



Ministry
of Defence



Defence Equipment & Support
Maple 0a #2043
MOD Abbey Wood
Bristol BS34 8JH



Our Reference: FOI2016/09525

Date: 19 October 2016

Dear 

Your email dated 12th October 2016 is considered to be a request for information under the Freedom of Information Act (FOIA) 2000. You requested the following information:

Can you provide me with the civil service people survey data for DE&S 2015, I would like the data for each question, I require the percentage figure for the strongly agree, agree, neither, disagree and strongly disagree for each metric, I note that DECA have published their output on gov.uk, I would like a similar output if possible. Please provide this as soon as possible.

I can confirm that the Ministry of Defence (MOD) holds information relevant to your request. The data for DE&S is given in the Annex.

Under Section 16 of the Act (Advice and Assistance) you may find it helpful to note that the complete Civil Service People Survey for 2015 (including CSV format) can be found at: <https://www.gov.uk/government/publications/civil-service-people-survey-2015-results>

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,



Theme	Question	DE&S					Total
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
My work	My work	25	49	14	9	3	100
	B01 I am interested in my work	37	52	7	4	1	100
	B02 I am sufficiently challenged by my work	33	47	11	7	2	100
	B03 My work gives me a sense of personal accomplishment	21	50	17	10	3	100
	B04 I feel involved in the decisions that affect my work	12	44	21	17	6	100
	B05 I have a choice in deciding how I do my work	20	55	15	8	3	100
Organisational objectives and purpose	Organisational objectives and purpose	16	57	18	8	2	100
	B06 I have a clear understanding of the MOD's / DE&S's purpose	19	59	14	6	2	100
	B07 I have a clear understanding of the MOD's / DE&S's objectives	13	54	21	9	2	100
	B08 I understand how my work contributes to the MOD's / DE&S's objectives	16	56	18	8	2	100
My manager	My manager	20	44	22	10	4	100
	B09 My manager motivates me to be more effective in my job	18	48	20	10	4	100
	B10 My manager is considerate of my life outside work	37	46	11	4	2	100
	B11 My manager is open to my ideas	31	51	11	4	2	100
	B12 My manager helps me to understand how I contribute to the MOD's / DE&S's objectives	13	43	30	11	3	100
	B13 Overall, I have confidence in the decisions made by my manager	25	48	16	7	4	100
	B14 My manager recognises when I have done my job well	26	50	15	7	3	100
	B15 I receive regular feedback on my performance	15	42	23	15	4	100
	B16 The feedback I receive helps me to improve my performance	14	40	30	11	4	100
	B17 I think that my performance is evaluated fairly	14	41	24	13	8	100
B18 Poor performance is dealt with effectively in my team	6	27	40	17	10	100	
My team	My team	23	51	16	7	2	100
	B19 The people in my team can be relied upon to help when things get difficult in my job	27	54	12	6	1	100
	B20 The people in my team work together to find ways to improve the service we provide	23	53	16	7	2	100
	B21 The people in my team are encouraged to come up with new and better ways of doing things	19	48	21	9	3	100

Learning and development	Learning and development		12	46	26	13	4	100
	B22	I am able to access the right learning and development opportunities when I need to	12	53	19	12	3	100
	B23	Learning and development activities I have completed in the past 12 months have helped to improve my performance	12	44	29	12	3	100
	B24	There are opportunities for me to develop my career in the MOD / DE&S	12	43	25	14	6	100
	B25	Learning and development activities I have completed while working for the MOD / DE&S are helping me to develop my career	12	42	29	12	4	100
Inclusion and fair treatment	Inclusion and fair treatment		20	53	17	7	3	100
	B26	I am treated fairly at work	23	57	12	6	3	100
	B27	I am treated with respect by the people I work with	25	59	10	4	2	100
	B28	I feel valued for the work I do	15	44	22	13	6	100
	B29	I think that the MOD / DE&S respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	16	52	23	5	3	100
Resources and workload	Resources and workload		12	52	18	13	5	100
	B30	In my job, I am clear what is expected of me	17	60	13	8	2	100
	B31	I get the information I need to do my job well	8	48	25	16	4	100
	B32	I have clear work objectives	13	55	19	11	3	100
	B33	I have the skills I need to do my job effectively	20	63	12	5	1	100
	B34	I have the tools I need to do my job effectively	7	40	22	23	9	100
	B35	I have an acceptable workload	5	47	20	19	10	100
	B36	I achieve a good balance between my work life and my private life	14	51	18	12	6	100
Pay and benefits	Pay and benefits		3	23	21	28	25	100
	B37	I feel that my pay adequately reflects my performance	3	24	20	29	25	100
	B38	I am satisfied with the total benefits package	3	27	24	26	20	100
	B39	Compared to people doing a similar job in other organisations I feel my pay is reasonable	3	18	20	30	30	100
Leadership and managing change	Leadership and managing change		2	28	36	22	11	100
	B40	I feel that the MOD / DE&S as a whole is managed well	1	25	36	26	11	100
	B41	Senior managers/leaders in the MOD / DE&S are sufficiently visible	4	35	27	23	11	100
	B42	I believe the actions of Senior managers/leaders are consistent with the MOD's / DE&S's values	3	31	45	13	8	100
	B43	I believe that the Defence Board has a clear vision for the future of the MOD / DE&S	3	28	41	17	10	100
	B44	Overall, I have confidence in the decisions made by the MOD's / DE&S Senior managers/leaders	2	25	39	21	12	100
	B45	I feel that change is managed well in the MOD / DE&S	1	15	32	34	18	100
	B46	When changes are made in the MOD / DE&S they are usually for the better	1	15	41	29	13	100
	B47	The MOD / DE&S keeps me informed about matters that affect me	4	48	30	13	6	100
	B48	I have the opportunity to contribute my views before decisions are made that affect me	2	25	32	27	14	100
	B49	I think it is safe to challenge the way things are done in the MOD / DE&S	3	35	35	18	9	100

