



Government
Internal Audit
Agency

GIAA 2014 Staff Survey

V0.9 November 2014



Introduction

During Summer 2014 the Cabinet Office agreed that GIAA should run a version of the Staff Survey for its staff. By the time this agreement was reached it was too late to add the organisation to the Cabinet Office systems so a compromise approach was agreed:

- GIAA built the survey according to Cabinet Office guidance using an online survey package
- The six employer Departments were informed that the IA teams would be completing a separate survey
- GIAA staff were asked to complete the GIAA survey rather than their Departmental version.

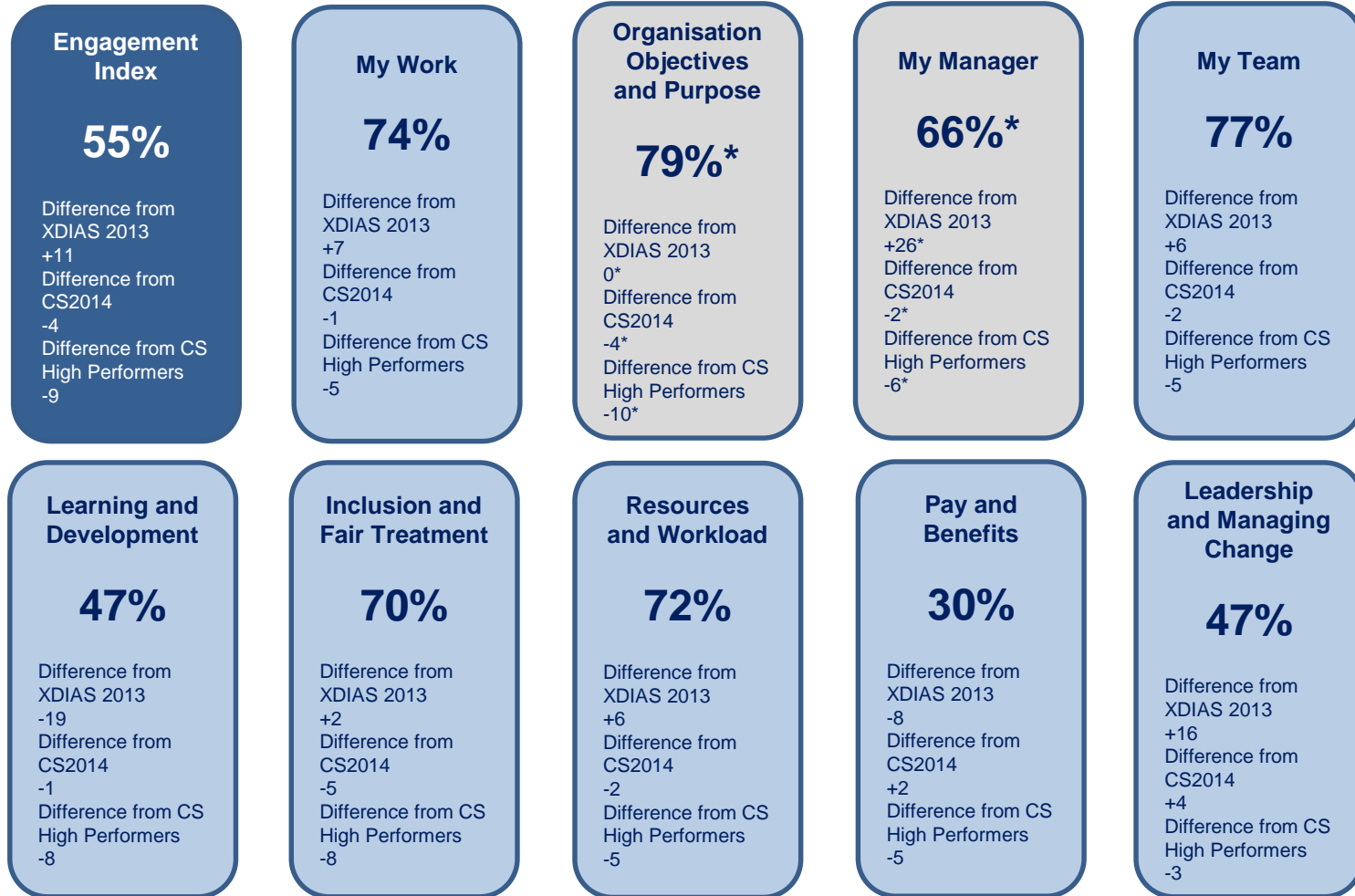
The Cabinet Office were not able due to contractual reasons to build GIAA results into their analysis and GIAA results will therefore not be published with the results for the rest of the Civil Service. This document will be published to GIAA staff.

These results have been analysed and presented in line with Cabinet Office guidance. Some comparative analysis (eg statistical significance) has not been possible without the base data for the full CS results.



GIAA Summary

Returns 104, Response Rate 77%



There has been no analysis of statistical significance in the differences between GIAA results and those of the wider CS survey. 2013 XDIAS results are average results from the 5 larger teams (BIS, DfE, DfT, CLG Shared Services and CLG ERDF).

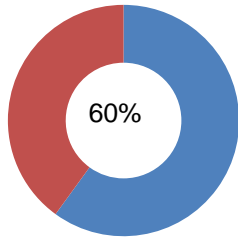
* In these areas a question was omitted from the GIAA survey – these results should not be used as direct comparators in future years.



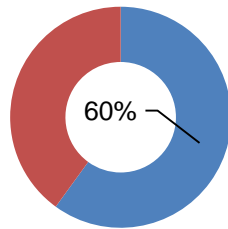
Summary

Wellbeing

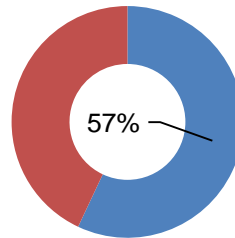
W01 Overall, how satisfied are you with your life nowadays?



