

Ministry of Justice (Corporate Report)

Returns: 36,642

Response rate: 54%

Your engagement index

52%

Difference from previous survey

-1 ✧

Difference from CS2013

-6 ✧

Difference from CS High Performers

-10 ✧

See the appendix for further details

The three elements of engagement and their component questions are:

Say: speaks positively of the organisation...

	% Positive	Difference from previous survey	Difference from CS2013
B50. I am proud when I tell others I am part of [my organisation]	49%	-1 ✧	-7 ✧
B51. I would recommend [my organisation] as a great place to work	31%	0	-14 ✧

Stay: emotionally attached and committed to the organisation...

B52. I feel a strong personal attachment to [my organisation]	41%	0	-5 ✧
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Strive: motivated to do the best for the organisation...

B53. [My organisation] inspires me to do the best in my job	36%	+1 ✧	-7 ✧
B54. [My organisation] motivates me to help it achieve its objectives	33%	+1 ✧	-7 ✧

✧ = Statistically significant difference from comparison

The results for the engagement questions are shown in detail on page 8

Drivers of engagement

Employee engagement is shaped by experiences at work, as measured by nine themes in the survey. The table below shows how you performed on each of these themes, ranked by the strength of association with engagement. The themes which have the strongest association with engagement should be the focus for action. See the appendix for further details.

	Strength of association with engagement	Theme score % positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
Leadership and managing change		34%	+3 ✧	-8 ✧	-17 ✧
My work		67%	+1 ✧	-6 ✧	-11 ✧
My manager		58%	0	-9 ✧	-12 ✧
Pay and benefits		26%	0	-3 ✧	-8 ✧
Resources and workload		68%	-2 ✧	-5 ✧	-8 ✧
Learning and development		41%	+1 ✧	-6 ✧	-13 ✧
Organisational objectives and purpose		74%	+1 ✧	-9 ✧	-14 ✧
My team		74%	+2 ✧	-5 ✧	-8 ✧
Inclusion and fair treatment		67%	+1 ✧	-8 ✧	-11 ✧




✧ = Statistically significant difference from comparison

Top three key driver themes in more detail

The three themes which have the strongest association with engagement are shown below. Questions are ranked by difference from CS2013.

^ indicates a variation in question wording from your previous survey

◇ indicates statistically significant difference from comparison

	% Positive	Diff. from previous survey	Difference from CS2013
Leadership and managing change		Strength of association with engagement: 	
B45. I feel that change is managed well in [my organisation]	25%	+2 ◇	-3 ◇
B43. I believe that [the executive team has] a clear vision for the future of [my organisation]	37%	+4 ◇	-4 ◇
B42. I believe the actions of [senior managers] are consistent with [my organisation's] values	39%	+3 ◇	-4 ◇
B49. I think it is safe to challenge the way things are done in [my organisation]	32%	+2 ◇	-7 ◇
B46. When changes are made in [my organisation] they are usually for the better	20%	+2 ◇	-7 ◇
B41. [Senior managers] in [my organisation] are sufficiently visible	44%	+4 ◇	-7 ◇
B48. I have the opportunity to contribute my views before decisions are made that affect me	28%	+3 ◇	-9 ◇
B40. I feel that [my organisation] as a whole is managed well	34%	+2 ◇	-9 ◇
B44. Overall, I have confidence in the decisions made by [my organisation's senior managers]	31%	+3 ◇	-10 ◇
B47. [My organisation] keeps me informed about matters that affect me	46%	+3 ◇	-12 ◇
My work		Strength of association with engagement: 	
B02. I am sufficiently challenged by my work	75%	+2 ◇	-2 ◇
B01. I am interested in my work	85%	0	-4 ◇
B03. My work gives me a sense of personal accomplishment	70%	+1 ◇	-5 ◇
B04. I feel involved in the decisions that affect my work	46%	+3 ◇	-7 ◇
B05. I have a choice in deciding how I do my work	59%	+1 ◇	-14 ◇
My manager		Strength of association with engagement: 	
B18. Poor performance is dealt with effectively in my team	36%	0	-2 ◇
B12. My manager helps me to understand how I contribute to [my organisation's] objectives	56%	+1 ◇	-6 ◇
B09. My manager motivates me to be more effective in my job	58%	0	-7 ◇
B16. The feedback I receive helps me to improve my performance	52%	0	-7 ◇
B17. I think that my performance is evaluated fairly	55%	-1 ◇	-8 ◇
B14. My manager recognises when I have done my job well	68%	-1 ◇	-9 ◇
B11. My manager is open to my ideas	70%	0	-9 ◇
B15. I receive regular feedback on my performance	55%	0 ◇	-9 ◇
B13. Overall, I have confidence in the decisions made by my manager	61%	-1 ◇	-10 ◇
B10. My manager is considerate of my life outside work	68%	-1 ◇	-12 ◇

