



Cabinet Office

Civil Service People Survey

Summary of main
department scores
2009 to 2019

January 2020

Civil Service People Survey 2009 to 2019: summary of organisational performance

- Highest organisation score each year
- Upper quartile of organisation scores each year
- Civil Service benchmark (median organisation score)
- Lower quartile of organisation scores each year
- Lowest organisational score each year

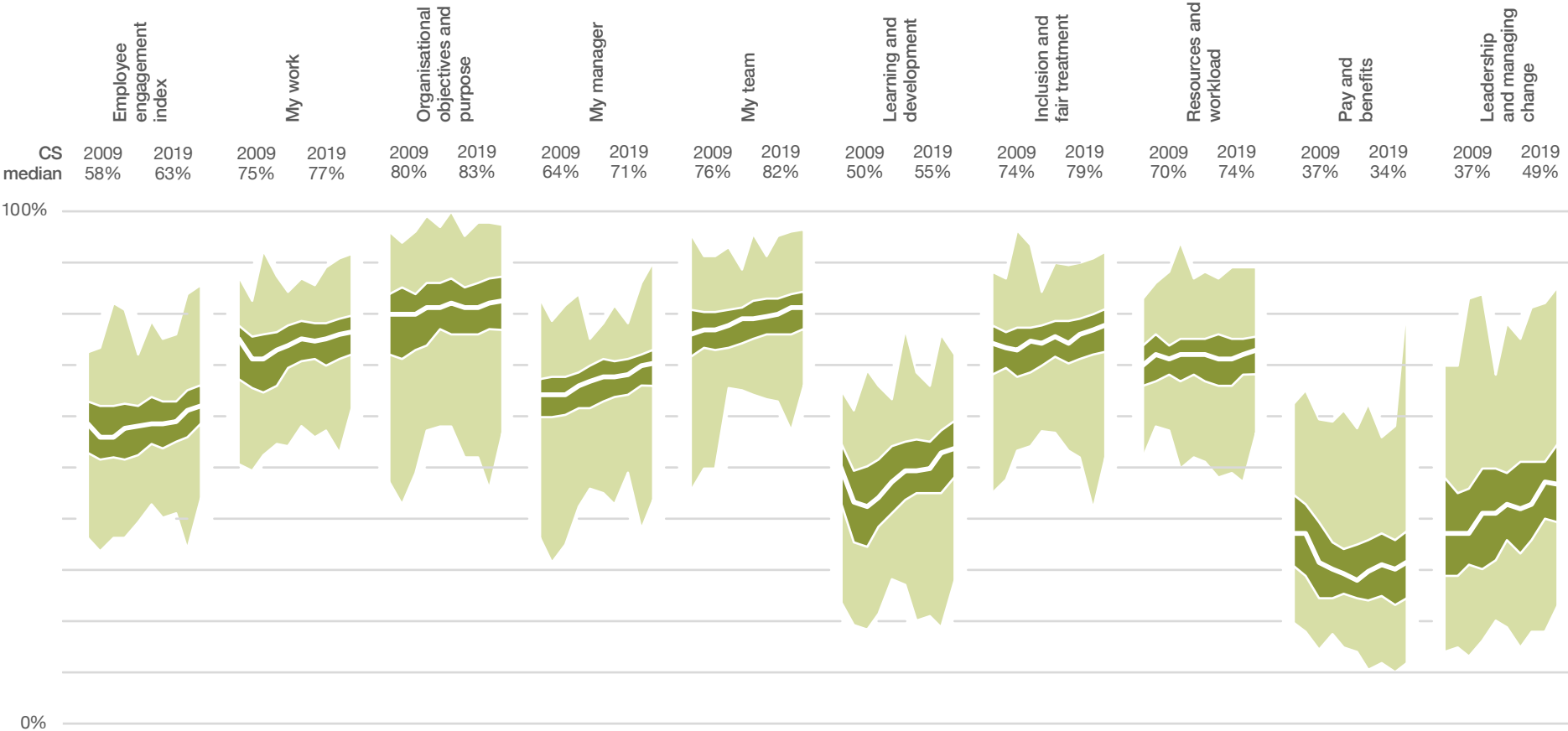
This report shows the engagement index and theme scores from the 2019 Civil Service People Survey.

Page 2 (current page) shows data for all Civil Service organisations that participated in the survey. The white line in the centre is the Civil Service benchmark (median organisation score).

Pages 3-20 show the engagement and theme scores for the 18 Whitehall departments.

On each page, the scores for the department in question are represented by a bold orange line, whilst the others appear as thin orange lines, to show its position among this group.

The Full Technical Guide, published as a separate document, contains further information on all participating organisations, the core questionnaire, and how the engagement index and theme scores are calculated.



Cabinet Office

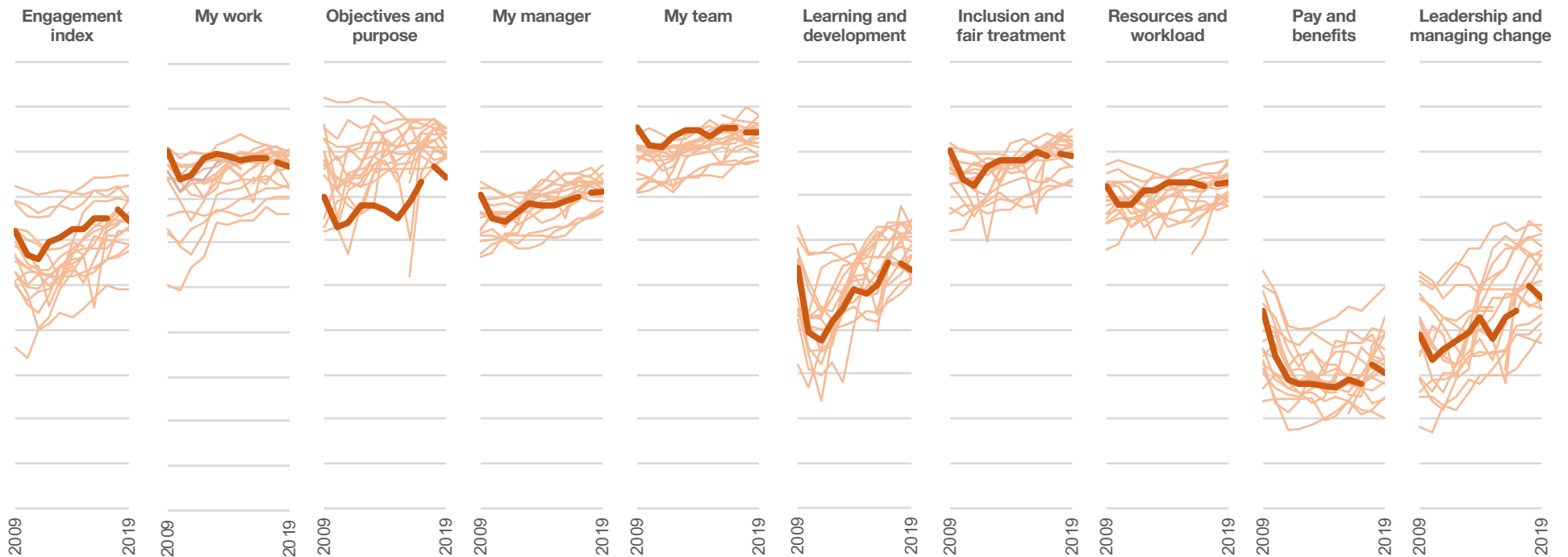
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	62%	57%	56%	60%	61%	62%	63%	65%	65%	66%	65%
My work	81%	74%	75%	79%	80%	80%	78%	79%	79%	78%	77%
Organisational objectives and purpose	70%	63%	64%	68%	68%	67%	65%	69%	73%	77%	74%
My manager	70%	65%	64%	67%	68%	68%	68%	69%	70%	71%	71%
My team	85%	81%	81%	83%	85%	85%	83%	85%	85%	84%	84%
Learning and development	54%	39%	38%	42%	44%	49%	48%	50%	55%	55%	53%
Inclusion and fair treatment	80%	73%	72%	77%	78%	78%	78%	80%	79%	79%	79%
Resources and workload	72%	68%	68%	71%	71%	73%	73%	73%	72%	73%	73%
Pay and benefits	44%	34%	29%	28%	28%	27%	27%	29%	28%	32%	30%
Leadership and managing change	39%	33%	35%	38%	39%	43%	38%	43%	44%	50%	47%
Response rate	86%	83%	93%	91%	95%	89%	86%	87%	89%	90%	90%

Data notes:

Data prior to 2018 excludes Civil Service HR, this is highlighted by the break in the trend-line and a vertical border in the table. See page 21 for further details about organisational coverage.

Chart notes:

Each chart shows trend lines for the main departments. Bold lines denote the organisation featured on this slide.

