



Cabinet Office

Civil Service People Survey 2014

Civil Service benchmark scores

November 2014

CSPS 2014: Civil Service benchmark results

This report shows the benchmark scores from the Civil Service People Survey (CSPS) from 2009 to 2014.

The benchmark for a survey measure is the median (mid-point) score of all participating organisations.

The questions are used to generate 10 headline indicators, one to measure the levels of employee engagement and nine to measure the factors which influence engagement.

The table below shows the benchmark score for each of these 10 headline indicators.

Pages 3-8 show the benchmark score for each of the individual core questions.

Page 9 provides a brief technical overview of the survey and endnotes, including information on the response rate.

Page 10 lists the organisations that participated in the 2014 survey.

	Civil Service benchmark score ¹						Change in benchmark between ²					Direction of travel ³				
	2009	2010	2011	2012	2013	2014	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14
Employee engagement index ⁴	58%	56%	56%	58%	58%	59%	-2	0	+2	0	+1	↘	-	↗	-	-
My work	75%	71%	71%	73%	74%	75%	-4	0	+2	+1	+1	↘	-	↗	-	-
Organisational objectives and purpose	81%	81%	81%	82%	82%	83%	0	0	+1	0	+1	-	-	-	-	-
My manager	64%	64%	64%	66%	67%	67%	0	0	+2	+1	0	-	-	↗	-	-
My team	76%	77%	77%	78%	79%	79%	+1	0	+1	+1	0	-	-	-	-	-
Learning and development	50%	43%	43%	44%	47%	49%	-7	0	+1	+3	+2	↘	-	-	↗	↗
Inclusion and fair treatment	74%	73%	73%	75%	74%	75%	-1	0	+2	-1	+1	-	-	↗	-	-
Resources and workload	72%	73%	73%	74%	74%	74%	+1	0	+1	0	0	-	-	-	-	-
Pay and benefits	37%	37%	31%	30%	29%	28%	0	-6	-1	-1	-1	-	↘	-	-	-
Leadership and managing change	38%	37%	38%	41%	42%	43%	-1	+1	+3	+1	+1	-	-	↗	-	-

Civil Service People Survey 2014: results by question

	Civil Service benchmark score ⁵						Change in score					Direction of travel				
	2009	2010	2011	2012	2013	2014	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14
My work																
B01. I am interested in my work	90%	89%	89%	89%	89%	89%	-1	0	0	0	0	-	-	-	-	-
B02. I am sufficiently challenged by my work	76%	73%	75%	76%	78%	79%	-3	+2	+1	+2	+1	↘	↗	-	↗	-
B03. My work gives me a sense of personal accomplishment	74%	72%	72%	73%	75%	76%	-2	0	+1	+2	+1	↘	-	-	↗	-
B04. I feel involved in the decisions that affect my work	56%	49%	49%	53%	54%	56%	-7	0	+4	+1	+2	↘	-	↗	-	↗
B05. I have a choice in deciding how I do my work	72%	70%	71%	72%	72%	74%	-2	+1	+1	0	+2	↘	-	-	-	↗
Organisational objectives and purpose																
B06. I have a clear understanding of [my organisation's] purpose ⁶	84%	84%	84%	84%	85%	86%	0	0	0	+1	+1	-	-	-	-	-
B07. I have a clear understanding of [my organisation's] objectives	78%	78%	79%	79%	80%	81%	0	+1	0	+1	+1	-	-	-	-	-
B08. I understand how my work contributes to [my organisation's] objectives	82%	80%	81%	82%	83%	83%	-2	+1	+1	+1	0	↘	-	-	-	-
My manager																
B09. My manager motivates me to be more effective in my job	61%	62%	63%	66%	65%	68%	+1	+1	+3	-1	+3	-	-	↗	-	↗
B10. My manager is considerate of my life outside work	77%	78%	79%	81%	80%	81%	+1	+1	+2	-1	+1	-	-	↗	-	-
B11. My manager is open to my ideas	78%	77%	79%	79%	79%	80%	-1	+2	0	0	+1	-	↗	-	-	-
B12. My manager helps me to understand how I contribute to [my organisation's] objectives	59%	58%	58%	61%	62%	64%	-1	0	+3	+1	+2	-	-	↗	-	↗
B13. Overall, I have confidence in the decisions made by my manager	70%	69%	71%	71%	71%	73%	-1	+2	0	0	+2	-	↗	-	-	↗
B14. My manager recognises when I have done my job well	76%	77%	76%	77%	77%	77%	+1	-1	+1	0	0	-	-	-	-	-
B15. I receive regular feedback on my performance	60%	60%	60%	63%	64%	65%	0	0	+3	+1	+1	-	-	↗	-	-
B16. The feedback I receive helps me to improve my performance	57%	57%	58%	60%	60%	61%	0	+1	+2	0	+1	-	-	↗	-	-
B17. I think that my performance is evaluated fairly	63%	62%	62%	62%	63%	63%	-1	0	0	+1	0	-	-	-	-	-
B18. Poor performance is dealt with effectively in my team	38%	37%	37%	37%	38%	39%	-1	0	0	+1	+1	-	-	-	-	-