All questions by theme

This section shows the results for each question in the survey, by theme.

^ indicates a variation in question wording from your previous survey

◇ indicates statistically significant difference from comparison



My work

:Strength of association with engagement

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
B01. I am interested in my work	34	51	9	4		85%	0	-4 ◇	-6 ◇
B02. I am sufficiently challenged by my work	29	46	13	9		75%	+2 ◇	-2 ◇	-6 ◇
B03. My work gives me a sense of personal accomplishment	23	47	16	10	4	70%	+1 ◇	-5 ◇	-9 ◇
B04. I feel involved in the decisions that affect my work	11	35	20	21	13	46%	+3 ◇	-7 ◇	-14 ◇
B05. I have a choice in deciding how I do my work	16	43	18	15	8	59%	+1 ◇	-14 ◇	-18 ◇

Organisational objectives and purpose

:Strength of association with engagement

B06. I have a clear understanding of [my organisation's] purpose	18	57	15	7		75%	0	-10 ◇	-14 ◇
B07. I have a clear understanding of [my organisation's] objectives	17	55	17	8	4	72%	+1 ◇	-8 ◇	-13 ◇
B08. I understand how my work contributes to [my organisation's] objectives	19	55	16	7		74%	+1 ◇	-8 ◇	-12 ◇

All questions by theme

This section shows the results for each question in the survey, by theme.

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My manager

:Strength of association with engagement

Question	% Strongly agree	% Agree	% Neither	% Disagree	% Strongly disagree	% Positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
B09. My manager motivates me to be more effective in my job	16	42	21	14	7	58%	0	-7 ◇	-12 ◇
B10. My manager is considerate of my life outside work	26	42	17	8	7	68%	-1 ◇	-12 ◇	-16 ◇
B11. My manager is open to my ideas	23	47	17	8	5	70%	0	-9 ◇	-13 ◇
B12. My manager helps me to understand how I contribute to [my organisation's] objectives	14	41	27	12	6	56%	+1 ◇	-6 ◇	-11 ◇
B13. Overall, I have confidence in the decisions made by my manager	19	41	20	11	8	61%	-1 ◇	-10 ◇	-15 ◇
B14. My manager recognises when I have done my job well	22	46	16	10	5	68%	-1 ◇	-9 ◇	-12 ◇
B15. I receive regular feedback on my performance	15	40	21	17	8	55%	0 ◇	-9 ◇	-14 ◇
B16. The feedback I receive helps me to improve my performance	14	38	27	14	7	52%	0	-7 ◇	-13 ◇
B17. I think that my performance is evaluated fairly	14	41	25	13	7	55%	-1 ◇	-8 ◇	-12 ◇
B18. Poor performance is dealt with effectively in my team	7	29	30	19	14	36%	0	-2 ◇	-6 ◇

My team

:Strength of association with engagement








B19. The people in my team can be relied upon to help when things get difficult in my job	29	50	12	6		79%	0 ◇	-5 ◇	-7 ◇
B20. The people in my team work together to find ways to improve the service we provide	25	49	16	7		74%	+2 ◇	-6 ◇	-8 ◇
B21. The people in my team are encouraged to come up with new and better ways of doing things	22	46	18	9	5	68%	+3 ◇	-5 ◇	-8 ◇