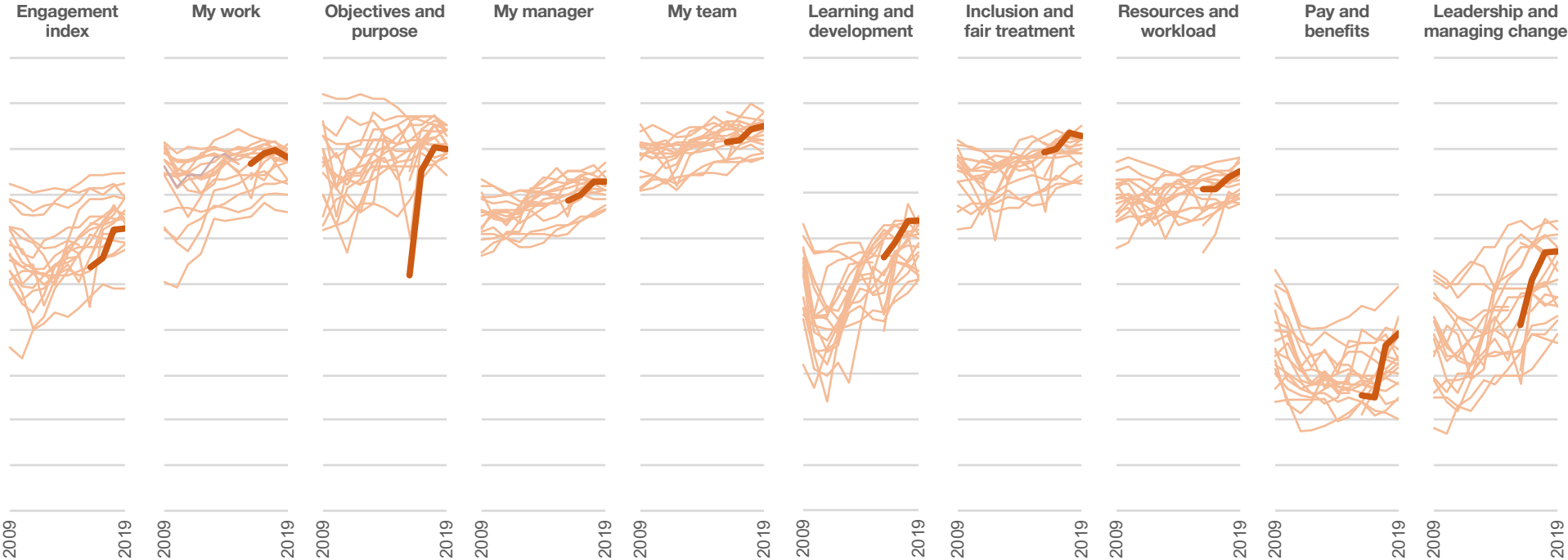


Department for Business, Energy & Industrial Strategy

	2016	2017	2018	2019
Employee engagement index	54%	56%	62%	62%
My work	77%	79%	80%	78%
Organisational objectives and purpose	52%	75%	80%	80%
My manager	69%	70%	73%	73%
My team	81%	82%	84%	85%
Learning and development	56%	59%	64%	64%
Inclusion and fair treatment	79%	80%	83%	83%
Resources and workload	71%	71%	74%	75%
Pay and benefits	26%	25%	37%	39%
Leadership and managing change	41%	51%	57%	57%
Response rate	86%	90%	95%	92%

Data notes:
BEIS was formed in 2016. See page 21 for further details about organisational coverage.

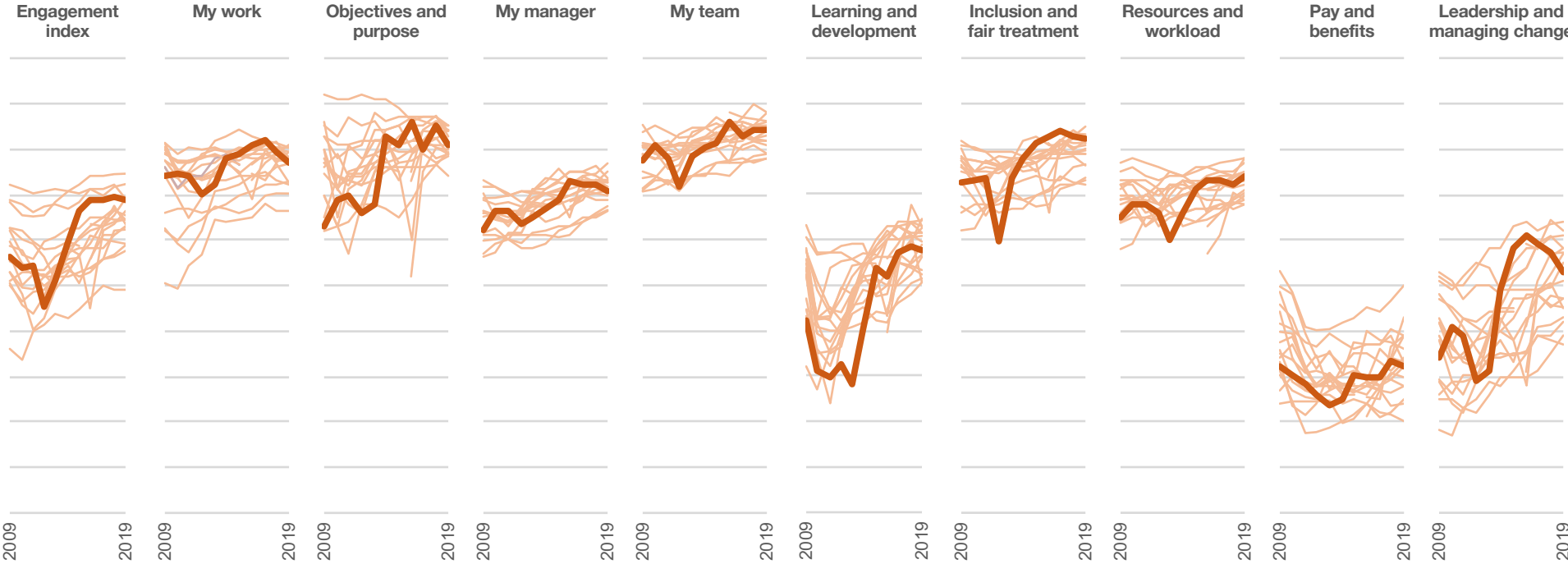
Chart notes:
Each chart shows trend lines for the main departments. Bold lines denote the organisation featured on this slide.



Department for Digital, Culture, Media and Sport

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	56%	54%	54%	45%	51%	60%	66%	69%	69%	70%	69%
My work	74%	75%	74%	70%	72%	78%	79%	81%	82%	79%	77%
Organisational objectives and purpose	63%	69%	70%	66%	68%	83%	81%	86%	80%	85%	81%
My manager	62%	66%	66%	63%	65%	67%	69%	73%	72%	72%	71%
My team	78%	81%	78%	72%	79%	80%	82%	86%	83%	84%	84%
Learning and development	42%	31%	30%	33%	28%	40%	54%	52%	57%	59%	58%
Inclusion and fair treatment	73%	73%	74%	60%	74%	78%	81%	83%	84%	83%	82%
Resources and workload	65%	68%	68%	66%	60%	66%	71%	73%	73%	72%	74%
Pay and benefits	32%	30%	28%	26%	24%	25%	30%	30%	30%	33%	32%
Leadership and managing change	34%	41%	39%	29%	31%	49%	58%	61%	59%	57%	53%
Response rate	91%	69%	67%	41%	66%	91%	96%	98%	98%	91%	97%

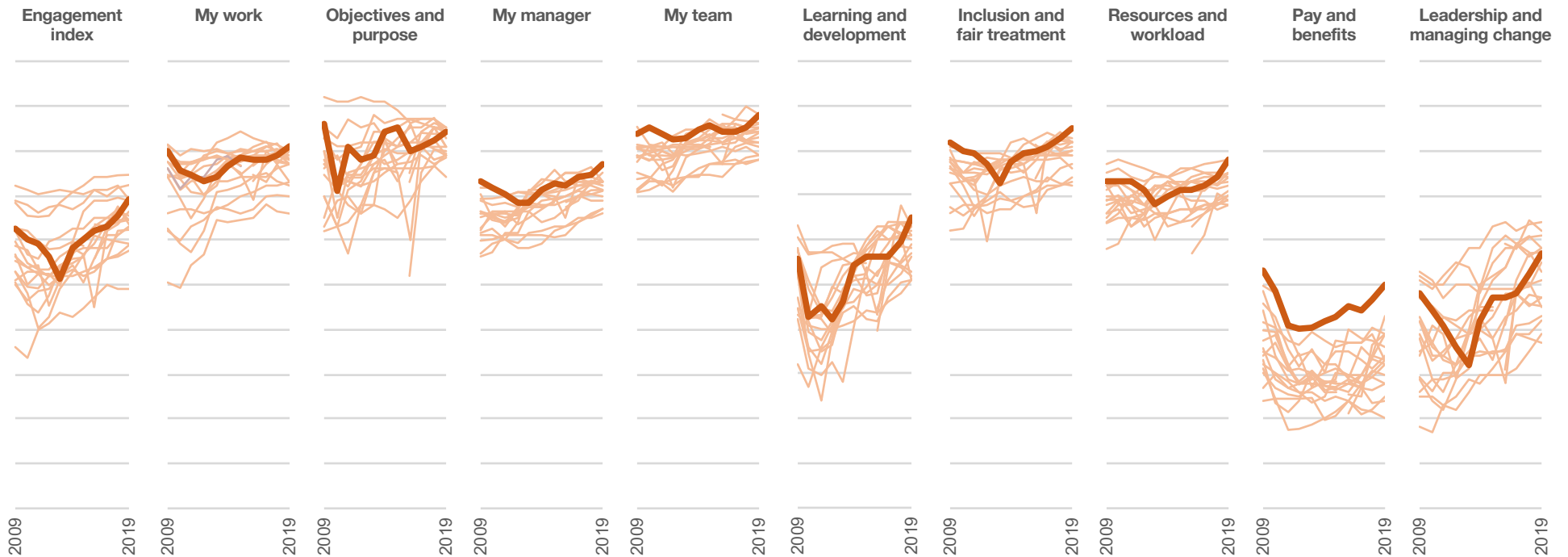
Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Department for Education