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	Civil Service benchmark score						Change in score					Direction of travel				
	2009	2010	2011	2012	2013	2014	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14
My team																
B19. The people in my team can be relied upon to help when things get difficult in my job	83%	83%	82%	83%	84%	84%	0	-1	+1	+1	0	-	-	-	-	-
B20. The people in my team work together to find ways to improve the service we provide	79%	78%	78%	79%	80%	80%	-1	0	+1	+1	0	-	-	-	-	-
B21. The people in my team are encouraged to come up with new and better ways of doing things	68%	70%	69%	71%	73%	74%	+2	-1	+2	+2	+1	↗	-	↗	↗	-
Learning and development																
B22. I am able to access the right learning and development opportunities when I need to	63%	55%	54%	58%	61%	62%	-8	-1	+4	+3	+1	↘	-	↗	↗	-
B23. Learning and development activities I have completed in the past 12 months have helped to improve my performance	51%	48%	45%	46%	48%	51%	-3	-3	+1	+2	+3	↘	↘	-	↗	↗
B24. There are opportunities for me to develop my career in [my organisation]	39%	28%	31%	35%	38%	42%	-11	+3	+4	+3	+4	↘	↗	↗	↗	↗
B25. Learning and development activities I have completed while working for [my organisation] are helping me to develop my career	44%	41%	40%	40%	42%	43%	-3	-1	0	+2	+1	↘	-	-	↗	-
Inclusion and fair treatment																
B26. I am treated fairly at work	79%	78%	78%	78%	78%	79%	-1	0	0	0	+1	-	-	-	-	-
B27. I am treated with respect by the people I work with	85%	84%	84%	84%	84%	84%	-1	0	0	0	0	-	-	-	-	-
B28. I feel valued for the work I do	62%	60%	59%	62%	63%	65%	-2	-1	+3	+1	+2	↘	-	↗	-	↗
B29. I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	71%	71%	70%	71%	72%	74%	0	-1	+1	+1	+2	-	-	-	-	↗
Resources and workload																
B30. In my job, I am clear what is expected of me	81%	82%	82%	84%	83%	84%	+1	0	+2	-1	+1	-	-	↗	-	-
B31. I get the information I need to do my job well	63%	67%	67%	68%	69%	70%	+4	0	+1	+1	+1	↗	-	-	-	-
B32. I have clear work objectives	72%	74%	74%	75%	75%	76%	+2	0	+1	0	+1	↗	-	-	-	-
B33. I have the skills I need to do my job effectively	87%	88%	88%	88%	88%	89%	+1	0	0	0	+1	-	-	-	-	-
B34. I have the tools I need to do my job effectively	72%	72%	70%	72%	71%	72%	0	-2	+2	-1	+1	-	↘	↗	-	-
B35. I have an acceptable workload	60%	62%	61%	60%	60%	59%	+2	-1	-1	0	-1	↗	-	-	-	-
B36. I achieve a good balance between my work life and my private life	68%	70%	67%	68%	68%	66%	+2	-3	+1	0	-2	↗	↘	-	-	↘

