1 | -1 | > | → |
| B54. [My organisation] motivates me to help it achieve its objectives | 38% | 36% | 36% | -2 | 0 | → | → |
| | | Difference | between | Direction of travel | | | |
| Taking action | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| B55. I believe that [senior managers] in [my organisation] will take action on the results from this survey | 37% | 38% | 39% | +1 | +1 | → | → |
| B56. I believe that managers where I work will take action on the results from this survey | 45% | 46% | 49% | +1 | +3 | → | 7 |
| B57. IWhere I work, I think effective action has been taken on the results of the last survey ⁷ | n/a | n/a | 29% | n/a | n/a | _ | _ |

| | | | Benchmark score | е | Difference between | | Direction of travel | |
|-------|--|-----------|-----------------|-----------|--------------------|------------------|---------------------|-----------------|
| Futui | re intentions | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| C01. | C01. Which of the following statements most reflects your current thoughts about working for [your organisation]? ⁸ | | | | | | | |
| | I want to leave [my organisation] as soon as possible | 6% | 8% | 7% | +2 | -1 | → | → |
| | I want to leave [my organisation] within the next 12 months | 11% | 11% | 11% | 0 | 0 | → | → |
| | I want to stay working for [my organisation] for at least the next year | 28% | 26% | 27% | -2 | +1 | > | > |
| | I want to stay working for [my organisation] for at least the next three years | 55% | 55% | 54% | 0 | -1 | > | → |
| | | | Benchmark score | е | Difference | between | Direction of travel | |
| Civil | Service Code | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| D01. | Are you aware of the Civil Service Code? | 75% | 81% | 86% | +6 | +5 | 7 | 71 |
| | Are you aware of how to raise a concern under the Civil Service Code? | 44% | 53% | 59% | +9 | +6 | 7 | 7 |
| | Are you confident that if you raise a concern under the Civil Service Code in [your organisation] it would be investigated properly? | 58% | 62% | 64% | +4 | +2 | 7 | > |

| | | Benchmark score | e | Difference | between | Direction of travel | |
|--|--|-----------------|-----------|------------------|------------------|---------------------|-----------------|
| Discrimination | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| E01. During the past 12 months have you personally experienced discrimination at work? | 10% | 10% | 10% | 0 | 0 | → | → |
| FII.2 | (Asked only of those that said "yes" to question E01, multiple selection allowed; % is proportion of those who said yes to E01) On which of the following grounds have you personally experienced discrimination at work in the past 12 months? | | | | | | |
| Age | 15% | 12% | 12% | -3 | 0 | <u>u</u> | > |
| Caring responsibilities 10 | n/a | 8% | 8% | n/a | 0 | _ | > |
| Disability | 8% | 7% | 8% | -1 | +1 | > | > |
| Ethnic background | 7% | 5% | 5% | -2 | 0 | \rightarrow | \rightarrow |
| Gender | 13% | 11% | 9% | -2 | -2 | \rightarrow | \rightarrow |
| Gender reassignment or perceived gender | 0% | 0% | 0% | 0 | 0 | \rightarrow | \rightarrow |
| Grade, payband or responsibility level 10 | n/a | 32% | 35% | n/a | +3 | _ | 71 |
| Main spoken/written language or language ability 10 | n/a | 4% | 3% | n/a | -1 | _ | \rightarrow |
| Religion or belief | 2% | 2% | 2% | 0 | 0 | \rightarrow | \rightarrow |
| Sexual orientation | 2% | 2% | 2% | 0 | 0 | → | → |
| Social or educational background 10 | n/a | 5% | 5% | n/a | 0 | _ | \rightarrow |
| Working location 10 | n/a | 11% | 12% | n/a | +1 | _ | \rightarrow |
| Working pattern 10 | n/a | 23% | 22% | n/a | -1 | _ | \rightarrow |
| Any other grounds ¹⁰ | 73% | 30% | 28% | -43 | -2 | î | \rightarrow |
| Prefer not to say 10 | n/a | 11% | 11% | n/a | 0 | _ | \rightarrow |