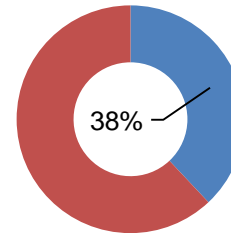
W02 Overall, to what extent do you feel that things you do in your life are worthwhile?



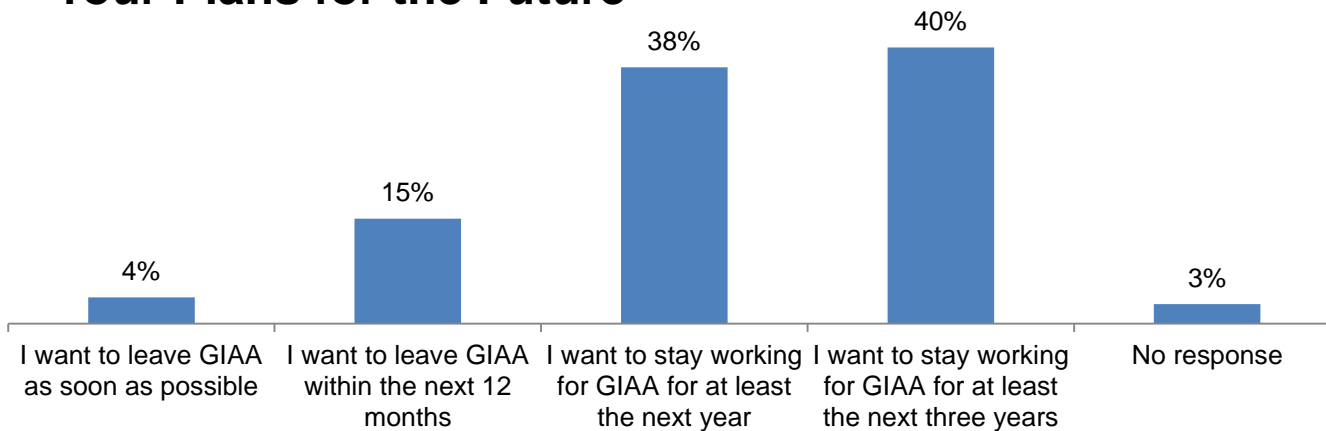
W03 Overall, how happy did you feel yesterday?



W04 Overall, how anxious did you feel yesterday?

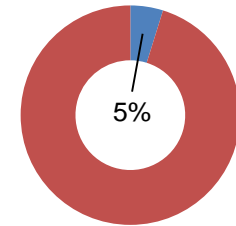


Your Plans for the Future

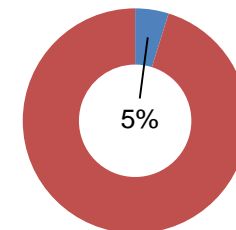


Bullying and Harassment

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

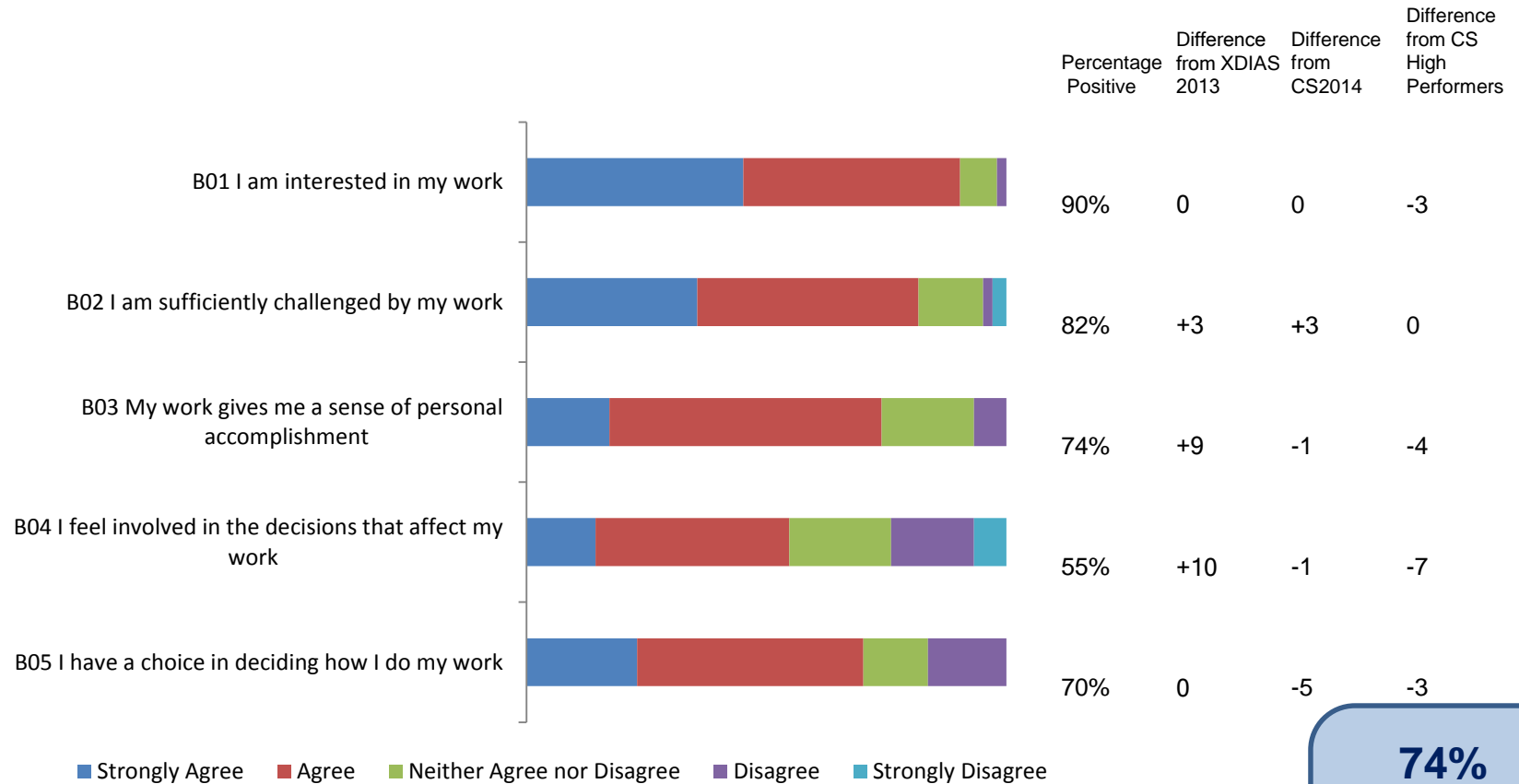


E03 During the past 12 months, have you personally experienced bullying or harassment at work?