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Pay and benefits																
B37. I feel that my pay adequately reflects my performance	36%	38%	32%	31%	29%	29%	+2	-6	-1	-2	0	↗	↘	-	↘	-
B38. I am satisfied with the total benefits package	44%	39%	34%	33%	32%	32%	-5	-5	-1	-1	0	↘	↘	-	-	-
B39. Compared to people doing a similar job in other organisations I feel my pay is reasonable	33%	31%	27%	26%	25%	24%	-2	-4	-1	-1	-1	↘	↘	-	-	-
Leadership and managing change																
B40. I feel that [my organisation] as a whole is managed well	40%	41%	40%	43%	43%	45%	+1	-1	+3	0	+2	-	-	↗	-	↗
B41. [Senior managers] in [my organisation] are sufficiently visible	45%	45%	46%	48%	51%	53%	0	+1	+2	+3	+2	-	-	↗	↗	↗
B42. I believe the actions of [senior managers] are consistent with [my organisation's] values	39%	39%	39%	42%	43%	47%	0	0	+3	+1	+4	-	-	↗	-	↗
B43. I believe that [the board has] a clear vision for the future of [my organisation]	36%	35%	39%	40%	42%	45%	-1	+4	+1	+2	+3	-	↗	-	↗	↗
B44. Overall, I have confidence in the decisions made by [my organisation's senior managers]	36%	36%	36%	39%	41%	44%	0	0	+3	+2	+3	-	-	↗	↗	↗
B45. I feel that change is managed well in [my organisation]	27%	27%	27%	29%	29%	31%	0	0	+2	0	+2	-	-	↗	-	↗
B46. When changes are made in [my organisation] they are usually for the better	25%	23%	23%	25%	27%	30%	-2	0	+2	+2	+3	↘	-	↗	↗	↗
B47. [My organisation] keeps me informed about matters that affect me	56%	54%	55%	56%	58%	58%	-2	+1	+1	+2	0	↘	-	-	↗	-
B48. I have the opportunity to contribute my views before decisions are made that affect me	34%	32%	36%	36%	36%	36%	-2	+4	0	0	0	↘	↗	-	-	-
B49. I think it is safe to challenge the way things are done in [my organisation]	39%	39%	38%	40%	38%	41%	0	-1	+2	-2	+3	-	-	↗	↘	↗

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	2009	2010	2011	2012	2013	2014	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14
Employee engagement																
B50. I am proud when I tell others I am part of [my organisation]	56%	55%	52%	53%	56%	59%	-1	-3	+1	+3	+3	-	↘	-	↗	↗
B51. I would recommend [my organisation] as a great place to work	48%	42%	43%	46%	45%	49%	-6	+1	+3	-1	+4	↘	-	↗	-	↗
B52. I feel a strong personal attachment to [my organisation]	45%	46%	46%	44%	46%	48%	+1	0	-2	+2	+2	-	-	↘	↗	↗
B53. [My organisation] inspires me to do the best in my job	40%	39%	38%	41%	43%	45%	-1	-1	+3	+2	+2	-	-	↗	↗	↗
B54. [My organisation] motivates me to help it achieve its objectives	38%	36%	36%	38%	40%	43%	-2	0	+2	+2	+3	↘	-	↗	↗	↗
Taking action																
B55. I believe that [senior managers] in [my organisation] will take action on the results from this survey	37%	38%	39%	43%	43%	45%	+1	+1	+4	0	+2	-	-	↗	-	↗
B56. I believe that managers where I work will take action on the results from this survey	45%	46%	49%	52%	54%	55%	+1	+3	+3	+2	+1	-	↗	↗	↗	-
B57. Where I work, I think effective action has been taken on the results of the last survey ⁷	<i>n/a</i>	<i>n/a</i>	29%	32%	33%	35%	<i>n/a</i>	<i>n/a</i>	+3	+1	+2	<i>n/a</i>	<i>n/a</i>	↗	-	↗
Organisational culture ⁸																
B58. I am trusted to carry out my job effectively	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	86%	88%	89%	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	+2	+1	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	↗	-
B59. I believe I would be supported if I try a new idea, even if it may not work	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	63%	67%	68%	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	+4	+1	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	↗	-
B60. My performance is evaluated based on whether I get things done, rather than solely follow process	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	63%	65%	65%	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	+2	0	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	↗	-
B61. When I talk about [my organisation] I say "we" rather than "they"	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	69%	67%	68%	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	-2	+1	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	↘	-
B62. I have some really good friendships at work	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	73%	76%	76%	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	+3	0	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	↗	-