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	63%	60%	59%	56%	51%	58%	60%	62%	63%	65%	69%
My work	80%	76%	75%	73%	74%	77%	78%	78%	78%	79%	81%
Organisational objectives and purpose	86%	71%	81%	78%	79%	84%	85%	80%	81%	83%	84%
My manager	73%	72%	70%	69%	68%	71%	73%	72%	74%	75%	77%
My team	84%	85%	84%	83%	83%	85%	86%	84%	84%	85%	88%
Learning and development	56%	43%	45%	42%	46%	54%	56%	56%	56%	60%	65%
Inclusion and fair treatment	82%	80%	79%	77%	73%	77%	79%	80%	81%	83%	85%
Resources and workload	73%	73%	73%	71%	68%	70%	71%	71%	72%	74%	78%
Pay and benefits	53%	48%	41%	40%	41%	42%	43%	45%	44%	47%	50%
Leadership and managing change	48%	44%	41%	36%	32%	42%	47%	47%	48%	53%	57%
<i>Response rate</i>	82%	85%	89%	92%	91%	95%	88%	93%	88%	91%	91%

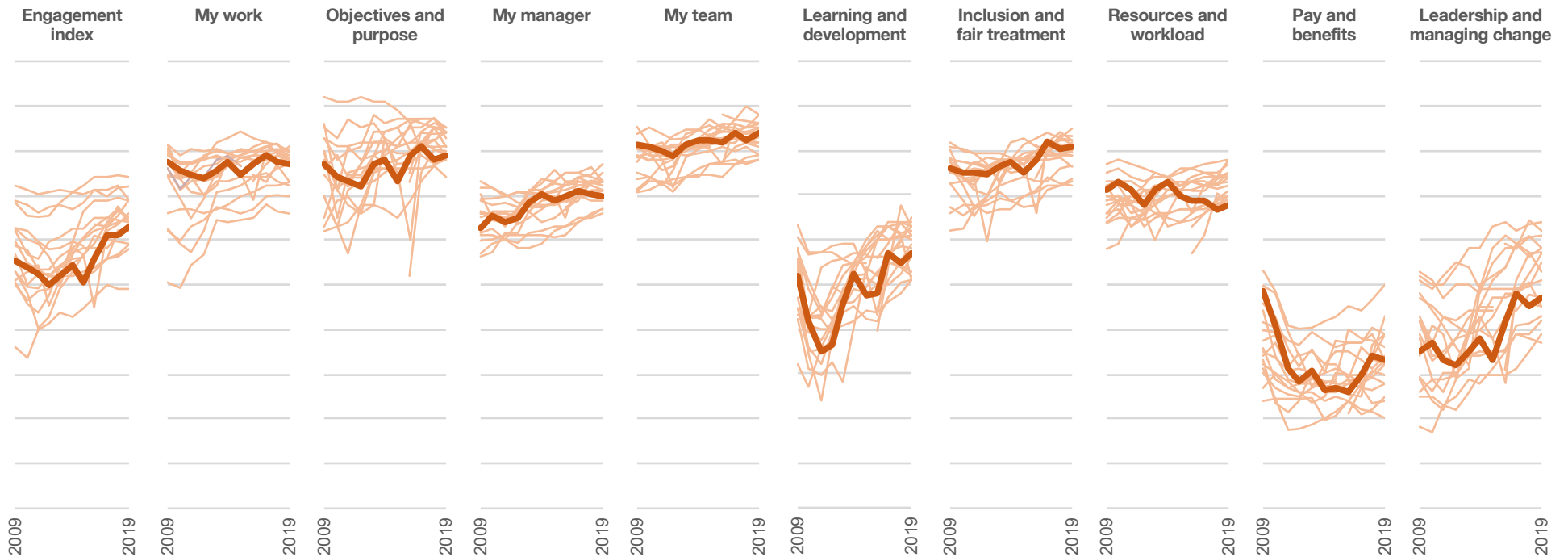
Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Department for Environment, Food and Rural Affairs

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	55%	54%	52%	50%	52%	54%	50%	56%	61%	61%	63%
My work	77%	75%	74%	74%	76%	77%	75%	77%	79%	77%	77%
Organisational objectives and purpose	77%	74%	73%	72%	77%	78%	73%	79%	81%	78%	79%
My manager	63%	65%	64%	65%	68%	70%	69%	70%	71%	70%	70%
My team	81%	81%	80%	79%	82%	82%	82%	82%	84%	83%	84%
Learning and development	52%	42%	35%	36%	45%	52%	47%	48%	57%	55%	57%
Inclusion and fair treatment	76%	75%	75%	75%	76%	77%	75%	78%	82%	80%	81%
Resources and workload	71%	73%	71%	68%	71%	73%	70%	69%	69%	67%	68%
Pay and benefits	49%	41%	31%	28%	31%	26%	27%	26%	30%	34%	33%
Leadership and managing change	35%	37%	33%	32%	35%	38%	33%	42%	48%	45%	47%
Response rate	74%	79%	78%	68%	87%	87%	84%	89%	85%	72%	76%

Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.

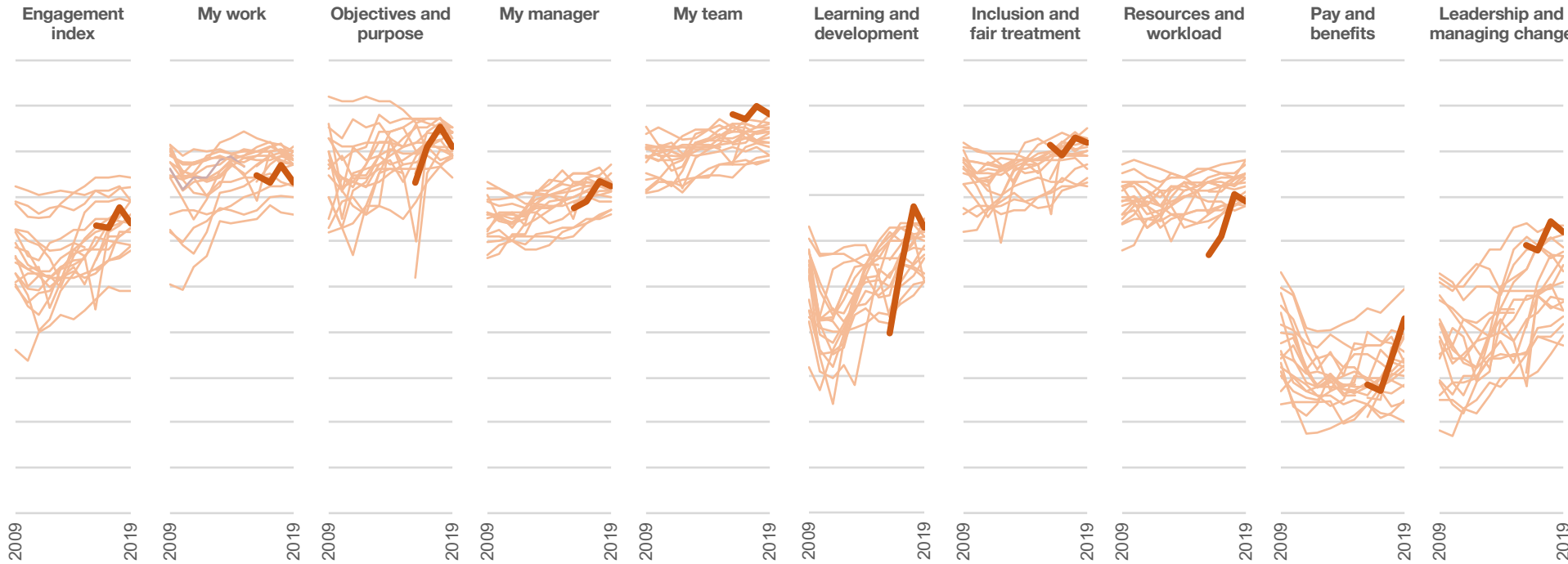


Department for Exiting the European Union

Data notes:
 DExEU was formed in 2016. See page 21 for further details about organisational coverage.

Chart notes:
 Each chart shows trend lines for the main departments. Bold lines denote the organisation featured on this slide.

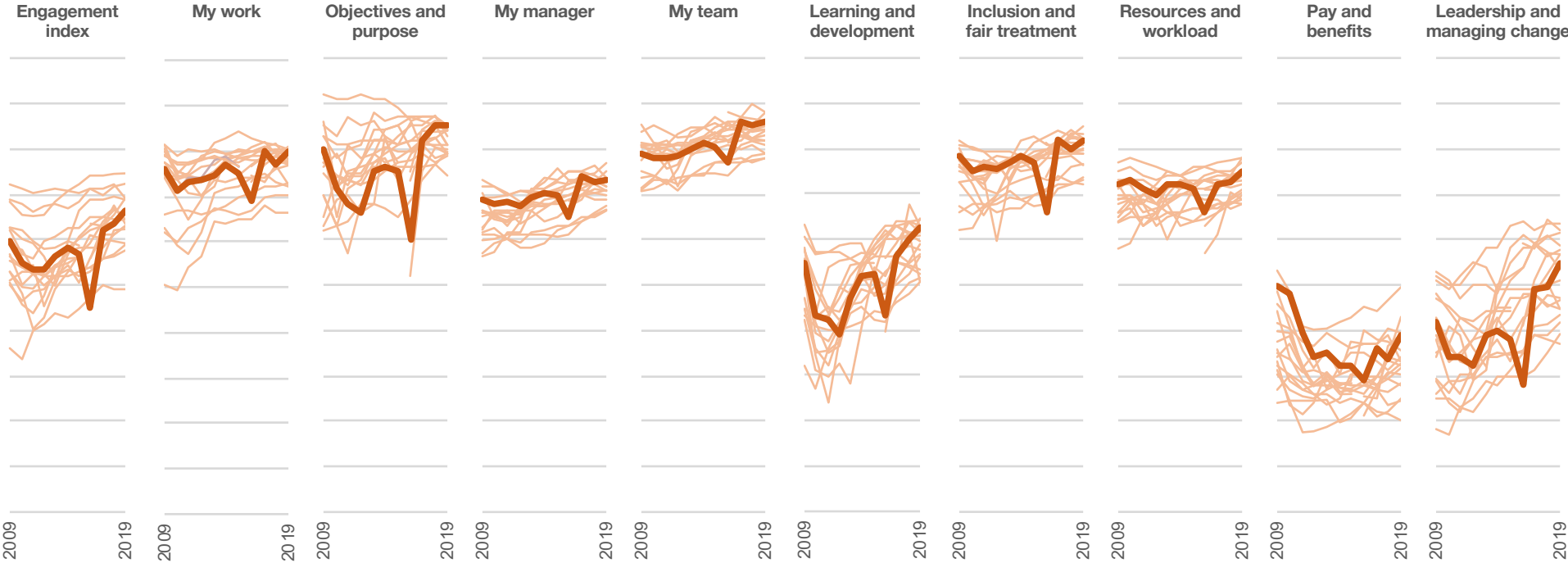
	2016	2017	2018	2019
Employee engagement index	64%	63%	68%	64%
My work	74%	73%	77%	73%
Organisational objectives and purpose	73%	81%	85%	81%
My manager	67%	69%	73%	72%
My team	88%	87%	90%	88%
Learning and development	40%	54%	68%	63%
Inclusion and fair treatment	81%	79%	83%	82%
Resources and workload	57%	61%	70%	69%
Pay and benefits	28%	27%	34%	43%
Leadership and managing change	59%	58%	64%	62%
<i>Response rate</i>	85%	94%	92%	93%