| | | Benchmark score | е | Difference | between | Direction of travel | |
|--|-----------------------|--------------------|-----------|------------------|------------------|---------------------|-----------------|
| Bullying and harassment | CSPS 2009 | CSPS 2010 | CSPS 2011 | 2009 and 2010 | 2010 and 2011 | 2009 to 2010 | 2010 to 2011 |
| E03. During the past 12 months have you personally experienced bullying or harassment at work? | 10% | 10% | 9% | 0 | -1 | → | → |
| E04. (Asked only of those that said "yes" to question E03, multiple selection allowed; % is possible. Who were you bullied or harassed by at work in the past 12 months? | roportion of those wh | o said yes to E03) | | | | | |
| A colleague | 26% | 28% | 29% | +2 | +1 | \rightarrow | → |
| Your manager | 31% | 28% | 28% | -3 | 0 | 7 | \rightarrow |
| Another manager in your part of [your organisation] | 24% | 23% | 23% | -1 | 0 | > | > |
| Someone you manage | 4% | 4% | 4% | 0 | 0 | > | > |
| Someone who works for another part of [your organisation] | 11% | 12% | 11% | +1 | -1 | > | > |
| A member of the public | 2% | 2% | 2% | 0 | 0 | → | → |
| Someone else | 3% | 3% | 3% | 0 | 0 | → | → |
| Prefer not to say | 14% | 16% | 17% | +2 | +1 | \rightarrow | → |

Footnotes

- The result for a theme is calculated as the percentage of "strongly agree" or "agree" responses to all the questions belonging to that theme. For each theme, the benchmark is the median (midpoint) of the organisations that participated in that year's Civil Service People Survey, the following pages list the organisations that participated in 2009, 2010 and 2011.
- The difference is calculated as the later year's benchmark score minus the preceeding year's benchmark score. The differences presented in this report are calculated on the rounded figures for CSPS 2009, 2010 and 2011 published in this report.
- The direction of travel is a qualitative asssement of the differences presented in the report as it is not possible to test whether the difference between the benchmark scores are statistically significant. Themes or questions where the difference is less than three are not considered to have changed since the preceeding year which is indicated by a stationary arrow, decreases of three or more percentage points are shown as a red arrow and increases of three percentage points are shown as green units. For questions F01-F04 the colour coding of the arrows is reversed with decreases of three or more percentage points shown by a green arrow and increases of three or more percentage points shown as a red arrow.
- The employee engagement index is calculated as a weighted average of the response to the five employee engagement questions and ranges from 0 to 100. An index score of 0 indicates all respondents strongly disagree to all five engagement questions and a score of 100 represents all respondents strongly agree to all five engagement questions. The benchmark is the median (midpoint) engagement index of the organisations that participated in that year's Civil Service People Survey.
- The result for a question are calculated as the percentage of respondents who answered "strongly agree" or "agree" to the statement. For each theme, the benchmark is the median (midpoint) of the organisations that participated in that year's Civil Service People Survey, the following pages list the organisations that participated in 2009, 2010 and 2011. For questions D01-D03, E01 and E03 then benchmark is calculated as the percentage of respondents who answered "yes".
- Phrases in square brackets (e.g. [my organisation]) are used in the core questionnaire to indicate where participating organisations use the relevant local terms (e.g.' the Cabinet Office' in place of [my/your organisation] or 'Senior Civil Servants' in place of [senior managers].
- 7 Question B57 was added to the core questionnaire for CSPS 2011 and therefore has no data for CSPS 2009 or CSPS 2010.
- Question D01 has four response options and respondents can only select one of the four options. The benchmark is the median (midpoint) proportion of responses to each option.
- The scores for questions F02 and F04 are presented as the proportion of responses to that category. Note that these proportions are of those who responded "yes" to questions F01 and F03 respectively, as the question was multiple selection these proportions may sum to more than 100% and the proportions for individual categories cannot be combined (for example to provide the figures for those who were bullied by either a colleague or their manager). Categories with less than 10 respondents (including 0 responses) are supressed to protect respondent confidentiality.
- In CSPS 2010 an additional seven response options were added to question F02, therefore there is no data for these categories for 2009, the addition of these categories also means that the results for "Any other grounds" cannot be compared between 2009 and 2010.

