


Department of Energy and Climate Change

Returns : 1,533

Response rate : 95%

Civil Service People Survey 2015


 Strength of association with engagement











 Statistically significant difference from comparison

Employee engagement is shaped by experience at work, as measured by nine themes in the survey shown below.



The table below shows how you performed on each of the nine 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.

Drivers of Engagement

	Strength of association with engagement	Theme score % Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
Leadership and managing change		44%	0	+1 ✧	-8 ✧
My work		77%	-1 ✧	+2 ✧	-2 ✧
My manager		68%	+1 ✧	+1 ✧	-3 ✧
Learning and development		57%	-1	+7 ✧	+1 ✧
Pay and benefits		28%	0	-1 ✧	-8 ✧
Organisational objectives and purpose		76%	-9 ✧	-6 ✧	-10 ✧
Resources and workload		71%	0	-2 ✧	-6 ✧
Inclusion and fair treatment		78%	0	+4 ✧	0
My team		82%	+1 ✧	+2 ✧	-1 ✧

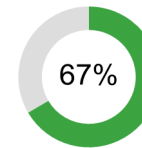


Strength of association with engagement

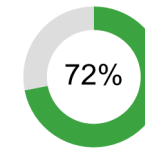


Statistically significant difference from comparison

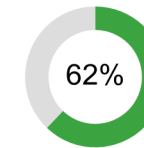
Wellbeing



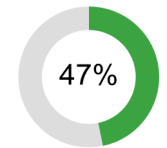
Overall, how satisfied are you with your life nowadays?



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

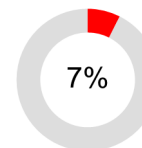


Overall, how happy did you feel yesterday?

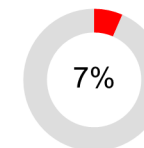


Overall, how anxious did you feel yesterday?

Discrimination, bullying and harassment

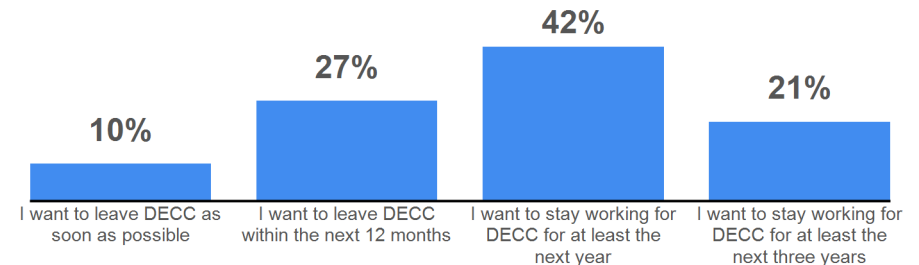


During the past 12 months have you personally experienced discrimination at work?



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

Your plans for the future



All questions by theme

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

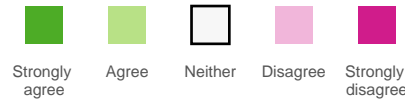
My work

77% -1

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2015

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B01 I am interested in my work	41	50	5			91%	+1 ♦	+2 ♦	0
B02 I am sufficiently challenged by my work	36	42	10	9		79%	-1 ♦	0	-4 ♦
B03 My work gives me a sense of personal accomplishment	24	50	14	9		75%	-2 ♦	-1 ♦	-4 ♦
B04 I feel involved in the decisions that affect my work	16	43	19	17	6	59%	-3 ♦	+3 ♦	-5 ♦
B05 I have a choice in deciding how I do my work	26	54	12	7		80%	-2 ♦	+6 ♦	+1 ♦

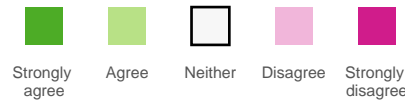
Organisational objectives and purpose

76% -9

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2015

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B06 I have a clear understanding of DECC's purpose	23	56	11	9		78%	-10 ♦	-7 ♦	-11 ♦
B07 I have a clear understanding of DECC's objectives	19	53	14	12		72%	-11 ♦	-8 ♦	-13 ♦
B08 I understand how my work contributes to DECC's objectives	24	55	13	7		79%	-6 ♦	-4 ♦	-8 ♦