Department of Health and Social Care

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	60%	55%	53%	53%	57%	58%	57%	45%	62%	63%	66%
My work	76%	71%	73%	74%	75%	77%	75%	69%	80%	77%	80%
Organisational objectives and purpose	80%	71%	68%	66%	75%	76%	75%	60%	82%	85%	85%
My manager	69%	68%	68%	67%	69%	71%	70%	65%	74%	73%	73%
My team	79%	78%	78%	78%	80%	81%	80%	77%	86%	85%	86%
Learning and development	55%	43%	42%	39%	47%	52%	53%	43%	56%	60%	63%
Inclusion and fair treatment	78%	75%	76%	76%	77%	78%	77%	66%	82%	80%	82%
Resources and workload	72%	73%	71%	70%	72%	72%	71%	66%	72%	73%	75%
Pay and benefits	50%	48%	40%	34%	35%	32%	32%	29%	36%	33%	39%
Leadership and managing change	42%	34%	34%	32%	39%	40%	38%	28%	49%	50%	55%
<i>Response rate</i>	<i>79%</i>	<i>67%</i>	<i>73%</i>	<i>75%</i>	<i>70%</i>	<i>69%</i>	<i>80%</i>	<i>67%</i>	<i>78%</i>	<i>77%</i>	<i>87%</i>

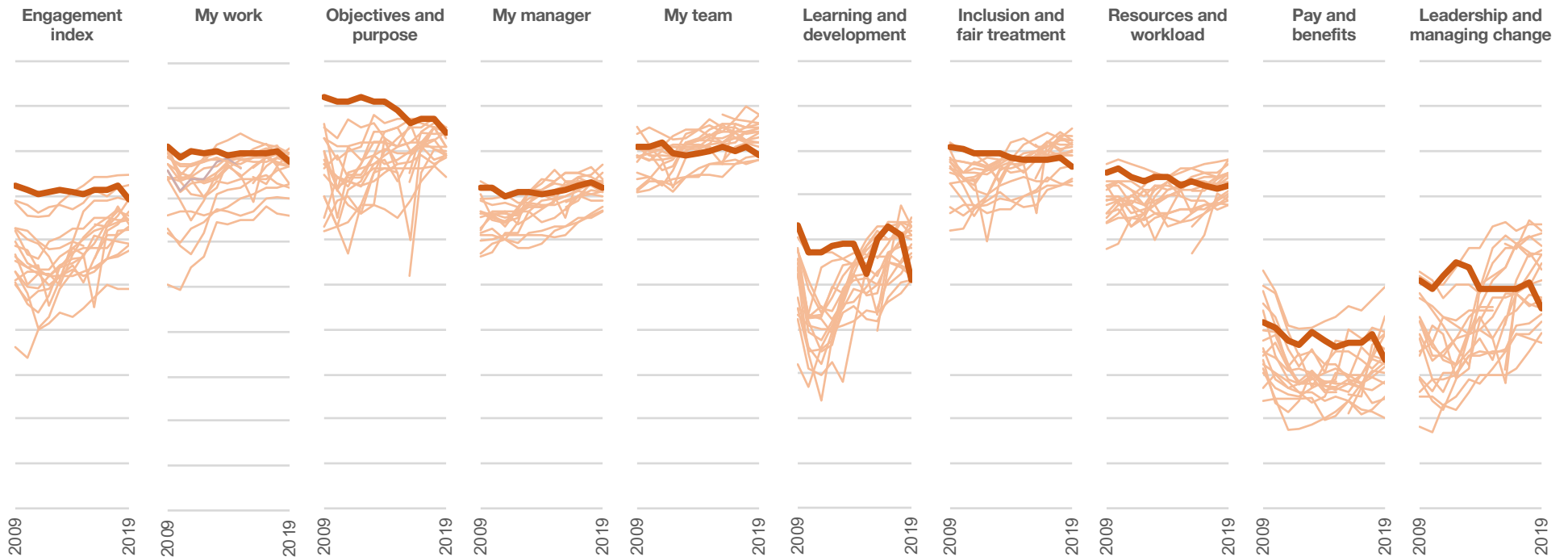
Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Department for International Development

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	72%	71%	70%	71%	71%	71%	70%	71%	71%	72%	69%
My work	81%	79%	80%	80%	80%	79%	80%	80%	80%	80%	78%
Organisational objectives and purpose	92%	91%	91%	92%	91%	91%	89%	86%	87%	87%	84%
My manager	72%	72%	70%	71%	71%	70%	71%	71%	72%	73%	72%
My team	81%	81%	82%	80%	79%	79%	80%	81%	80%	81%	79%
Learning and development	63%	57%	57%	59%	59%	59%	52%	60%	63%	61%	51%
Inclusion and fair treatment	81%	80%	79%	79%	79%	78%	78%	78%	78%	78%	76%
Resources and workload	75%	76%	74%	73%	74%	74%	72%	73%	72%	71%	72%
Pay and benefits	42%	40%	38%	36%	40%	38%	36%	37%	37%	39%	33%
Leadership and managing change	51%	49%	52%	55%	54%	49%	49%	49%	49%	51%	45%
<i>Response rate</i>	86%	89%	89%	89%	88%	81%	85%	88%	85%	85%	82%

Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Department for International Trade

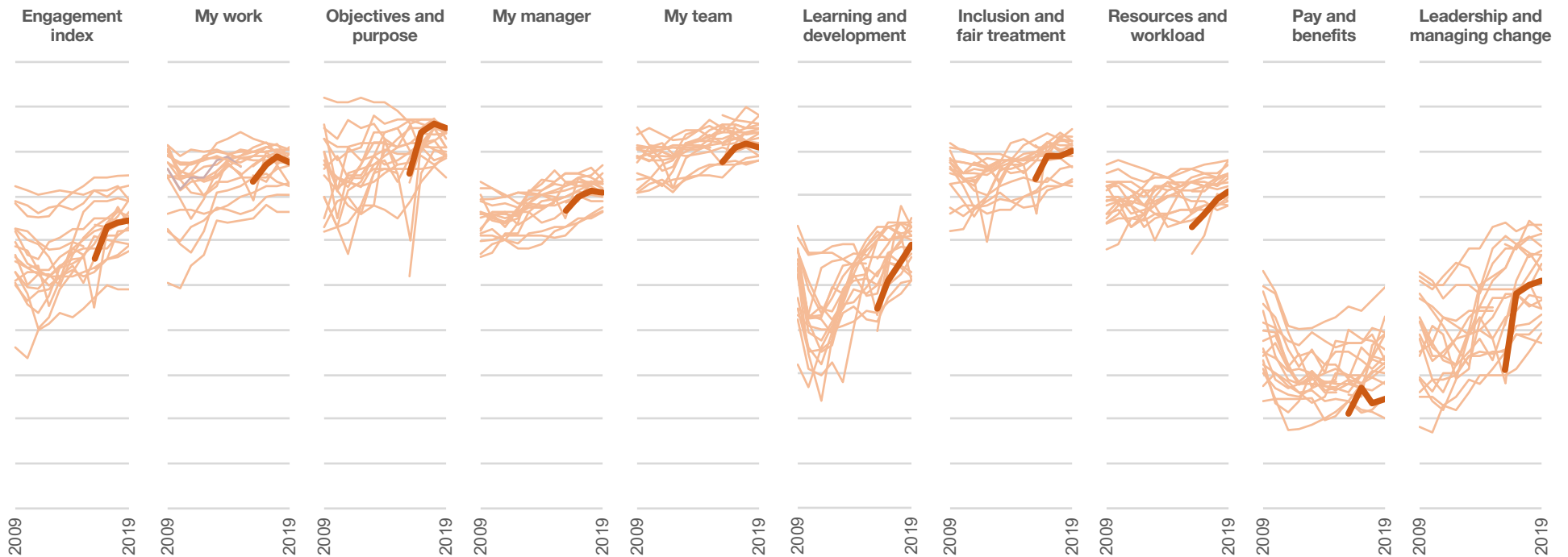
	2016	2017	2018	2019
Employee engagement index	56%	63%	64%	65%
My work	73%	77%	79%	78%
Organisational objectives and purpose	75%	84%	86%	85%
My manager	67%	70%	71%	71%
My team	78%	81%	82%	81%
Learning and development	45%	51%	55%	59%
Inclusion and fair treatment	74%	79%	79%	80%
Resources and workload	63%	66%	69%	71%
Pay and benefits	21%	27%	24%	24%
Leadership and managing change	31%	48%	50%	51%
Response rate	83%	87%	89%	93%

Data notes:

DIT was formed in 2016 See page 21 for further details about organisational coverage.