Civil Service People Survey 2014: results by question

	Civil Service benchmark score						Change in index score					Direction of travel				
	2009	2010	2011	2012	2013	2014	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14	'09 to '10	'10 to '11	'11 to '12	'12 to '13	'13 to '14
Future intentions																
C01. Which of the following statements most reflects your current thoughts about working for [your organisation]? ⁹																
<i>I want to leave [my organisation] as soon as possible</i>	6%	8%	7%	8%	8%	7%	+2	-1	+1	0	-1	↗	-	-	-	-
<i>I want to leave [my organisation] within the next 12 months</i>	11%	11%	11%	12%	13%	14%	0	0	+1	+1	+1	-	-	-	-	-
<i>I want to stay working for [my organisation] for at least the next year</i>	28%	26%	27%	29%	30%	31%	-2	+1	+2	+1	+1	↘	-	↗	-	-
<i>I want to stay working for [my organisation] for at least the next three years</i>	55%	55%	54%	52%	48%	47%	0	-1	-2	-4	-1	-	-	↘	↘	-
Civil Service Code																
D01. Are you aware of the Civil Service Code?	75%	81%	86%	88%	89%	90%	+6	+5	+2	+1	+1	↗	↗	↗	-	-
D02. Are you aware of how to raise a concern under the Civil Service Code?	44%	53%	59%	63%	64%	64%	+9	+6	+4	+1	0	↗	↗	↗	-	-
D03. 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%	67%	67%	69%	+4	+2	+3	0	+2	↗	↗	↗	-	↗
Wellbeing ¹⁰																
W01. Overall, how satisfied are you with your life nowadays? (% 7-10) (0=not at all satisfied, 10=completely satisfied)	n/a	n/a	n/a	62%	63%	64%	n/a	n/a	n/a	+1	+1	n/a	n/a	n/a	-	-
W02. Overall, to what extent do you think the things you do in your life are worthwhile? (% 7-10) (0=not at all worthwhile, 10=completely worthwhile)	n/a	n/a	n/a	68%	69%	70%	n/a	n/a	n/a	+1	+1	n/a	n/a	n/a	-	-
W03. Overall, how happy did you feel yesterday? (% 7-10) (0=not at all happy, 10=completely happy)	n/a	n/a	n/a	59%	60%	60%	n/a	n/a	n/a	+1	0	n/a	n/a	n/a	-	-
W04. Overall, how anxious did you feel yesterday? (% 0-3) (0=not at all anxious, 10=completely anxious)	n/a	n/a	n/a	51%	50%	50%	n/a	n/a	n/a	-1	0	n/a	n/a	n/a	-	-