All questions by theme

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	 % Strongly agree	 % Agree	 % Neither	 % Disagree	 % Strongly disagree	% Positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
Learning and development									
 :Strength of association with engagement									
B22. I am able to access the right learning and development opportunities when I need to	8	46	25	15	6	54%	+1 ◇	-7 ◇	-10 ◇
B23. Learning and development activities I have completed in the past 12 months have helped to improve my performance	8	35	33	17	7	43%	+1 ◇	-5 ◇	-10 ◇
B24. There are opportunities for me to develop my career in [my organisation]	5	26	27	24	18	31%	+1 ◇	-7 ◇	-16 ◇
B25. Learning and development activities I have completed while working for [my organisation] are helping me to develop my career	6	28	33	20	12	35%	-1 ◇	-7 ◇	-14 ◇
Inclusion and fair treatment									
 :Strength of association with engagement									
B26. I am treated fairly at work	17	53	16	9	5	70%	0	-8 ◇	-11 ◇
B27. I am treated with respect by the people I work with	21	57	14	5		78%	0	-6 ◇	-9 ◇
B28. I feel valued for the work I do	13	40	22	16	9	53%	+2 ◇	-10 ◇	-14 ◇
B29. I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	16	49	21	8	5	65%	0	-7 ◇	-13 ◇

All questions by theme

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Resources and workload

:Strength of association with engagement

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
B30. In my job, I am clear what is expected of me	20	61	11	6		81%	-2 ◇	-3 ◇	-6 ◇
B31. I get the information I need to do my job well	12	51	20	13	4	62%	0	-7 ◇	-11 ◇
B32. I have clear work objectives	15	57	17	8		72%	-1 ◇	-4 ◇	-8 ◇
B33. I have the skills I need to do my job effectively	24	60	10	4		84%	-2 ◇	-4 ◇	-6 ◇
B34. I have the tools I need to do my job effectively	14	53	17	12	4	66%	-1 ◇	-5 ◇	-10 ◇
B35. I have an acceptable workload	8	45	19	18	10	53%	-4 ◇	-7 ◇	-12 ◇
B36. I achieve a good balance between my work life and my private life	13	47	18	13	8	60%	-3 ◇	-8 ◇	-12 ◇

Pay and benefits

:Strength of association with engagement

B37. I feel that my pay adequately reflects my performance	23	19	30	25		26%	0	-3 ◇	-10 ◇
B38. I am satisfied with the total benefits package	25	27	25	19		28%	+1 ◇	-4 ◇	-9 ◇
B39. Compared to people doing a similar job in other organisations I feel my pay is reasonable	21	22	29	25		25%	0	0 ◇	-7 ◇

All questions by theme

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% Strongly agree
 % Agree
 % Neither
 % Disagree
 % Strongly disagree
 % Positive
 Difference from previous survey
 Difference from CS2013
 Difference from CS High Performers

Leadership and managing change

 :Strength of association with engagement

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
B40. I feel that [my organisation] as a whole is managed well	4	30	29	23	14	34%	+2 ◇	-9 ◇	-22 ◇
B41. [Senior managers] in [my organisation] are sufficiently visible	6	37	23	20	13	44%	+4 ◇	-7 ◇	-18 ◇
B42. I believe the actions of [senior managers] are consistent with [my organisation's] values	5	34	36	14	10	39%	+3 ◇	-4 ◇	-16 ◇
B43. I believe that [the executive team has] a clear vision for the future of [my organisation]	6	32	37	15	11	37%	+4 ◇	-4 ◇	-18 ◇
B44. Overall, I have confidence in the decisions made by [my organisation's senior managers]	4	26	33	20	16	31%	+3 ◇	-10 ◇	-20 ◇
B45. I feel that change is managed well in [my organisation]		23	28	30	17	25%	+2 ◇	-3 ◇	-14 ◇
B46. When changes are made in [my organisation] they are usually for the better		18	34	29	18	20%	+2 ◇	-7 ◇	-15 ◇
B47. [My organisation] keeps me informed about matters that affect me	4	41	27	17	10	46%	+3 ◇	-12 ◇	-19 ◇
B48. I have the opportunity to contribute my views before decisions are made that affect me		24	26	28	18	28%	+3 ◇	-9 ◇	-16 ◇
B49. I think it is safe to challenge the way things are done in [my organisation]	4	28	30	23	16	32%	+2 ◇	-7 ◇	-17 ◇

All questions by theme

This section shows the results for each question in the survey, by theme.