All questions by theme

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 ^ indicates a variation in question wording from your previous survey

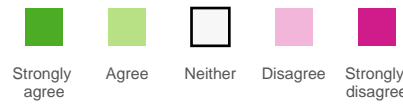
My manager

68% +1

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2015

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B09	My manager motivates me to be more effective in my job	25	45	18	9	1	70%	0	+2 ♦	-2 ♦
B10	My manager is considerate of my life outside work	44	42	9	1	1	86%	+1 ♦	+4 ♦	0
B11	My manager is open to my ideas	40	45	9	1	1	86%	+1 ♦	+5 ♦	+1 ♦
B12	My manager helps me to understand how I contribute to DECC's objectives	18	44	26	10	1	62%	+2 ♦	-2 ♦	-7 ♦
B13	Overall, I have confidence in the decisions made by my manager	29	49	14	6	1	77%	-1	+5 ♦	0
B14	My manager recognises when I have done my job well	31	48	11	7	1	80%	0	+1 ♦	-1 ♦
B15	I receive regular feedback on my performance	18	44	19	15	1	62%	+1 ♦	-5 ♦	-8 ♦
B16	The feedback I receive helps me to improve my performance	17	46	23	11	1	63%	+2 ♦	+2 ♦	-2 ♦
B17	I think that my performance is evaluated fairly	15	44	22	11	7	60%	+1 ♦	-2 ♦	-8 ♦
B18	Poor performance is dealt with effectively in my team	8	29	44	13	6	38%	+3 ♦	-2 ♦	-6 ♦

My team

82% +1

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2015

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B19	The people in my team can be relied upon to help when things get difficult in my job	37	49	10	1	1	86%	+1 ♦	+1 ♦	-1 ♦
B20	The people in my team work together to find ways to improve the service we provide	31	53	11	1	1	84%	+2 ♦	+3 ♦	-1 ♦
B21	The people in my team are encouraged to come up with new and better ways of doing things	26	49	17	6	1	76%	0	+2 ♦	-2 ♦



All questions by theme

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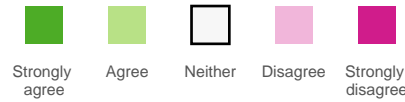
Learning and development

57% -1

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2015

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B22	I am able to access the right learning and development opportunities when I need to	17	53	19	9	9	70%	+1 ◆	+8 ◆	+3 ◆
B23	Learning and development activities I have completed in the past 12 months have helped to improve my performance	16	44	29	9	9	60%	+3 ◆	+8 ◆	+2 ◆
B24	There are opportunities for me to develop my career in DECC	11	36	26	19	8	46%	-6 ◆	+5 ◆	-3 ◆
B25	Learning and development activities I have completed while working for DECC are helping me to develop my career	12	38	33	13	8	50%	0	+6 ◆	0

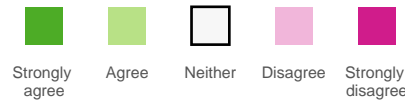
Inclusion and fair treatment

78% 0

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2015

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B26	I am treated fairly at work	27	56	10	5	2	82%	0	+4 ◆	+1 ◆
B27	I am treated with respect by the people I work with	33	54	8	5	2	88%	+1	+3 ◆	+1 ◆
B28	I feel valued for the work I do	20	48	18	9	5	68%	-1 ◆	+4 ◆	-1 ◆
B29	I think that DECC respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	24	50	16	8	2	73%	+1 ◆	+1 ◆	-4 ◆



All questions by theme

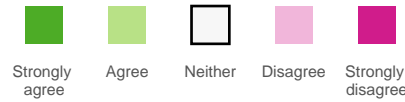
◆ indicates statistically significant difference from comparison
^ indicates a variation in question wording from your previous survey