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Discrimination																
E01. During the past 12 months have you personally experienced discrimination at work?	10%	10%	10%	10%	10%	10%	0	0	0	0	0	-	-	-	-	-
E02. On which of the following grounds have you personally experienced discrimination at work in the past 12 months? (Asked only of those that said "yes" to question E01, multiple selection was allowed therefore the result is shown as a proportion of those who said yes to E01 and may sum to more than 100%) ^{11,12}																
Age	15%	12%	12%	12%	13%	13%	-3	0	0	+1	0	↘	-	-	-	-
Caring responsibilities	n/a	8%	8%	8%	11%	9%	n/a	0	0	+3	-2	n/a	-	-	↗	↘
Disability	8%	7%	8%	8%	10%	9%	-1	+1	0	+2	-1	-	-	-	↗	-
Ethnic background	7%	5%	5%	5%	6%	7%	-2	0	0	+1	+1	↘	-	-	-	-
Gender	13%	11%	9%	9%	11%	12%	-2	-2	0	+2	+1	↘	↘	-	↗	-
Gender reassignment or perceived gender	0%	0%	0%	0%	0%	0%	0	0	0	0	0	-	-	-	-	-
Grade, pay band or responsibility level	n/a	32%	35%	36%	32%	33%	n/a	+3	+1	-4	+1	n/a	↗	-	↘	-
Main spoken/written language or language ability	n/a	4%	3%	4%	3%	4%	n/a	-1	+1	-1	+1	n/a	-	-	-	-
Religion or belief	2%	2%	2%	2%	2%	2%	0	0	0	0	0	-	-	-	-	-
Sexual orientation	2%	2%	2%	2%	2%	2%	0	0	0	0	0	-	-	-	-	-
Social or educational background	n/a	5%	5%	5%	6%	6%	n/a	0	0	+1	0	n/a	-	-	-	-
Working location	n/a	11%	12%	13%	14%	11%	n/a	+1	+1	+1	-3	n/a	-	-	-	↘
Working pattern	n/a	23%	22%	22%	23%	22%	n/a	-1	0	+1	-1	n/a	-	-	-	-
Any other grounds	73%	30%	28%	27%	28%	24%	n/a	-2	-1	+1	-4	n/a	↘	-	-	↘
Prefer not to say	n/a	11%	11%	12%	10%	10%	n/a	0	+1	-2	0	n/a	-	-	↘	-
Bullying and harassment																
E03. During the past 12 months have you personally experienced bullying or harassment at work?	10%	10%	10%	10%	10%	10%	0	0	0	0	0	-	-	-	-	-
E04. Who were you bullied or harassed by at work in the past 12 months? (Asked only of those that said "yes" to question E03, multiple selection was allowed therefore the result is shown as a proportion of those who said yes to E03 and may sum to more than 100%) ¹¹																
A colleague	26%	28%	29%	29%	30%	30%	+2	+1	0	+1	0	↗	-	-	-	-
Your manager	31%	28%	28%	27%	29%	30%	-3	0	-1	+2	+1	↘	-	-	↗	-
Another manager in your part of [your organisation]	24%	23%	23%	24%	25%	25%	-1	0	+1	+1	0	-	-	-	-	-
Someone you manage	4%	4%	4%	4%	4%	4%	0	0	0	0	0	-	-	-	-	-
Someone who works for another part of [your organisation]	11%	12%	11%	11%	11%	10%	+1	-1	0	0	-1	-	-	-	-	-
A member of the public	2%	2%	2%	2%	2%	2%	0	0	0	0	0	-	-	-	-	-
Someone else	3%	3%	3%	3%	4%	4%	0	0	0	+1	0	-	-	-	-	-
Prefer not to say	14%	16%	17%	16%	14%	14%	+2	+1	-1	-2	0	↗	-	-	↘	-

Technical notes

The 2014 Civil Service People Survey was conducted across 101 Civil Service organisations (Government Departments, Executive Agencies and Crown NDPBs). A list of participating organisations is provided on the following page.

The fieldwork for the survey ran from 1st-31st October, with 96% participating online and 4% completing paper questionnaires.

274,080 participated in the survey, an overall response rate of 60%. Across the 101 participating organisations the median response rate was 77%.

End notes

1. Except for the engagement index (see note 4) the result for each of the headline themes is calculated as the percentage of “strongly agree” or “agree” responses to all questions in that theme.
2. The change in the benchmark score is calculated simply as the later year’s benchmark score minus the preceding year’s benchmark score. This calculation is based on the rounded figures published in this report.
3. It is not possible to test whether changes in the benchmark are statistically significant because the calculations are based on median scores. The ‘direction of travel’ is therefore a qualitative assessment of the changes in score. An increase of 2 or more percentage points is presented as an arrow pointing to the top-right, a decrease of 2 or more percentage points is presented as an arrow pointing to the bottom-right.
4. The employee engagement index is calculated as a weighted average of the responses to the five employee engagement questions (B50-B54) and ranges from 0% to 100%. A score of 0% represents all respondents giving a rating of “strongly disagree” to all five questions. A score of 100% represents all respondents giving a rating of “strongly agree” to all five questions.
5. The scores for questions B01-B62 are based on the proportion responding “strongly agree” or “agree”. For questions D01-D02, E01 and E03 the score is based on the proportion responding “yes”.
6. 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 in 2011 and therefore no benchmark score for 2009 or 2010 is available.
8. In 2012 five new questions were added to the Civil Service People Survey to measure further aspects of the culture of our organisations that were not already covered by the questionnaire.
9. Question C01 has four response options and respondents can only select one of the four options. The benchmark score is the median proportion of responses to each option.
10. Following a pilot in 2011, the 2012 Civil Service People Survey questionnaire also included the four subjective wellbeing questions asked by the ONS in the Annual Population Survey as part of their Measuring National Wellbeing programme.
11. Question E02 was only asked to those who had responded "yes" to question E01, similarly question E04 was only asked to those who had responded "yes" to question E03. The scores for questions E02 and E04 are the number of responses to that category as a percentage of those who had said "yes" to the previous question. As respondents were able to select more than one category the scores may sum to more than 100% and the proportions for individual categories cannot be combined.
12. In CSPS 2010 an additional seven response options were added to question E02, 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