Chart notes:

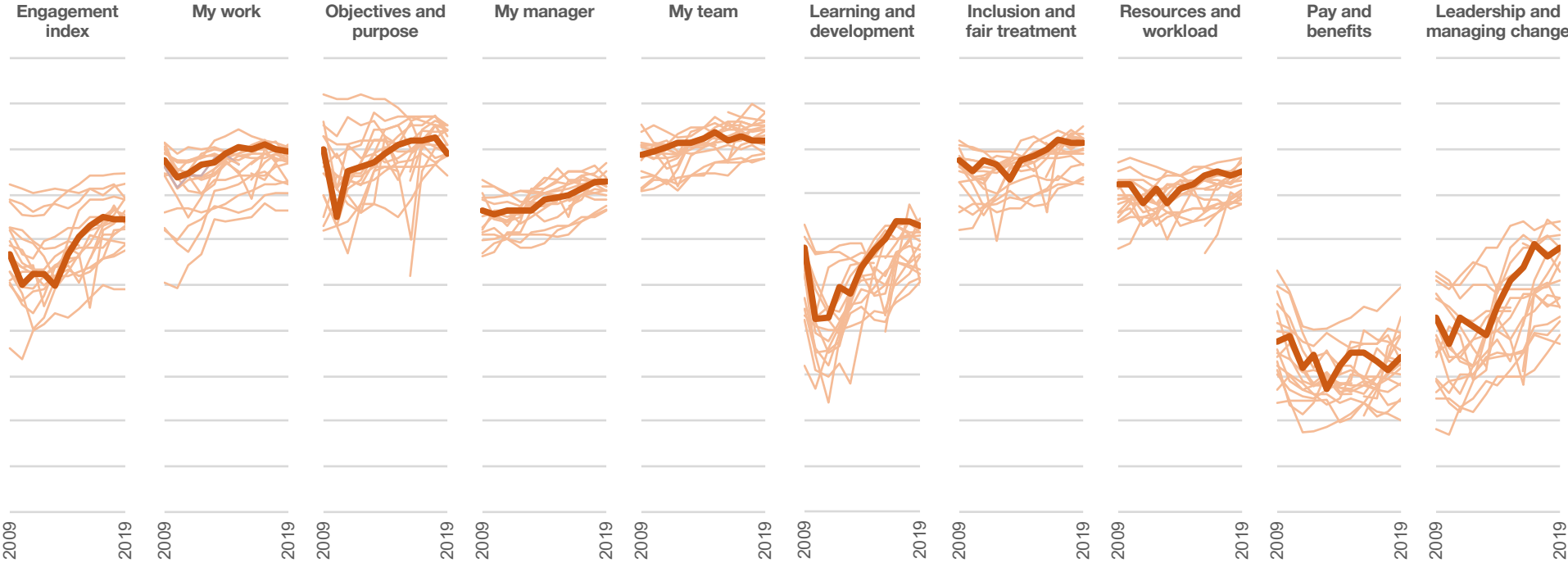
Each chart shows trend lines for the main departments. Bold lines denote the organisation featured on this slide.



Department for Transport

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	57%	50%	52%	53%	50%	57%	61%	63%	65%	64%	64%
My work	77%	74%	75%	76%	77%	79%	80%	80%	81%	80%	79%
Organisational objectives and purpose	80%	65%	75%	76%	77%	79%	81%	82%	82%	83%	79%
My manager	66%	66%	67%	67%	66%	69%	69%	70%	71%	72%	73%
My team	79%	80%	81%	82%	81%	82%	84%	82%	83%	82%	82%
Learning and development	58%	42%	43%	49%	48%	54%	58%	60%	64%	64%	63%
Inclusion and fair treatment	78%	75%	78%	77%	73%	77%	79%	80%	82%	81%	82%
Resources and workload	72%	72%	68%	71%	68%	71%	72%	74%	75%	74%	75%
Pay and benefits	38%	39%	32%	35%	27%	32%	35%	35%	33%	31%	34%
Leadership and managing change	43%	37%	43%	41%	39%	45%	51%	54%	59%	56%	58%
<i>Response rate</i>	<i>89%</i>	<i>80%</i>	<i>88%</i>	<i>88%</i>	<i>78%</i>	<i>80%</i>	<i>83%</i>	<i>85%</i>	<i>89%</i>	<i>94%</i>	<i>92%</i>

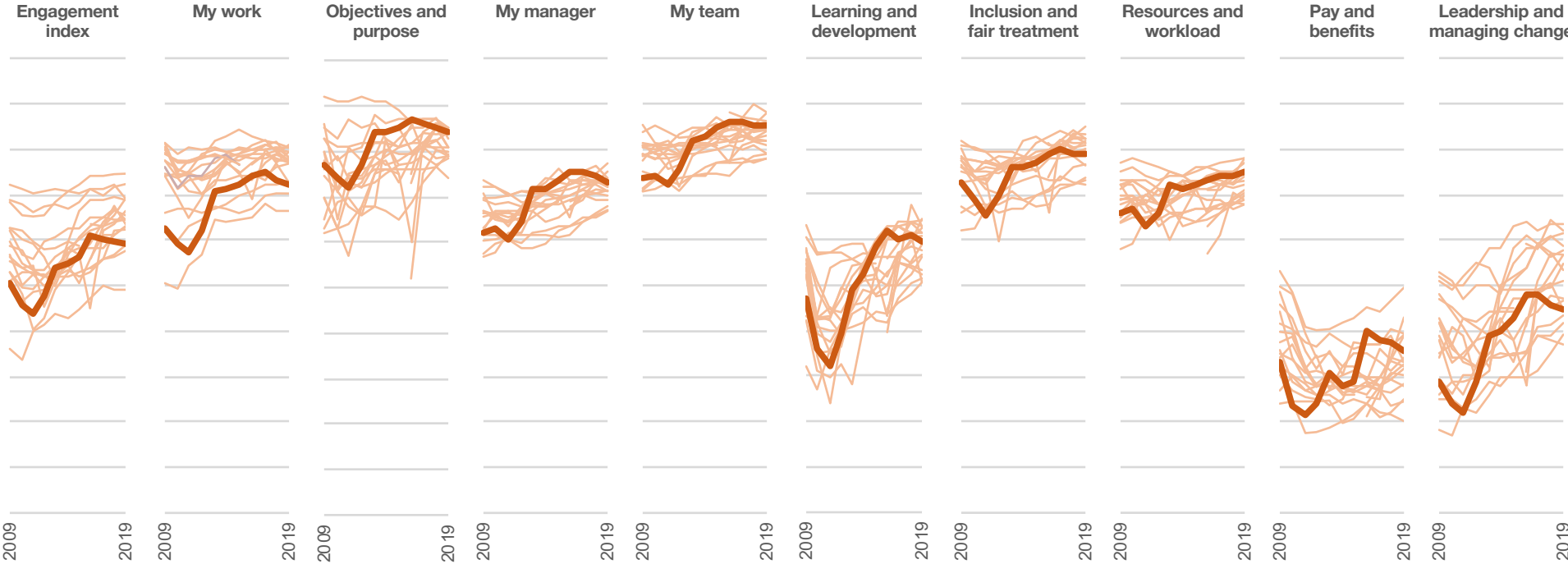
Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Department for Work and Pensions

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	51%	46%	44%	48%	54%	55%	56%	61%	60%	59%	59%
My work	63%	59%	57%	62%	71%	71%	72%	74%	75%	73%	72%
Organisational objectives and purpose	77%	74%	72%	77%	84%	84%	85%	87%	86%	85%	84%
My manager	62%	63%	60%	64%	71%	71%	73%	75%	75%	74%	73%
My team	74%	74%	72%	76%	82%	83%	85%	86%	86%	85%	85%
Learning and development	47%	36%	32%	39%	49%	53%	59%	62%	60%	61%	60%
Inclusion and fair treatment	73%	69%	65%	70%	76%	76%	77%	79%	80%	79%	79%
Resources and workload	66%	67%	63%	66%	72%	71%	72%	73%	74%	74%	75%
Pay and benefits	33%	24%	22%	24%	31%	28%	29%	40%	38%	37%	36%
Leadership and managing change	29%	24%	22%	29%	39%	40%	43%	48%	48%	46%	45%
Response rate	68%	67%	65%	66%	62%	60%	73%	68%	69%	68%	67%