My Work

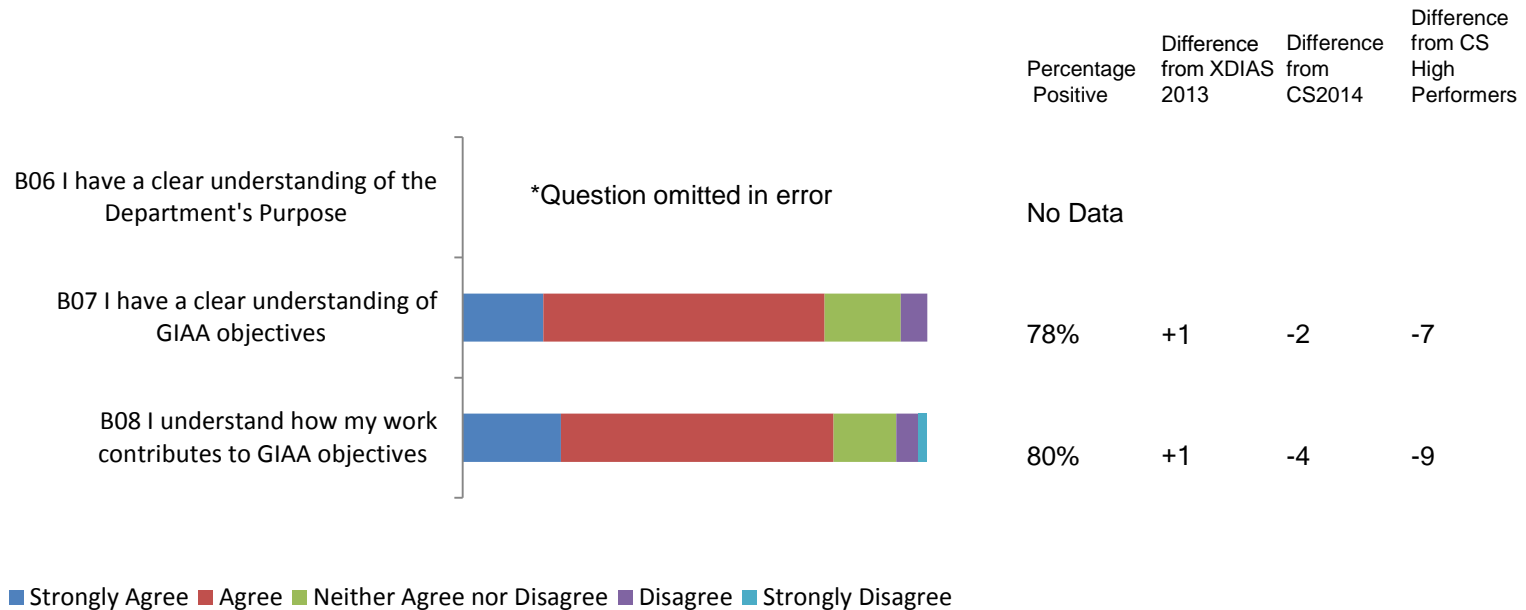


74%

Difference from XDIAS 2013
 +7
 Difference from CS2014
 -1
 Difference from CS High Performers
 -5



Organisational Objectives and Purpose



* In these areas a question was omitted from the GIAA survey – these results should not be used as direct comparators in future years.