^ indicates a variation in question wording from your previous survey

◇ indicates statistically significant difference from comparison

	% Strongly agree	% Agree	% Neither	% Disagree	% Strongly disagree	% Positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
Engagement									
B50. I am proud when I tell others I am part of [my organisation]	11	37	32	12	7	49%	-1 ◇	-7 ◇	-17 ◇
B51. I would recommend [my organisation] as a great place to work	6	25	31	23	15	31%	0	-14 ◇	-25 ◇
B52. I feel a strong personal attachment to [my organisation]	10	31	31	18	10	41%	0	-5 ◇	-12 ◇
B53. [My organisation] inspires me to do the best in my job	7	29	35	19	10	36%	+1 ◇	-7 ◇	-14 ◇
B54. [My organisation] motivates me to help it achieve its objectives	6	26	36	20	11	33%	+1 ◇	-7 ◇	-15 ◇
Taking action									
B55. I believe that [senior managers] in [my organisation] will take action on the results from this survey	6	28	27	21	19	34%	+3 ◇	-9 ◇	-18 ◇
B56. I believe that managers where I work will take action on the results from this survey	10	34	24	17	16	44%	+4 ◇	-10 ◇	-15 ◇
B57. Where I work, I think effective action has been taken on the results of the last survey	7	25	34	18	16	32%	+4 ◇	-1 ◇	-8 ◇

All questions by theme

This section shows the results for each question in the survey, by theme.

^ indicates a variation in question wording from your previous survey

◇ indicates statistically significant difference from comparison

	% Strongly agree	% Agree	% Neither	% Disagree	% Strongly disagree	% Positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
Organisational Culture									
B58. I am trusted to carry out my job effectively	26	60	9			86%	0 ◇	-2 ◇	-4 ◇
B59. I believe I would be supported if I try a new idea, even if it may not work	14	46	23	12	4	60%	+2 ◇	-7 ◇	-11 ◇
B60. My performance is evaluated based on whether I get things done, rather than solely follow processes	11	45	30	10	5	55%	0 ◇	-9 ◇	-14 ◇
B61. When I talk about [my organisation] I say "we" rather than "they"	12	40	29	13	7	51%	-2 ◇	-16 ◇	-25 ◇
B62. I have some really good friendships at work	28	49	17		4	77%	+1 ◇	+2 ◇	-2 ◇

Please note these questions were not asked on paper surveys in 2012.

All questions by theme

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%	%	%	%	% Positive	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
0-4	5-6	7-8	9-10				

Wellbeing

Unlike the questions B01-B62 which ask people to rate their agreement from strongly agree to strongly disagree, the four wellbeing questions use a 11-point scale. This 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. For question W04 the percent positive is the proportion answering 0, 1, 2 or 3 to the question.

W01. Overall, how satisfied are you with your life nowadays?	19	23	43	15	58%	-1 ◇	-5 ◇	-9 ◇
W02. Overall, to what extent do you feel that the things you do in your life are worthwhile?	13	21	43	22	65%	0	-4 ◇	-7 ◇
W03. Overall, how happy did you feel yesterday?	22	23	36	19	55%	-1 ◇	-4 ◇	-8 ◇
	%	%	%	%				
	0-1	2-3	4-5	6-10				
W04. Overall, how anxious did you feel yesterday?	26	24	20	30	49%	-1 ◇	-1 ◇	-4 ◇

All questions by theme

Your plans for the future

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

			Difference from previous survey	Difference from CS2013	Difference from CS High Performers
I want to leave [my organisation] as soon as possible		11%	+1 ^	+3 ^	+1 ^
I want to leave [my organisation] within the next 12 months		12%	+2 ^	-1 ^	-4 ^
I want to stay working for [my organisation] for at least the next year		23%	+1 ^	-7 ^	-12 ^
I want to stay working for [my organisation] for at least the next three years		54%	-5 ^	+6 ^	-4 ^