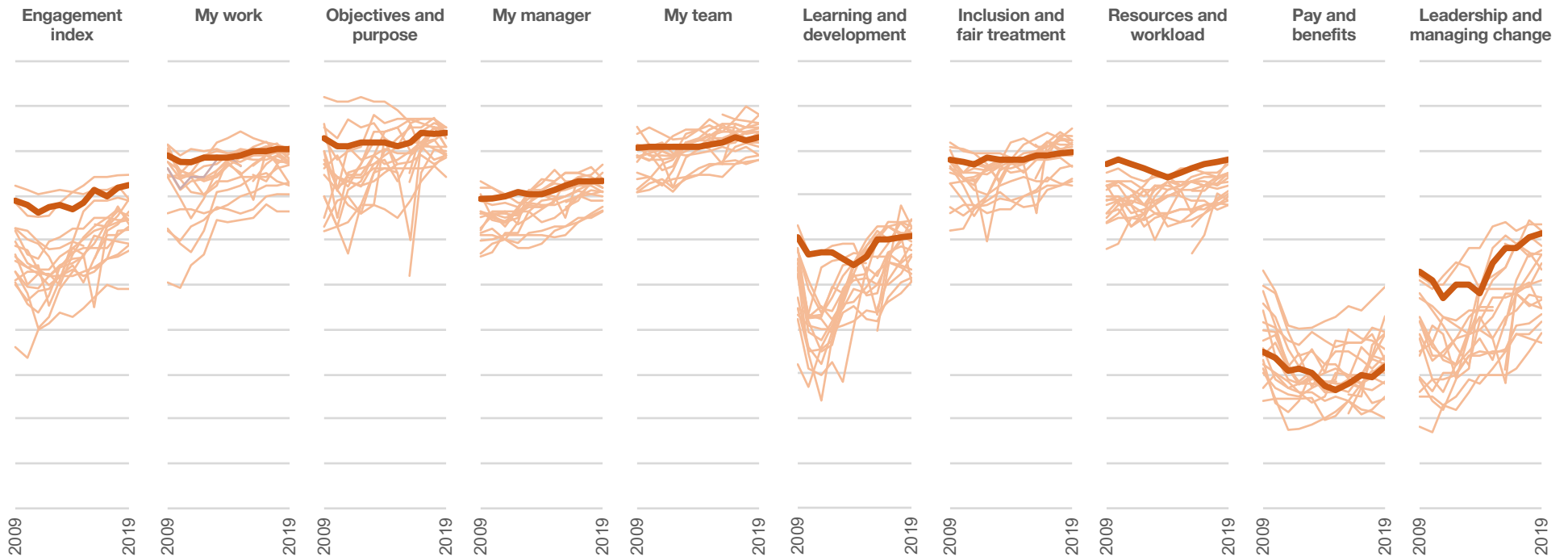
Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Foreign and Commonwealth Office

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	69%	68%	66%	67%	68%	67%	68%	71%	70%	72%	72%
My work	79%	77%	77%	79%	79%	79%	79%	80%	80%	80%	80%
Organisational objectives and purpose	83%	81%	81%	82%	82%	82%	81%	82%	84%	84%	84%
My manager	69%	69%	70%	71%	70%	70%	71%	72%	73%	73%	73%
My team	81%	81%	81%	81%	81%	81%	81%	82%	83%	82%	83%
Learning and development	61%	57%	57%	57%	56%	54%	56%	60%	60%	61%	61%
Inclusion and fair treatment	78%	78%	77%	78%	78%	78%	78%	79%	79%	79%	80%
Resources and workload	77%	78%	77%	76%	75%	74%	75%	76%	77%	77%	78%
Pay and benefits	35%	33%	31%	31%	30%	27%	26%	28%	30%	29%	32%
Leadership and managing change	53%	51%	47%	50%	50%	48%	55%	58%	58%	60%	61%
<i>Response rate</i>	85%	88%	89%	91%	90%	86%	79%	84%	86%	87%	85%

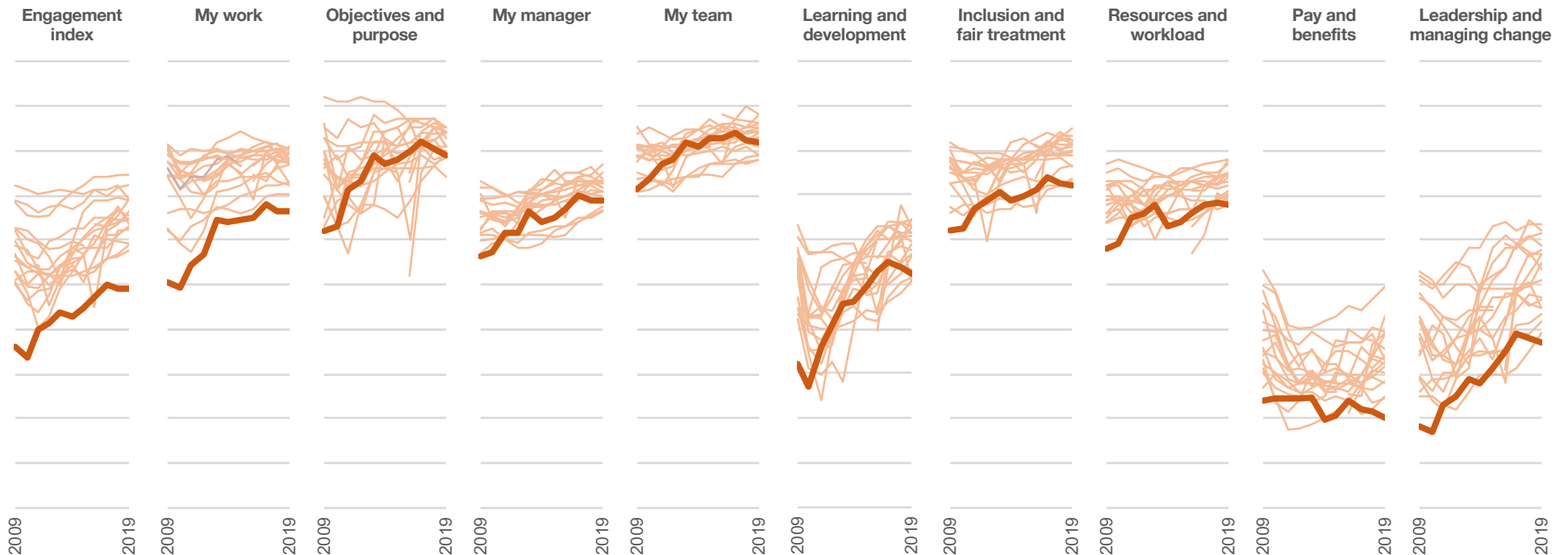
Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



HM Revenue & Customs

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	36%	34%	40%	41%	44%	43%	45%	47%	50%	49%	49%
My work	51%	49%	54%	57%	65%	64%	65%	65%	68%	67%	66%
Organisational objectives and purpose	62%	63%	71%	73%	79%	77%	78%	80%	82%	80%	79%
My manager	56%	57%	61%	62%	66%	64%	65%	67%	70%	69%	69%
My team	71%	74%	77%	78%	82%	81%	83%	83%	84%	82%	82%
Learning and development	32%	27%	36%	41%	45%	46%	50%	53%	55%	54%	52%
Inclusion and fair treatment	62%	62%	67%	69%	71%	69%	70%	71%	74%	73%	72%
Resources and workload	58%	59%	65%	66%	68%	63%	64%	66%	68%	68%	68%
Pay and benefits	24%	24%	25%	24%	25%	20%	21%	24%	22%	22%	20%
Leadership and managing change	18%	17%	23%	25%	29%	28%	31%	35%	39%	38%	37%
<i>Response rate</i>	64%	69%	52%	60%	43%	53%	65%	69%	67%	64%	60%

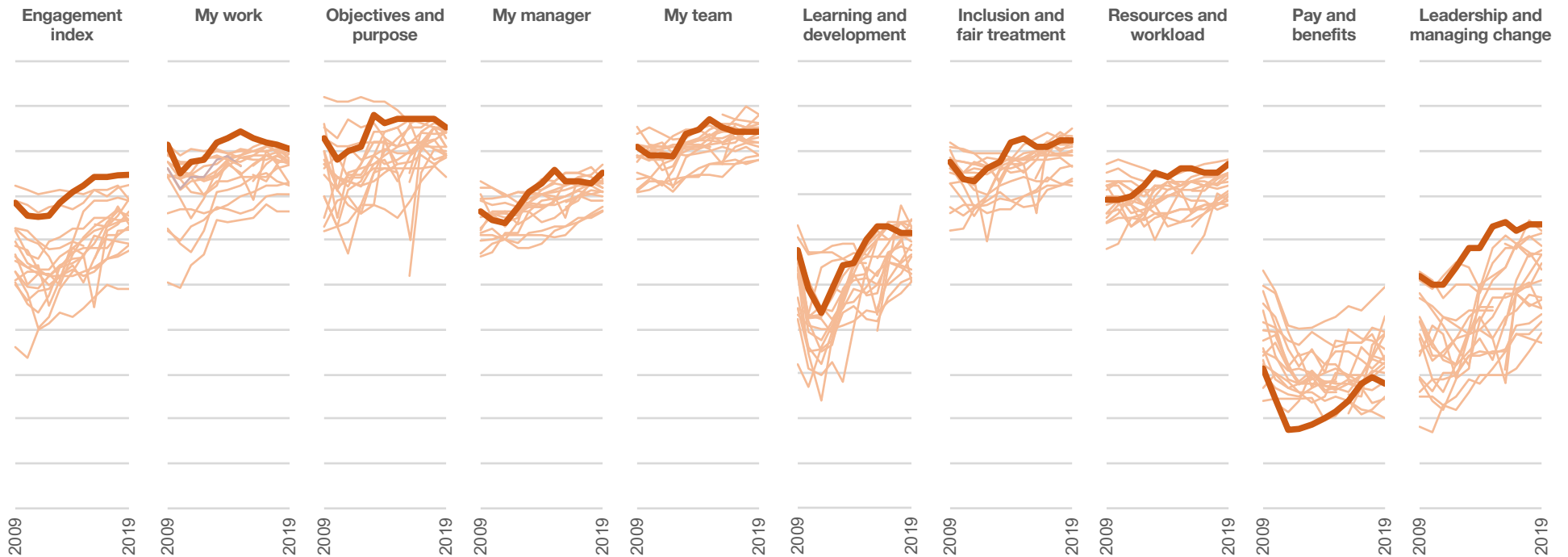
Chart notes:
Each chart shows trend lines for the main departments.
Bold lines denote the organisation featured on this slide.