79%*

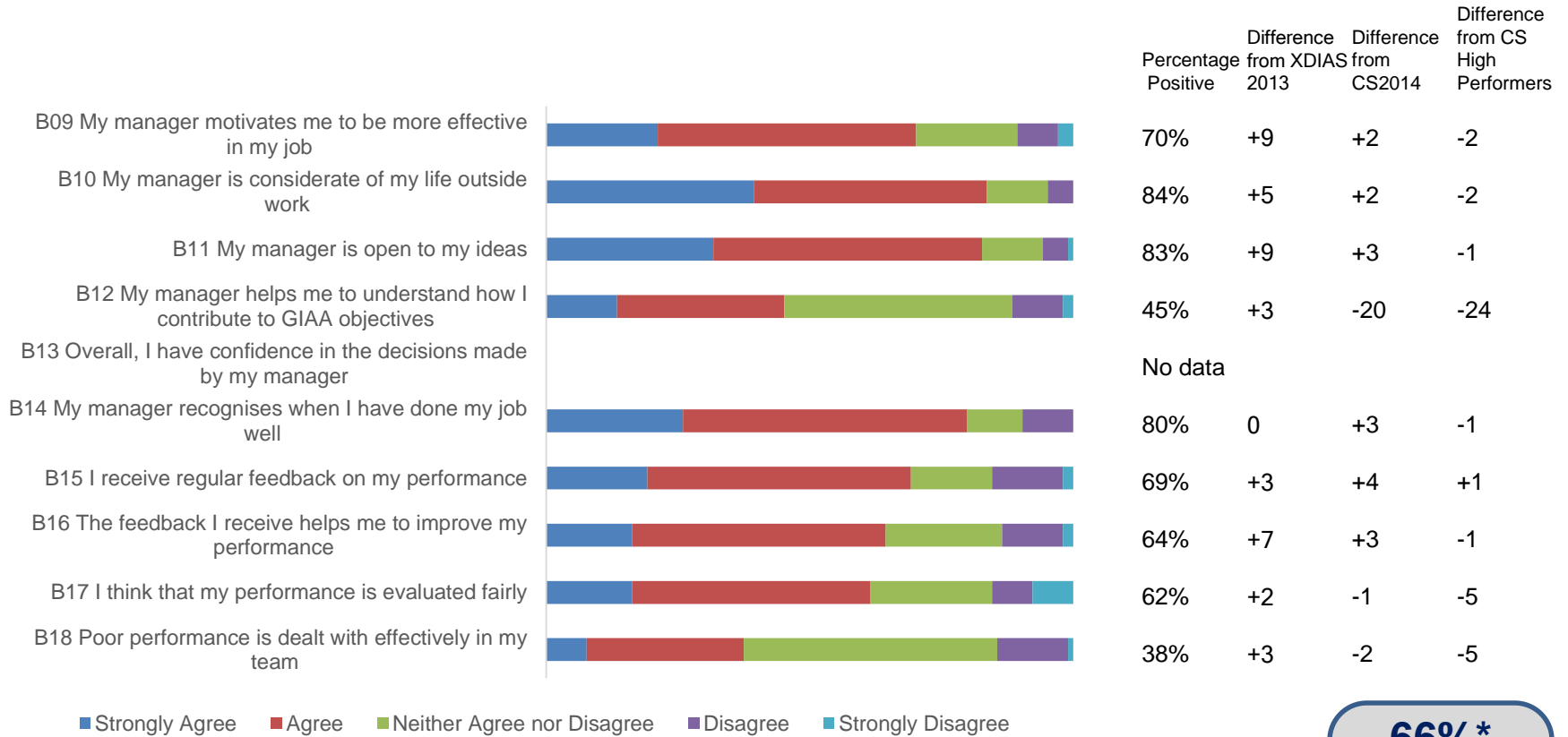
Difference from XDIAS 2013
0*

Difference from CS2014
-4*

Difference from CS High Performers
-10*



My Manager



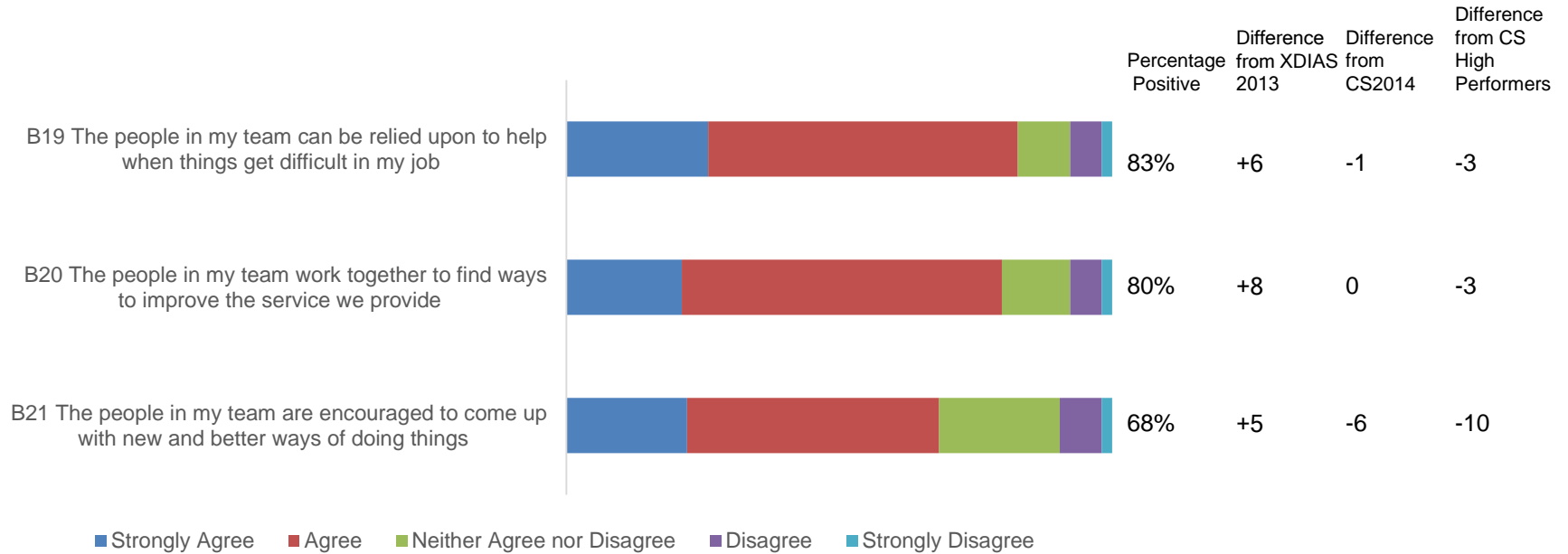
66%*

Difference from XDIAS 2013 +26*
 Difference from CS2014 -2*
 Difference from CS High Performers -6*

* In these areas a question was omitted from the GIAA survey – these results should not be used as direct comparators in future years.