Resources and workload **71%** ⁰

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2015

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B30 In my job, I am clear what is expected of me	18	58	13	10		76%	-4 ◆	-7 ◆	-10 ◆
B31 I get the information I need to do my job well	13	55	19	11		67%	-3 ◆	-2 ◆	-6 ◆
B32 I have clear work objectives	17	58	15	9		74%	0	-1 ◆	-5 ◆
B33 I have the skills I need to do my job effectively	25	64		9		89%	0	0 ◆	-2 ◆
B34 I have the tools I need to do my job effectively	14	60	15	9		74%	+4 ◆	+5 ◆	0
B35 I have an acceptable workload	8	46	19	19	7	54%	-1 ◆	-5 ◆	-10 ◆
B36 I achieve a good balance between my work life and my private life	15	47	18	15	5	62%	0	-5 ◆	-10 ◆

Pay and benefits **28%** ⁰

Difference from previous survey



Strength of association with engagement



Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B37 I feel that my pay adequately reflects my performance	28		22	28	18	32%	+1	0	-6 ◆
B38 I am satisfied with the total benefits package	27		25	28	17	30%	0	-3 ◆	-9 ◆
B39 Compared to people doing a similar job in other organisations I feel my pay is reasonable	21		21	31	24	24%	-1	-2 ◆	-8 ◆



All questions by theme

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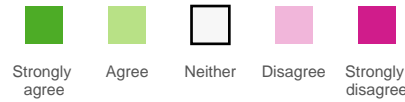
Leadership and managing change

44% 0

Difference from previous survey



Strength of association with engagement



% Positive

Difference from previous survey

Difference from CS2015

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B40	I feel that DECC as a whole is managed well	38	29	22	7	42%	-2 ◆	-3 ◆	-14 ◆	
B41	Senior Civil Servants (SCS) in DECC are sufficiently visible	12	54	20	11	66%	+3 ◆	+13 ◆	0	
B42	I believe the actions of Senior Civil Servants (SCS) are consistent with DECC's values	8	42	35	10	50%	0	+5 ◆	-6 ◆	
B43	I believe that the Executive Committee has a clear vision for the future of DECC	5	24	46	17	8	29%	0	-13 ◆	-24 ◆
B44	Overall, I have confidence in the decisions made by DECC's Senior Civil Servants (SCS)	6	36	38	14	7	42%	-2 ◆	0	-10 ◆
B45	I feel that change is managed well in DECC	28	31	26	11	33%	+8 ◆	+3 ◆	-6 ◆	
B46	When changes are made in DECC they are usually for the better	22	42	24	9	25%	0	-2 ◆	-10 ◆	
B47	DECC keeps me informed about matters that affect me	11	57	21	8	68%	+1 ◆	+13 ◆	+4 ◆	
B48	I have the opportunity to contribute my views before decisions are made that affect me	6	32	30	24	8	38%	-4 ◆	+2 ◆	-7 ◆
B49	I think it is safe to challenge the way things are done in DECC	6	41	30	16	7	47%	-3 ◆	+6 ◆	-3 ◆



All questions by theme

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^ indicates a variation in question wording from your previous survey

Engagement

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B50 I am proud when I tell others I am part of DECC	17	46	27	8		63%	-3 ◆	+5 ◆	-4 ◆
B51 I would recommend DECC as a great place to work	11	38	30	17		49%	-1 ◆	+2 ◆	-10 ◆
B52 I feel a strong personal attachment to DECC	10	31	33	21	5	42%	-1	-5 ◆	-12 ◆
B53 DECC inspires me to do the best in my job	9	35	35	16	5	44%	-1	0	-7 ◆
B54 DECC motivates me to help it achieve its objectives	8	33	36	18	5	41%	-3 ◆	-1 ◆	-8 ◆