HM Treasury

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	69%	65%	65%	66%	68%	71%	72%	74%	74%	75%	74%
My work	81%	75%	78%	78%	82%	83%	84%	83%	82%	81%	80%
Organisational objectives and purpose	83%	78%	80%	81%	88%	86%	87%	87%	87%	87%	85%
My manager	67%	65%	64%	67%	71%	73%	76%	73%	73%	73%	75%
My team	81%	79%	79%	79%	84%	85%	87%	85%	84%	84%	84%
Learning and development	57%	49%	44%	49%	54%	55%	60%	63%	63%	61%	62%
Inclusion and fair treatment	77%	74%	73%	76%	77%	82%	83%	81%	81%	82%	82%
Resources and workload	69%	69%	70%	72%	75%	74%	76%	76%	75%	75%	77%
Pay and benefits	31%	24%	18%	18%	19%	20%	22%	24%	28%	29%	28%
Leadership and managing change	52%	50%	50%	54%	58%	58%	63%	64%	62%	63%	64%
<i>Response rate</i>	85%	81%	85%	89%	89%	89%	90%	93%	94%	98%	98%

Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Home Office

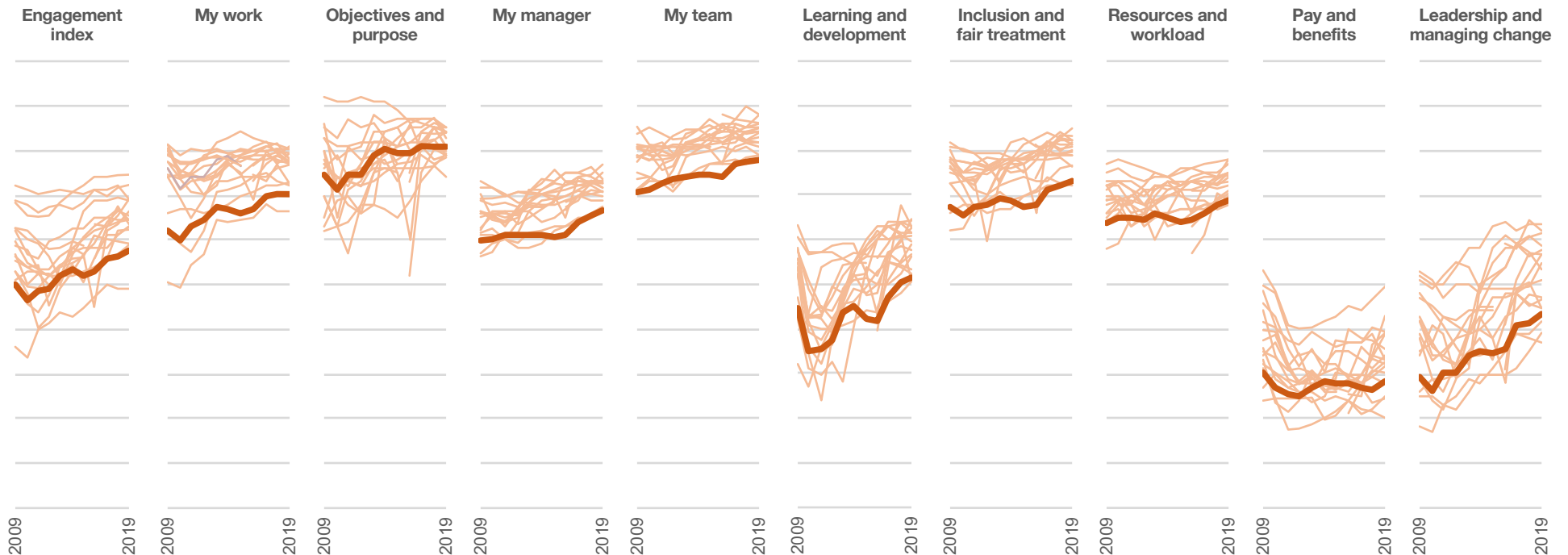
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	50%	47%	49%	49%	52%	53%	52%	53%	56%	56%	58%
My work	62%	60%	63%	64%	67%	67%	66%	67%	70%	70%	70%
Organisational objectives and purpose	75%	71%	75%	75%	79%	80%	79%	80%	81%	81%	81%
My manager	60%	60%	61%	61%	61%	61%	61%	61%	64%	65%	67%
My team	71%	71%	72%	73%	74%	74%	75%	74%	77%	77%	78%
Learning and development	45%	35%	35%	37%	44%	45%	42%	42%	47%	50%	51%
Inclusion and fair treatment	67%	65%	67%	68%	69%	69%	68%	68%	71%	72%	73%
Resources and workload	64%	65%	65%	65%	66%	65%	64%	64%	66%	68%	69%
Pay and benefits	30%	27%	26%	25%	27%	28%	28%	28%	27%	26%	28%
Leadership and managing change	29%	26%	30%	30%	34%	35%	35%	36%	41%	42%	43%
Response rate	69%	53%	47%	47%	51%	51%	51%	53%	58%	60%	60%

Data notes:

The Home Office conducts five separate surveys across its organisation, as a legacy of machinery of government changes. The results on this page are the combined results from these five surveys. See page 21 for further details about organisational coverage.

Chart notes:

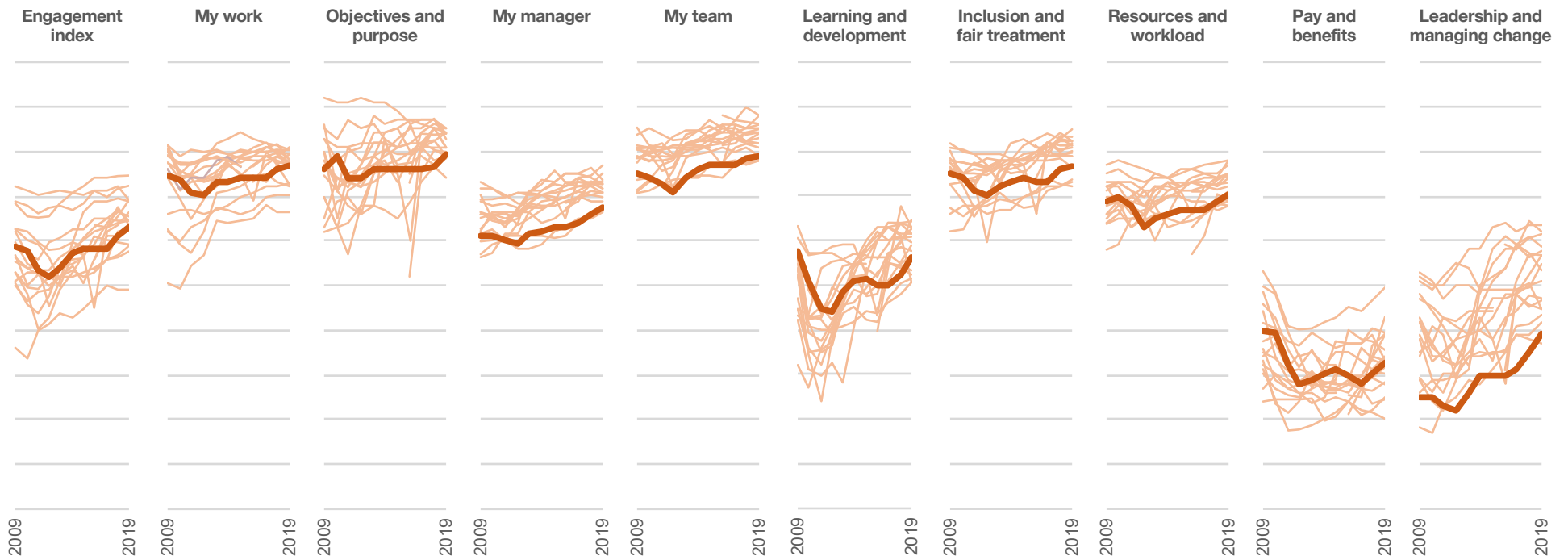
Each chart shows trend lines for the main departments. Bold lines denote the organisation featured on this slide.



Ministry of Defence

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	59%	58%	53%	52%	54%	57%	58%	58%	58%	61%	63%
My work	75%	74%	71%	70%	73%	73%	74%	74%	74%	76%	77%
Organisational objectives and purpose	76%	79%	74%	74%	76%	76%	76%	76%	76%	76%	79%
My manager	61%	61%	60%	59%	61%	62%	63%	63%	64%	66%	67%
My team	75%	74%	72%	71%	74%	76%	77%	77%	77%	78%	79%
Learning and development	58%	51%	45%	44%	49%	51%	52%	50%	50%	52%	56%
Inclusion and fair treatment	75%	74%	71%	70%	72%	73%	74%	73%	73%	76%	77%
Resources and workload	69%	70%	68%	63%	65%	66%	67%	67%	67%	69%	70%
Pay and benefits	40%	39%	32%	28%	29%	30%	31%	30%	28%	30%	33%
Leadership and managing change	25%	25%	23%	22%	26%	30%	30%	30%	31%	35%	39%
<i>Response rate</i>	49%	43%	44%	37%	50%	51%	55%	59%	60%	62%	67%