My Team

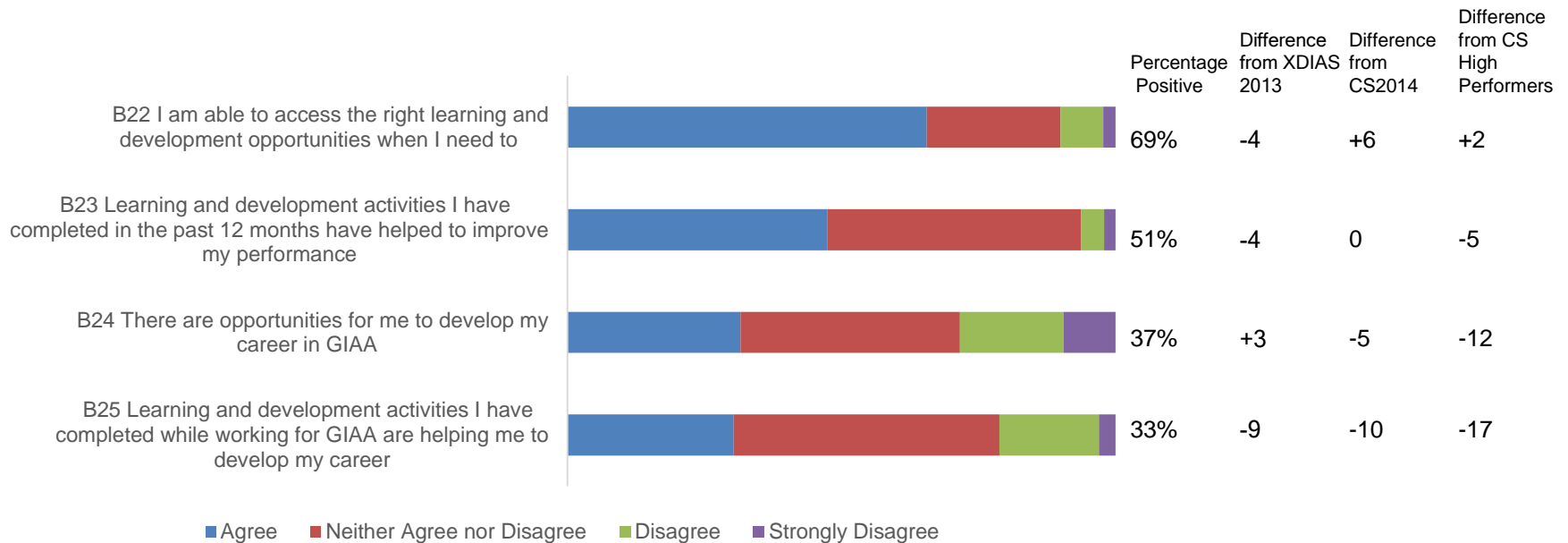


77%

Difference from
XDIAS 2013
+6
 Difference from
CS2014
-2
 Difference from CS
High Performers
-5



Learning and Development

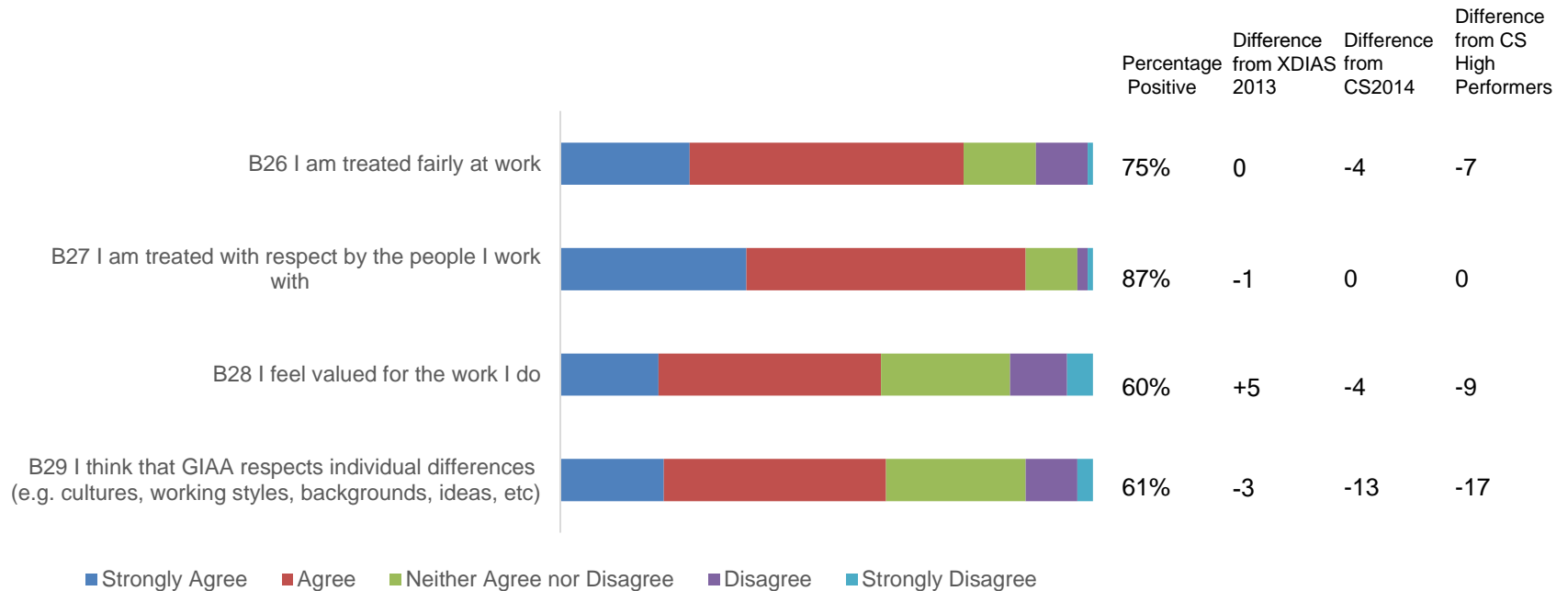


47%

Difference from XDIAS 2013
 -19
 Difference from CS2014
 -1
 Difference from CS High Performers
 -8