Taking action

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B55 I believe that Senior Civil Servants (SCS) in DECC will take action on the results from this survey	10	41	28	15	6	51%	+2 ◆	+8 ◆	-4 ◆
B56 I believe that managers where I work will take action on the results from this survey	16	49	21	10		65%	+3 ◆	+10 ◆	+3 ◆
B57 Where I work, I think effective action has been taken on the results of the last survey	9	31	41	13	5	41%	+3 ◆	+7 ◆	-1 ◆

All questions by theme

♦ indicates statistically significant difference from comparison
 ^ 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 CS2015	Difference from CS High Performers
B58 I am trusted to carry out my job effectively	29	58	8	8	8	87%	+1	-1 ♦	-3 ♦
B59 I believe I would be supported if I try a new idea, even if it may not work	18	55	17	8	8	73%	+1	+5 ♦	+1 ♦
B60 My performance is evaluated based on whether I get things done, rather than solely follow processes	16	52	19	8	8	68%	+2 ♦	+3 ♦	-2 ♦
B61 When I talk about DECC I say "we" rather than "they"	24	51	17	6	6	75%	-1 ♦	+5 ♦	-3 ♦
B62 I have some really good friendships at work	24	46	23	7	7	70%	+2 ♦	-6 ♦	-9 ♦

Leadership statement

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
B63 My manager inspires my team to do our best	19	49	19	9	9	68%	--	+1 ♦	-3 ♦
B64 Senior Civil Servants (SCS) inspire people across DECC to do their best	7	33	39	15	6	40%	--	+3 ♦	-6 ♦
B65 My manager leads our team with confidence	24	52	14	7	7	76%	--	+6 ♦	0
B66 Senior Civil Servants (SCS) lead DECC with confidence	10	42	35	10	10	51%	--	+4 ♦	-6 ♦
B67 My manager empowers me to do my job effectively	23	51	17	7	7	73%	--	+2 ♦	-2 ♦
B68 DECC's Senior Civil Servants (SCS) empower teams to deliver	9	34	41	11	5	43%	--	+3 ♦	-6 ♦
B69 Senior Civil Servants (SCS) in DECC actively role model the behaviours set out in the Civil Service Leadership Statement	7	32	46	10	5	40%	--	+4 ♦	-4 ♦
B70 My manager actively role models the behaviours set out in the Civil Service Leadership Statement	16	45	30	6	6	61%	--	+4 ♦	-1 ♦

All questions by theme

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Wellbeing



Unlike the questions B01-B70 which ask people to rate their agreement from strongly agree to strongly disagree, 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.

Question	0-4	5-6	7-8	9-10	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
W01 Overall, how satisfied are you with your life nowadays?	11	23	55	12	67%	-2 ♦	+1 ♦	-2 ♦
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	7	21	50	22	72%	-1 ♦	+1 ♦	-2 ♦
W03 Overall, how happy did you feel yesterday?	13	25	47	16	62%	0	0	-3 ♦

For question W04 the percent positive is the proportion answering 0, 1, 2 or 3 to the question.



Question	0-1	2-3	4-5	6-10	% Positive	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
W04 Overall, how anxious did you feel yesterday?	18	29	21	32	47%	-2 ♦	-3 ♦	-6 ♦



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 DECC?

			Difference from previous survey	Difference from CS2015	Difference from CS High Performers
I want to leave DECC as soon as possible		10%	+1	+1 ◇	-1 ◇
I want to leave DECC within the next 12 months		27%	+2	+12 ◇	+7 ◇
I want to stay working for DECC for at least the next year		42%	-5 ◇	+10 ◇	+4 ◇
I want to stay working for DECC for at least the next three years		21%	+2	-21 ◇	-30 ◇

The Civil Service Code

Differences are based on '% Yes' score

	% Yes	% No	% Yes	Difference from previous survey	Difference from CS2015	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?		4	96%	0	+6 ◇	+2 ◇
D02. Are you aware of how to raise a concern under the Civil Service Code?		27	73%	0	+7 ◇	+1 ◇
D03. Are you confident that if you raised a concern under the Civil Service Code in DECC it would be investigated properly?		23	77%	+1 ◇	+10 ◇	+4 ◇