Participating organisations

| Organisation | 2009 | 2010 | 2011 | Notes |
|--|------|------|------|--|
| Acas | Yes | Yes | Yes | |
| Accountant in Bankruptcy | Yes | Yes | Yes | |
| Animal Health | Yes | Yes | No | Merged with Veterinary Laboratories Agency in 2011 |
| Animal Health and Veterinary Laboratory Agency | Yes | Yes | Yes | Formed from merger of Animal Health and the Veterinary Laboratories Agency |
| Attorney General's Office | Yes | Yes | Yes | |
| Cabinet Office | Yes | Yes | Yes | |
| Central Office of Information | Yes | Yes | No | Closing in 2012 |
| Centre for Environment, Fisheries and | Yes | Yes | Yes | |
| Charity Commission | No | Yes | Yes | |
| Child Maintenance and Enforcement Commission | Yes | Yes | Yes | In 2009 and 2010 the Commission Executive, CMEC Corporate Services and ex-Child Support Agency parts of CMEC were surveyed as separate organisations. |
| Companies House | Yes | Yes | Yes | |
| Criminal Injuries Compensation Authority | Yes | Yes | Yes | |
| Criminal Records Bureau | Yes | Yes | Yes | |
| Crown Office and Procurator Fiscal Service | Yes | Yes | Yes | |
| Crown Prosecution Service | Yes | Yes | Yes | |
| Defence Support Group | No | Yes | Yes | |
| Department for Business, Innovation and Skills | Yes | Yes | Yes | |
| Department for Communities and Local | Yes | Yes | Yes | |
| Department for Culture, Media and Sport | Yes | Yes | Yes | |
| Department for Education | Yes | Yes | Yes | As the Department for Children, Schools and Families in 2009 |
| Department for Environment, Food and Rural | Yes | Yes | Yes | |
| Department for International Development | Yes | Yes | Yes | |
| Department for Transport | Yes | Yes | Yes | |
| Department for Work and Pensions | Yes | Yes | Yes | Includes Jobcentre Plus and the Pensions, Disability and Carers Service |
| Department of Energy and Climate Change | Yes | Yes | Yes | |
| Department of Health | Yes | Yes | Yes | |
| Disclosure Scotland | Yes | Yes | Yes | |
| Driver and Vehicle Licensing Agency | Yes | Yes | Yes | |
| Driving Standards Agency | Yes | Yes | Yes | |
| Dstl | No | Yes | Yes | |
| Education Scotland | Yes | Yes | Yes | As HM Inspectorate for Eduction in 2009 and 2010 |
| Estyn | No | Yes | Yes | |
| Export Credit Guarantee Department | Yes | Yes | Yes | |
| FCO Services | Yes | Yes | Yes | |
| Fire Service College | Yes | Yes | Yes | |
| Food and Environment Research Agency | Yes | Yes | Yes | |
| Food Standards Agency | Yes | Yes | Yes | |
| Foreign and Commonwealth Office | Yes | Yes | Yes | |
| General Register Office for Scotland | Yes | Yes | No | Merged with National Archive of Scotland in 2011 to form National Records Scotland |
| Government Actuary's Department | Yes | Yes | Yes | |
| Government Car and Despatch Agency | Yes | Yes | Yes | |
| Government Equalities Office | Yes | Yes | No | Became a directorate of the Home Office in 2011 |