Inclusion and Fair Treatment

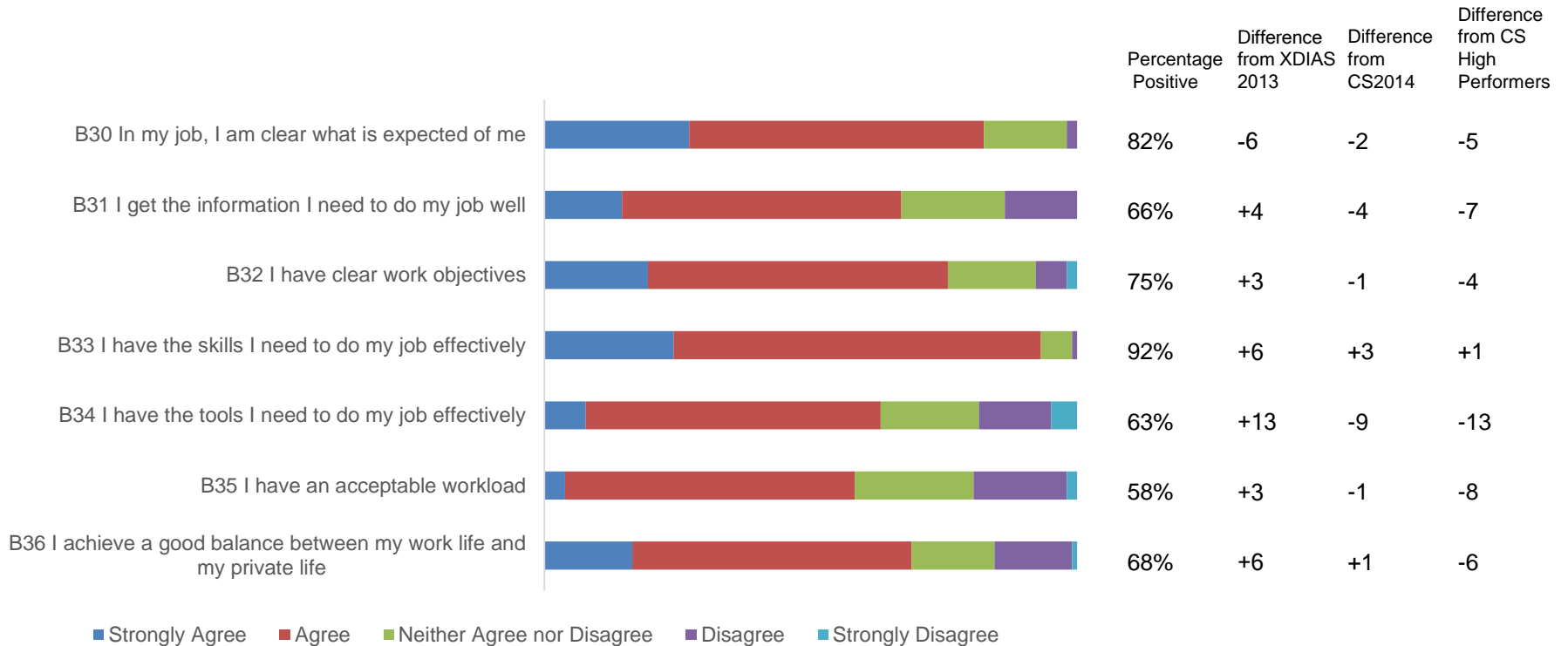


70%

Difference from
XDIAS 2013
+2
 Difference from
CS2014
-5
 Difference from CS
High Performers
-8



Resources and Workload

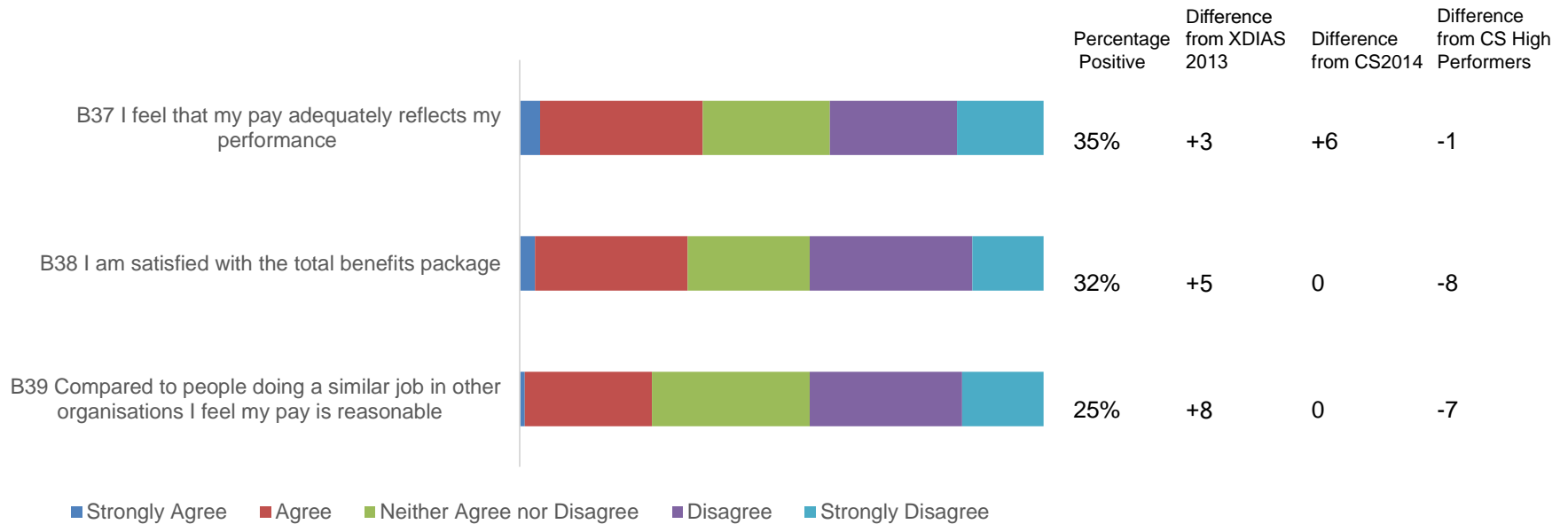


72%

Difference from
XDIAS 2013
+6
 Difference from
CS2014
-2
 Difference from CS
High Performers
-5