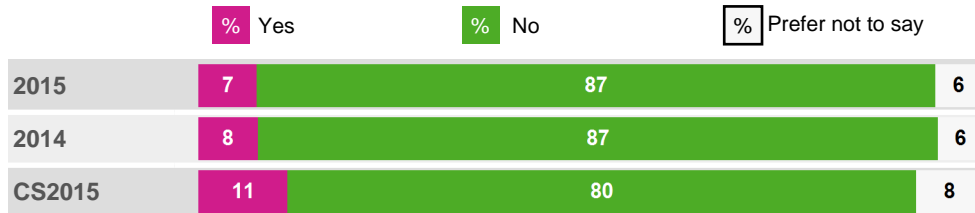


All questions by theme

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Discrimination, harassment and bullying

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



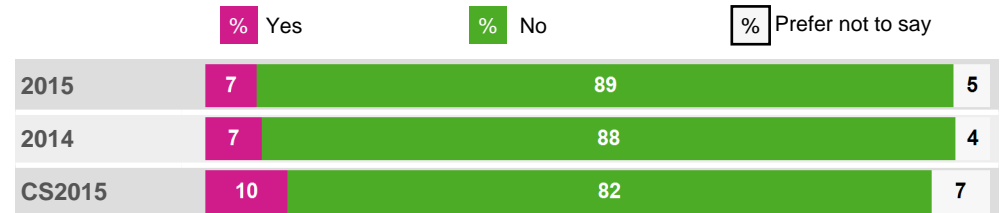
For respondents who selected 'Yes' to question E01.

E02. On which of the following grounds have you personally experienced discrimination at work in the past 12 months? (multiple selection)

Ground	Response Count
Age	32
Caring responsibilities	13
Disability	11
Ethnic background	10
Gender	24
Gender reassignment or perceived gender	--
Grade, pay band or responsibility level	43
Main spoken/written language or language ability	--
Religion or belief	--
Sexual orientation	--
Social or educational background	20
Working location	10
Working pattern	34
Any other grounds	22
Prefer not to say	--

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

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



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)

Who	Response Count
A colleague	32
Your manager	33
Another manager in my part of DECC	23
Someone you manage	--
Someone who works for another part of DECC	15
A member of the public	--
Someone else	--
Prefer not to say	17

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

Department of Energy and Climate Change questions

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey
F01 I am aware of DECC's values	30	63	5			93%	0
F02 My team seeks to embody DECC values in our work	18	57	21			75%	+4 ◆
F03 I believe that DECC is operating as a single joined-up organisation	21	27	34	14		25%	+3 ◆
F04 I understand what DECC Works aims to achieve	7	44	25	18	6	51%	+4 ◆
F05 I am optimistic that DECC Works will have a positive impact on working in DECC	5	29	41	18	7	33%	+4 ◆
F06 My manager encourages me to make time for learning and development	22	50	18	7		73%	0
F07 I have created a personal development plan	Yes: 61%		No: 39%			61%	+11 ◆
F08 Have you considered L&D in any of the following areas: leading and managing change, commercial, project delivery, digital	Yes: 65%		No: 35%			65%	+2 ◆
F09 Have you taken part in any volunteering activity or given unpaid help to a club, group or organisation in the last 12 months?	Yes: 45%		No: 55%			45%	+5 ◆
F10 I believe that DECC is able to prioritise effectively	28	31	28	10		31%	--
F11 I believe that DECC operates in an open and transparent way	6	38	31	18	7	43%	--



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 2014 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.
CS2015	The CS2015 benchmark is the median percent positive across all organisations that participated in the 2015 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 2015 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, CS2015 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 shown below. Themes with a full 4-bar icon have the strongest association with engagement.

strength of association
with engagement



 the analysis has not identified a significant association with engagement

Confidentiality

The survey was carried out as part of the 2015 Civil Service People Survey, which is managed by the Cabinet Office on behalf of all 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.