Attorney General's departments

Attorney General's Office
Crown Prosecution Service
HM Crown Prosecution Service Inspectorate
Serious Fraud Office
TSol

Business, Innovation & Skills

Department for Business, Innovation & Skills (excluding agencies)
Acas
Companies House
Competition and Markets Authority
Intellectual Property Office
Land Registry
Met Office
National Measurement Office
Ordnance Survey
Skills Funding Agency
The Insolvency Service
UK Trade and Investment

Cabinet Office

Cabinet Office (excluding agencies)
Crown Commercial Service

Charity Commission

Communities and Local Government

Department for Communities and Local Government (excluding agencies)
Planning Inspectorate

Culture, Media & Sport

Department for Culture, Media & Sport (excluding agencies)
The Royal Parks

Defence

Ministry of Defence
Defence Equipment & Support
Defence Support Group
Dstl
UK Hydrographic Office

Department for Education¹

Department of Energy and Climate Change

Environment, Food & Rural Affairs

Department for Environment, Food & Rural Affairs (excluding agencies)
Animal and Plant Health Agency
Centre for Environment, Food and Aquaculture Science
Food and Environment Research Agency
Rural Payments Agency
Veterinary Medicines Directorate

Food Standards Agency

Foreign & Commonwealth Office

Foreign & Commonwealth Office (excluding agencies)
FCO Services
Wilton Park

Health

Department of Health (excluding agencies)
Medicines and Healthcare Products Regulatory Agency
Public Health England

HM Inspectorate of Constabulary

HM Revenue & Customs

HM Revenue & Customs
Valuation Office Agency

HM Treasury and Chancellor's departments

HM Treasury
Debt Management Office
Government Actuary's Department
National Savings and Investments

Home Office²

Home Office: Policy and Enablers
Home Office: Border Force
Home Office: Immigration Enforcement
Home Office: UK Visas and Immigration
HM Passport Office

Department for International Development

Justice

Ministry of Justice (excluding agencies)
Criminal Injuries Compensation Authority
HM Courts and Tribunals Service
HM Prison Service
Legal Aid Agency
MoJ Arms Length Bodies
National Offender Management Service (HQ)
National Probation Service
Office of the Public Guardian
The National Archives

National Crime Agency

Ofgem

Ofsted

Scottish Government

Scottish Government (excluding agencies)
Accountant in Bankruptcy
Crown Office and Procurator Fiscal Service
Disclosure Scotland
Education Scotland
Historic Scotland and RCAHMS
National Records of Scotland
Office of the Scottish Charity Regulator
Registers of Scotland
Scottish Court Service
Scottish Housing Regulator
Scottish Prison Service
Scottish Public Pensions Agency
Scottish Tribunals Service
Student Awards Agency for Scotland
Transport Scotland

Scotland Office, Office of the Advocate General, Wales Office and Northern Ireland Office¹

Transport

Department for Transport (excluding agencies)
Driver and Vehicle Licensing Agency
Driver and Vehicle Standards Agency
Highways Agency
Maritime and Coastguard Agency
Office of Rail Regulation
Vehicle Certification Agency

UK Export Finance

UK Statistics Authority

UK Statistics Authority
Office for National Statistics

Welsh Government

Welsh Government
Estyn

Work and Pensions

Department for Work and Pensions
Health and Safety Executive

Notes

1. The following sets of organisations participate in a 'joint-survey', that is where all the organisations take part in the same version of the Civil Service People Survey and therefore are treated as one organisation for analysis and reporting of the survey results.
 - The Department for Education and its executive agencies
 - The Scotland Office and Office of the Advocate General, the Wales Office, and the Northern Ireland Office
2. The Home Office's operational directorates undertake their own versions of the Civil Service People Survey and therefore are treated as separate organisations for analysis and reporting of the survey results.

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