The Civil Service Code

Differences are based on '% Yes' score

	% Yes	% No	% Yes	Difference from previous survey	Difference from CS2013	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?		16	84%	+8 ^	-6 ^	-10 ^
D02. Are you aware of how to raise a concern under the Civil Service Code?		31	69%	+7 ^	+5 ^	-1 ^
D03. Are you confident that if you raised a concern under the Civil Service Code in [your organisation] it would be investigated properly?		39	61%	+5 ^	-6 ^	-11 ^

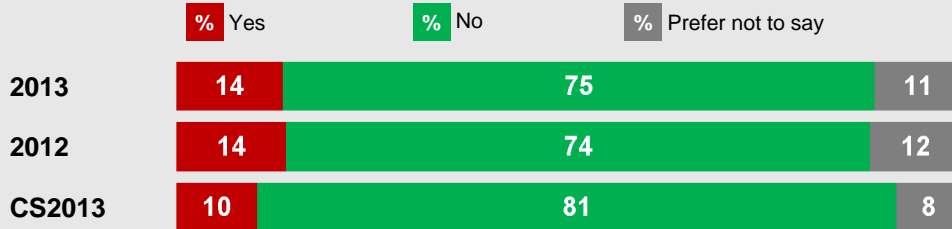
^ indicates a variation in question wording from your previous survey

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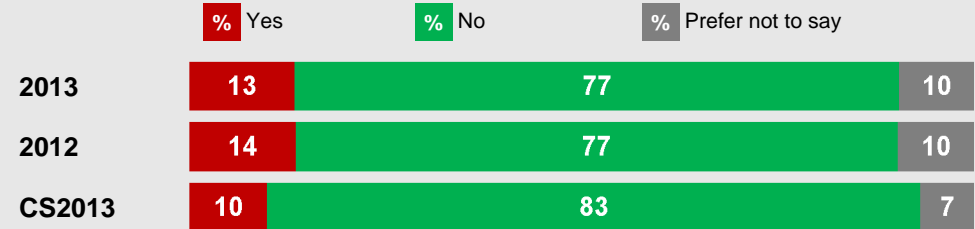
All questions by theme

Discrimination, harassment and bullying

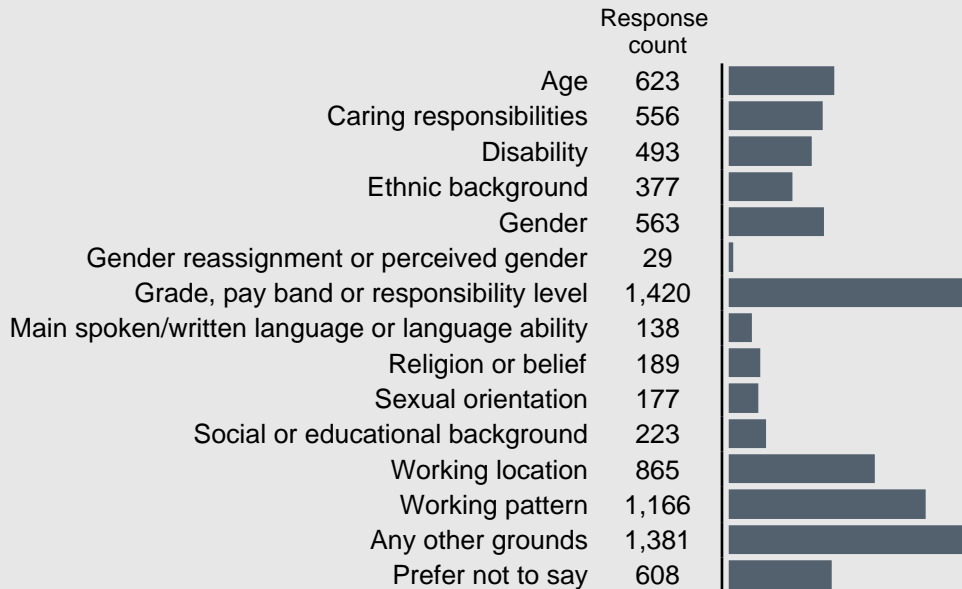
E01. During the past 12 months, have you personally experienced discrimination at work?