Pay and Benefits

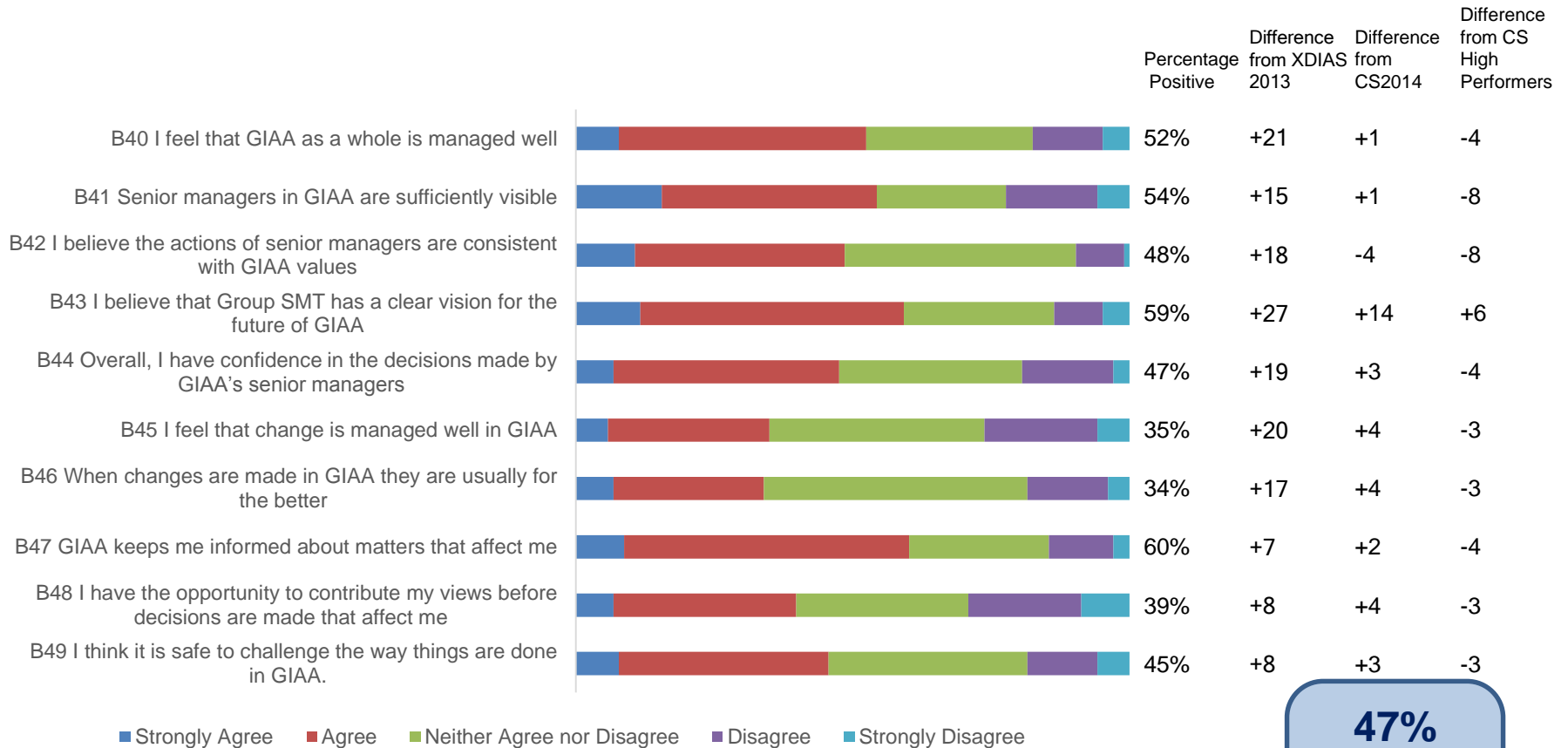


30%

Difference from XDIAS 2013
 -8
 Difference from CS2014
 +2
 Difference from CS High Performers
 -5



Leadership and Managing Change

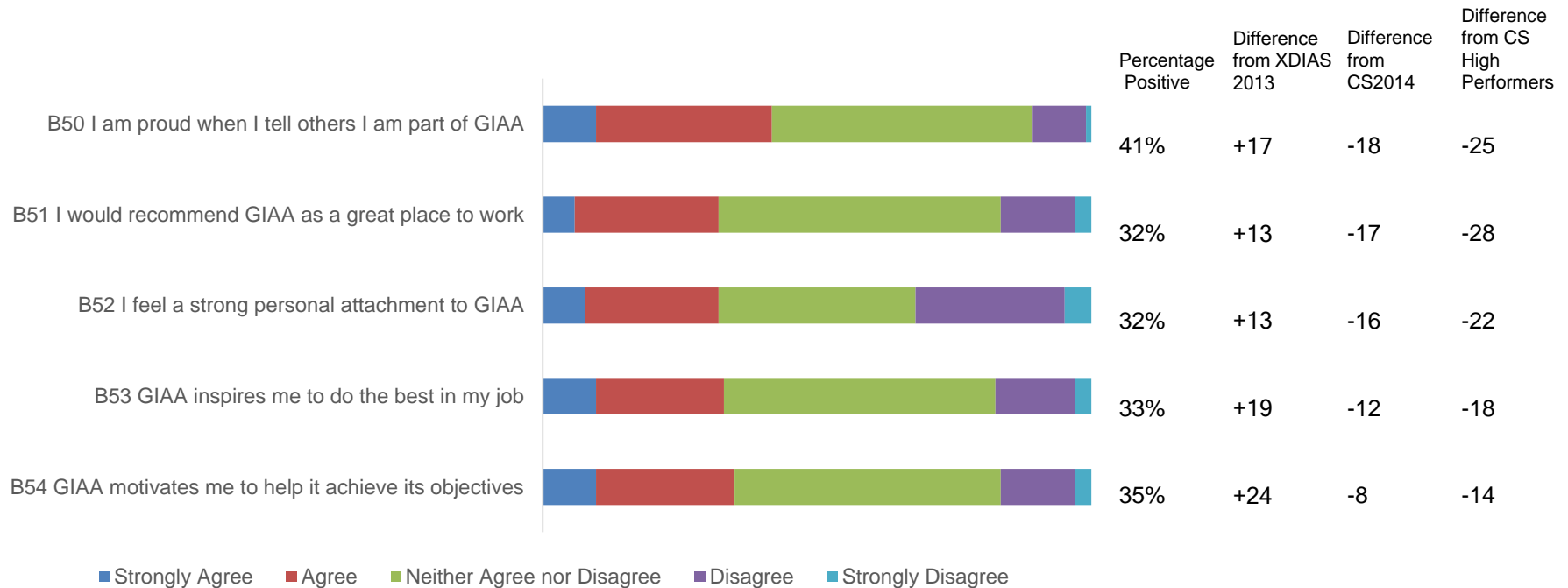


47%

Difference from XDIAS 2013
 +16
 Difference from CS2014
 +4
 Difference from CS High Performers
 -3