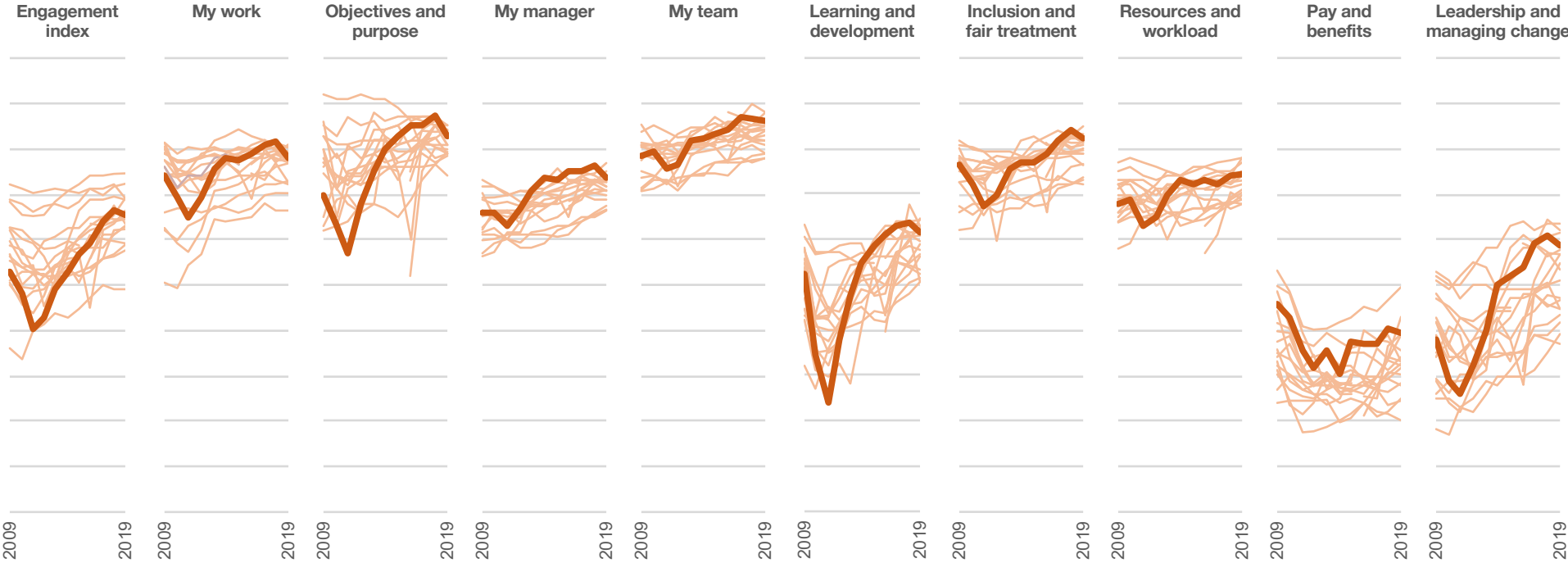
Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Ministry of Housing, Communities & Local Government

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	53%	48%	40%	43%	49%	53%	57%	59%	64%	66%	65%
My work	74%	69%	65%	70%	76%	78%	77%	79%	81%	82%	78%
Organisational objectives and purpose	70%	63%	57%	68%	75%	80%	83%	85%	85%	87%	83%
My manager	66%	66%	63%	67%	71%	73%	73%	75%	75%	76%	73%
My team	79%	79%	76%	76%	82%	82%	83%	84%	87%	87%	86%
Learning and development	52%	35%	24%	38%	47%	55%	58%	61%	63%	64%	61%
Inclusion and fair treatment	76%	72%	67%	70%	76%	77%	77%	79%	82%	84%	82%
Resources and workload	68%	69%	63%	65%	70%	73%	72%	73%	72%	74%	74%
Pay and benefits	46%	43%	35%	32%	36%	30%	38%	37%	37%	40%	39%
Leadership and managing change	38%	29%	26%	32%	40%	50%	52%	54%	59%	61%	58%
<i>Response rate</i>	73%	81%	76%	77%	78%	77%	82%	82%	90%	94%	97%

Chart notes:
 Each chart shows trend lines for the main departments.
 Bold lines denote the organisation featured on this slide.



Ministry of Justice Group

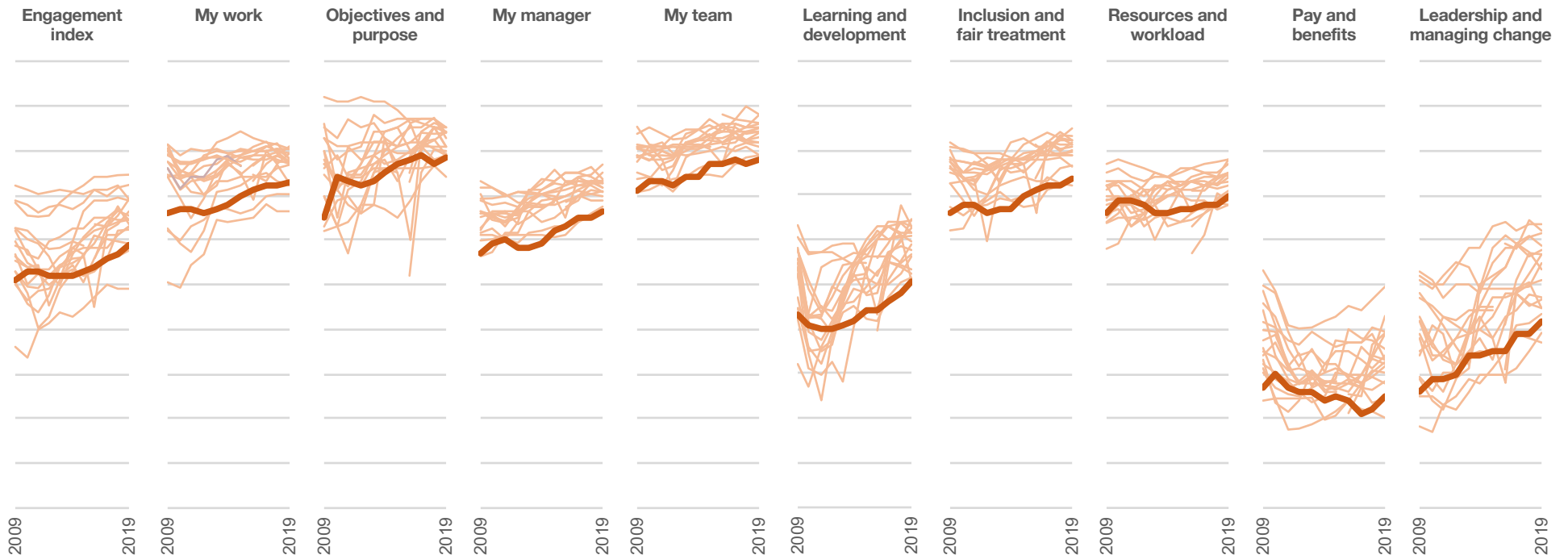
Data notes:

The results on this page show the combined results of the Ministry of Justice and its agencies. See page 21 for further details about organisational coverage.

Chart notes:

Each chart shows trend lines for the main departments. Bold lines denote the organisation featured on this slide.

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employee engagement index	51%	53%	53%	52%	52%	52%	53%	54%	56%	57%	59%
My work	66%	67%	67%	66%	67%	68%	70%	71%	72%	72%	73%
Organisational objectives and purpose	65%	74%	73%	72%	73%	75%	77%	78%	79%	77%	78%
My manager	57%	59%	60%	58%	58%	59%	62%	63%	65%	65%	66%
My team	71%	73%	73%	72%	74%	74%	77%	77%	78%	77%	78%
Learning and development	43%	41%	40%	40%	41%	42%	44%	44%	46%	48%	51%
Inclusion and fair treatment	66%	68%	68%	66%	67%	67%	70%	71%	72%	72%	74%
Resources and workload	66%	69%	69%	68%	66%	66%	67%	67%	68%	68%	70%
Pay and benefits	27%	30%	27%	26%	26%	24%	25%	24%	21%	22%	25%
Leadership and managing change	26%	29%	29%	30%	34%	34%	35%	35%	39%	39%	42%
<i>Response rate</i>	<i>60%</i>	<i>47%</i>	<i>55%</i>	<i>62%</i>	<i>54%</i>	<i>56%</i>	<i>51%</i>	<i>46%</i>	<i>48%</i>	<i>49%</i>	<i>49%</i>



Notes on organisation coverage

The Civil Service People Survey runs in over 100 government departments and agencies each year. Typically departments and their respective agencies complete separate surveys. The figures in this report provide the result for the central department excluding their agencies, except for the Ministry of Justice and the Home Office where operational agencies/directorates are included.

You can download the results for all participating organisations from 2009 onwards from GOV.UK: <https://www.gov.uk/government/collections/civil-service-people-survey-hub>

Over time machinery of government changes have changed the composition of civil service organisations. Unless otherwise stated no adjustments have been made to account for these changes.

Cabinet Office

Prior to 2019 Civil Service HR participated separately from the Cabinet Office. The scores for Cabinet Office in 2018 have been amended to include Civil Service HR to provide valid trend comparison with the 2019 figures.

Department for Business, Energy and Industrial Strategy (BEIS)

BEIS was formed in 2016 from the Department for Business, Innovation and Skills (BIS) and the Department for Energy and Climate Change (DECC).

Department for Exiting the European Union (DExEU)

DExEU was formed in 2016 from parts of the Cabinet Office and the Foreign and Commonwealth Office.

Department for International Trade (DIT)

DIT was formed in 2016 from part of the Department for Business, Innovation and Skills and UK Trade and Investment.

Home Office

The operational directorates of the Home Office (Border Force, HM Passport Office, Immigration Enforcement and UK Visas and Immigration) conduct separate surveys from the Home Office policy headquarters. This is a legacy from when these entities were executive agencies of the Home Office. In this report the results for the Home Office from 2009 onwards are the combined scores of all five Home Office surveys.

Ministry of Justice (MOJ)

In this report the results for the Ministry of Justice from 2009 onwards are the combined scores of the Ministry of Justice (referred to in other published documents as MOJ HQ) and its executive agencies.

© Crown copyright 2020

You may re-use this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence.

To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence/ or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk

This document can also be viewed on our website:
<https://www.gov.uk/government/collections/civil-service-people-survey-hub>