E03. During the past 12 months, have you personally experienced bullying or harassment at work?



For respondents who selected 'Yes' to question E01.
E02. On which of the following grounds have you personally experienced discrimination in the past 12 months? (multiple selection)



For respondents who selected 'Yes' to question E03.
E04. Who were you bullied or harassed by at work in the past 12 months? (multiple selection)

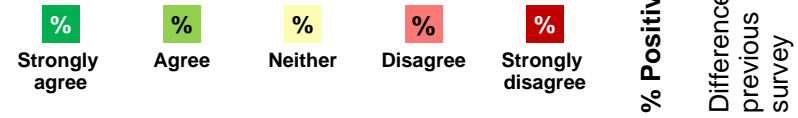


All questions by theme

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✦ indicates statistically significant difference from comparison



Ministry of Justice (Corporate Report) questions

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey
F01. I understand that the changes in [my organisation] are part of Transforming Justice [^]	10	55	22	8	5	65%	+13 ✦
F02. I understand how my work contributes to Transforming Justice	9	48	29	10	4	57%	+9 ✦
F03. I have agreed objectives which define what I do (activities) and how I do it (behaviours)	13	58	17	9	3	71%	-
F04. I have discussed with my line manager my plan for learning and development this year	9	43	18	21	9	52%	-
F05. I am confident that [my part of my organisation] / [my organisation] is taking effective action to reduce discrimination, bullying and harassment	9	41	34	9	6	50%	-
F06. (Line managers only) I am held accountable for the value for money resulting from my decisions	13	42	34	7	4	54%	-

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).
Previous survey	Comparisons to the previous survey relate to the results from the 2012 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.
CS2013	The CS2013 benchmark is the median percent positive across all organisations that participated in the 2013 Civil Service People Survey.
CS High Performers	For each question, this is the upper quartile score across all organisations that have taken part in the 2013 Civil Service People Survey.

Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy.

Statistical significance: ✧

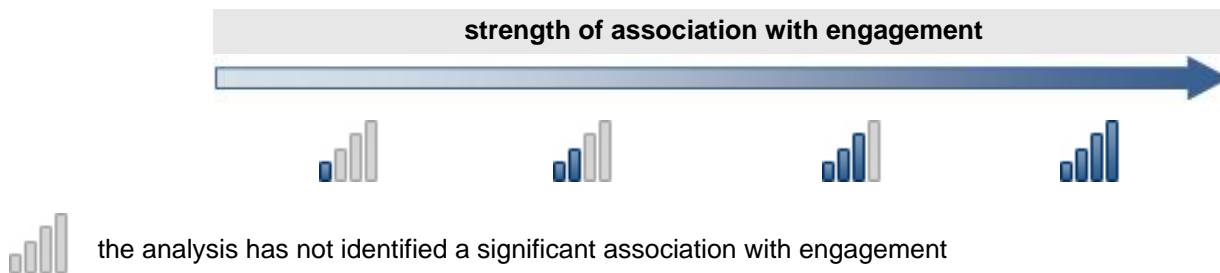
Statistical testing has been carried out on the comparisons between this year's results and your previous survey, CS2013 results and CS High Performers results to identify differences that are statistically significant. You can therefore be confident that the difference represents a real difference in opinion between the results.

The employee engagement index

The survey includes five questions that make up the engagement index (B50-B54). 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.

The drivers of engagement

While the engagement index shows the average level of engagement, it does not show what you can do to improve engagement. Nine themes have been included in the survey to measure employees' experiences at work. A statistical technique, stepwise regression, is used to identify the extent to which each of these themes has an association with engagement. The themes identified as having an association are called the 'Drivers of engagement'. The strength of association with engagement varies by theme and is illustrated by a 4-bar icon, as show below. Themes with a full 4-bar icon have the strongest association with engagement.



Confidentiality

This survey was carried out as part of the 2013 Civil Service People Survey, which is managed by the Cabinet Office on behalf of all the participating organisations. The Cabinet Office commissioned ORC International to carry out the survey. ORC International 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 less 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.