



January 2018



**REFERENCE: 18FOI 3**

You requested the following information:

**Please provide a list of all facilities for Wales Office staff members to make written feedback or suggestions to senior management. As general examples, this answer could include (but would not be limited to) physical feedback systems like suggestion boxes, and electronic resources such as internal intranet forums (including 'rumour mills'), and dedicated feedback email addresses.**

We have handled your request under the Freedom of Information Act 2000.

**We consider our staff to be our greatest asset. We are fully committed to providing the means for each staff member to offer their views; to listening to what they have to say and to act on their suggestions. Staff are able to provide feedback and offer suggestions in the following ways:**

- **The Senior Leadership Team (SLT) engage in the 360-degree feedback scheme which allows staff working for them to leave honest feedback and comments anonymously.**
- **Wales Office staff participate in the annual Civil Service People Survey which allows them to offer their thoughts on a wide variety of departmental issues from leadership strategy to learning & development opportunities. The results of the survey are discussed by the whole office and SLT act to tackle the issues raised.**
- **The Wales Office has a robust whistleblowing policy and there are nominated whistleblowing officers that staff are aware of and can contact, including a designated member of the Wales Office Executive Board.**
- **As a small department staff are aware that they can write to the Director or any other member of the SLT with any feedback or suggestions that they might have.**