Participating organisations

| Organisation | 2009 | 2010 | 2011 | Notes |
|--|------|------|------|---|
| Government Office Network | Yes | Yes | No | Closed in 2011 |
| Government Procurement Service | Yes | Yes | Yes | As Buying Solutions in 2009 and 2010 |
| Health and Safety Executive | Yes | Yes | Yes | |
| Highways Agency | Yes | Yes | Yes | |
| Historic Scotland | Yes | Yes | Yes | |
| HM Courts and Tribunals Service | No | No | Yes | Formed from merger of HM Courts Service and Tribunals Service |
| HM Courts Service | Yes | Yes | No | Merged with Tribunals Service in 2011 |
| HM CPS Inspectorate | Yes | Yes | Yes | |
| HM Revenue & Customs | Yes | Yes | Yes | |
| HM Treasury | Yes | Yes | Yes | |
| Home Office | Yes | Yes | Yes | |
| Identity and Passport Service | Yes | Yes | Yes | |
| Insolvency Service | Yes | Yes | Yes | |
| Intellectual Property Office | Yes | Yes | Yes | |
| Land Registy | Yes | Yes | Yes | |
| Legal Services Commission | No | No | Yes | |
| Maritime and Coastguard Agency | Yes | Yes | Yes | |
| Meat Hygiene Service | Yes | No | No | Merged into the Food Standards Agency in 2010 |
| Medicines and Healthcare Products Regulatory | Yes | Yes | Yes | |
| Met Office | Yes | Yes | Yes | |
| Ministry of Defence | Yes | Yes | Yes | |
| Ministry of Justice | Yes | Yes | Yes | |
| Ministry of Justice - Arms Length Bodies | Yes | Yes | Yes | In 2009 surveyed as part of the Ministry of Justice HQ survey |
| National Archive of Scotland | Yes | Yes | No | Merged with General Register Office for Scotland in 2011 to form National Records Scotland |
| National Measurement Office | Yes | Yes | Yes | |
| National Offender Management Service | Yes | Yes | Yes | |
| National Records of Scotland | No | No | Yes | Formed from merger of General Register Office for Scotland and National Archive of Scotland |
| National Savings and Investment | Yes | Yes | Yes | |
| National School of Government | Yes | Yes | No | Closing in 2012, remaining staff were included as part of the 2011 Cabinet Office survey. |
| Northern Ireland Office | No | No | Yes | In 2011 the Northern Ireland Office, the Scotland Office and the Wales Office were surveyed as one organisation |
| Office for National Statistics | Yes | Yes | Yes | In 2009 and 2010 the Office for National Statistics and UK Statistics Authority were surveyed as one organisation |
| Office of Fair Trading | Yes | Yes | Yes | |
| Office of Gas and Electricity Markets | No | No | Yes | |
| Office of Government Commerce | Yes | Yes | No | Merged into the Cabinet Office in 2010 |
| Office of Qualifications and Examinations | No | No | Yes | ŭ |
| Office of Rail Regulation | Yes | Yes | Yes | |
| Office of the Public Guardian | Yes | Yes | Yes | |
| Office of the Scottish Charity Regulator | Yes | Yes | Yes | |
| Ofsted | No | Yes | Yes | |
| Ordnance Survey | Yes | Yes | Yes | |
| Planning Inspectorate | Yes | Yes | Yes | |
| Registers of Scotland | Yes | Yes | Yes | |
| November 2011 RESTRICTED U | | | | VEMBER 2011 13 |

Participating organisations

| Organisation | 2009 | 2010 | 2011 | Notes |
|---|------|------|------|--|
| Rural Payments Agency | Yes | Yes | Yes | |
| Scotland Office and Office of the Advocate General | Yes | Yes | Yes | In 2010 the Scotland Office and Wales Office were surveyed as one organisation, in 2011 the Scotland Office, Wales Office and Northern Ireland Office were surveyed as one organisation. |
| Scottish Court Service | No | Yes | Yes | |
| Scottish Government | Yes | Yes | Yes | |
| Scottish Housing Regulator | Yes | Yes | Yes | |
| Scottish Prison Service | Yes | Yes | Yes | |
| Scottish Public Pensions Agency | Yes | Yes | Yes | |
| Serious Fraud Agency | Yes | Yes | Yes | |
| Skills Funding Agency | No | No | Yes | |
| Social Work Inspection Agency | Yes | Yes | No | Replaced in 2011 with the Social Care and Social Work Improvement Scotland, an NDPB |
| Student Awards Agency for Scotland | Yes | Yes | Yes | |
| The National Archives | No | Yes | Yes | |
| The Royal Parks | Yes | Yes | Yes | |
| Transport Scotland | Yes | Yes | Yes | |
| Trasury Solicitor's Department | Yes | Yes | Yes | |
| Tribunals Service | Yes | Yes | No | Merged with HM Courts Service in 2011 |
| UK Border Agency | Yes | Yes | Yes | |
| UK Debt Management Office | Yes | Yes | Yes | |
| UK Hydrographic Office | Yes | Yes | Yes | |
| UK Statistics Authority | Yes | Yes | Yes | In 2009 and 2010 the Office for National Statistics and UK Statistics Authority were surveyed as one organisation |
| Valuation Office Agency | Yes | Yes | Yes | |
| Vehicle and Operator Services Agency | Yes | Yes | Yes | |
| Vehicle Certification Agency | Yes | Yes | Yes | |
| Veterinary Laboratories Agency | Yes | Yes | No | Merged with Animal Health in 2011 |
| Veterinary Medicines Directorate | Yes | Yes | Yes | |
| Wales Office | Yes | Yes | Yes | In 2010 the Scotland Office and Wales Office were surveyed as one organisation, in 2011 the Scotland Office, Wales Office and Northern Ireland Office were surveyed as one organisation. |
| Welsh Government | No | Yes | Yes | As the Welsh Assembly Government in 2009 and 2010 |
| Wilton Park | Yes | Yes | Yes | |