Engagement	Engagement		5	26	40	21	9	100
	B50	I am proud when I tell others I am part of the MOD / DE&S	6	32	41	14	6	100
	B51	I would recommend the MOD / DE&S as a great place to work	6	31	37	19	8	100
	B52	I feel a strong personal attachment to the MOD / DE&S	5	25	36	24	10	100
	B53	The MOD / DE&S inspires me to do the best in my job	3	23	42	23	9	100
	B54	The MOD / DE&S motivates me to help it achieve its objectives	3	21	42	24	10	100
Taking action	Taking action		5	29	35	20	12	100
	B55	I believe that Senior managers/leaders in the MOD / DE&S will take action on the results from this survey	3	29	31	22	14	100
	B56	I believe that managers where I work will take action on the results from this survey	7	38	28	17	10	100
	B57	Where I work, I think effective action has been taken on the results of the last survey	4	20	45	19	12	100
Organisational culture	Organisational culture		17	52	20	8	3	100
	B58	I am trusted to carry out my job effectively	25	62	8	4	1	100
	B59	I believe I would be supported if I try a new idea, even if it may not work	14	54	21	9	2	100
	B60	My performance is evaluated based on whether I get things done, rather than solely follow processes	11	47	24	11	6	100
	B61	When I talk about the MOD / DE&S I say "we" rather than "they"	10	42	30	13	5	100
	B62	I have some really good friendships at work	22	52	19	5	2	100
Leadership statement	Leadership statement		10	37	34	13	6	100
	B63	My manager inspires my team to do our best	15	49	23	9	4	100
	B64	Senior managers/leaders inspire people across the MOD / DE&S to do their best	3	24	42	22	9	100
	B65	My manager leads our team with confidence	19	51	18	8	4	100
	B66	Senior managers/leaders lead the MOD / DE&S with confidence	5	33	40	15	7	100
	B67	My manager empowers me to do my job effectively	19	53	18	7	3	100
	B68	The MOD's / DE&S Senior managers/leaders empower teams to deliver	3	28	43	18	9	100
	B69	Senior managers/leaders in the MOD / DE&S actively role model the behaviours set out in the Civil Service Leadership Statement	3	22	53	14	9	100
	B70	My manager actively role models the behaviours set out in the Civil Service Leadership Statement	10	39	39	8	4	100

Further questions about working for the MOD	F01	My manager actively provides me with opportunities to develop my leadership skills	24	53	17	5	1	100
	F02	My manager delivers results by getting the best from everyone	3	28	42	18	10	100
	F03	Please only answer if you are a Civil Servant. The Performance Management Process motivates me to do a good job	17	58	18	5	2	100
	F04	Please only answer if you are a Civil Servant. My performance was assessed fairly and in line with the assessment guidance at the end of the reporting year	5	45	32	15	3	100
	F05	Please only answer if you are a Civil Servant. The level of engagement with my line management, throughout the reporting year, on my performance was satisfactory	2	22	19	30	26	100
	F06	In my Business Directorate / Front Line Command I have seen a positive change in the way most Senior Managers / Leaders lead	4	37	31	20	7	100
	F07	I believe the way we do things in my Business Directorate / Front Line Command has improved in the last 12 months	1	20	29	32	17	100
	F08	I want to leave my Business Directorate / Front Line Command in the next 12 months	9	51	24	11	5	100
	F09	I would recommend my Business Directorate / Front Line Command as a great place to work	2	24	41	23	10	100
	F10	Only answer this question if you are a line manager. As a line manager I feel adequately supported to deliver my responsibilities	2	19	33	30	17	100

Please note these figures have been rounded. Totals have been rounded separately and so may not equal the sum of their rounded parts.