Engagement

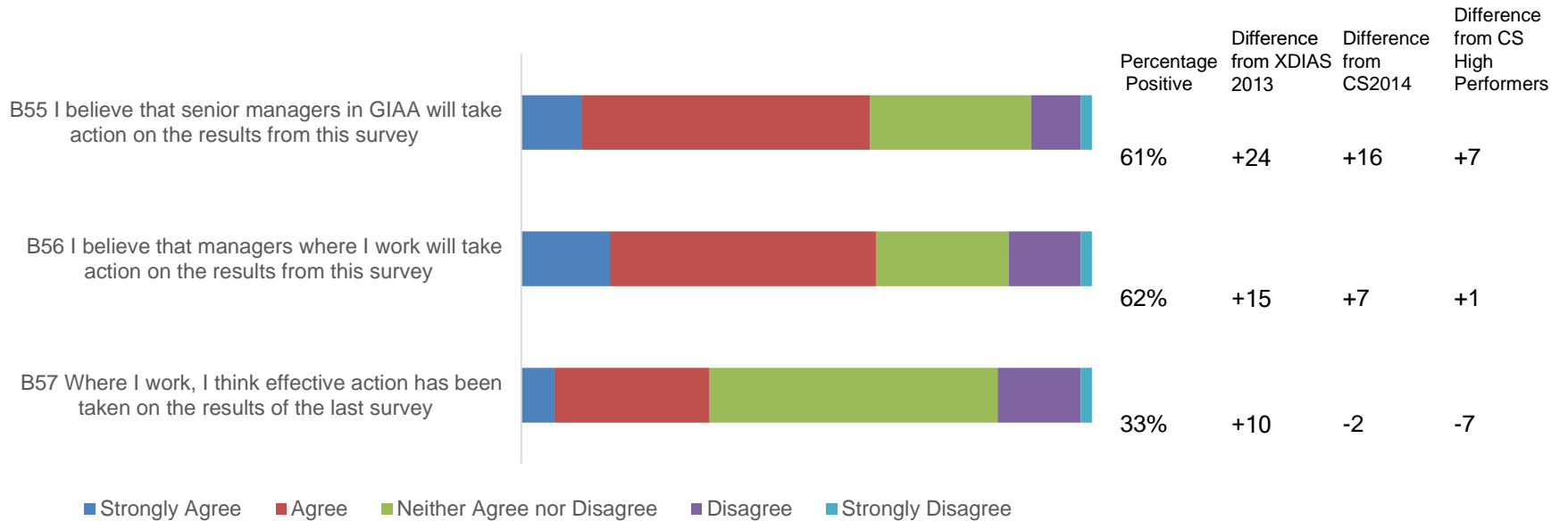


55%

Difference from XDIAS 2013
+11
Difference from CS2014
-4
Difference from CS High Performers
-9

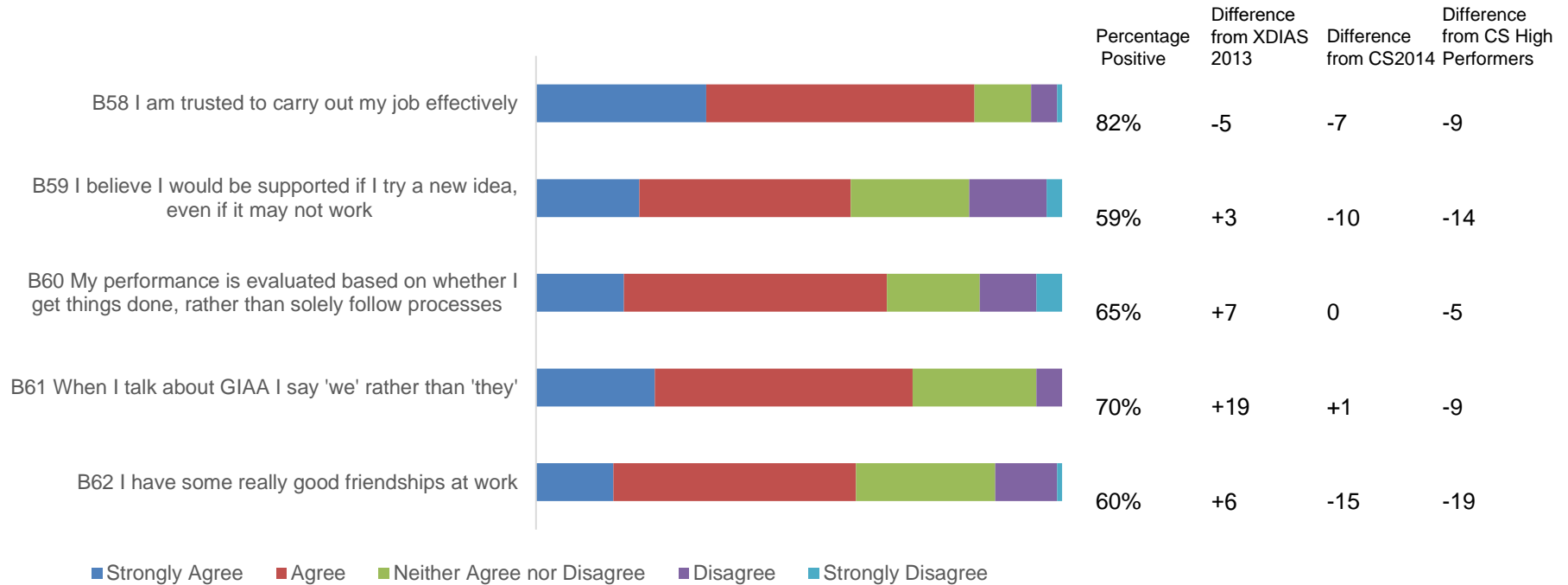


Taking Action



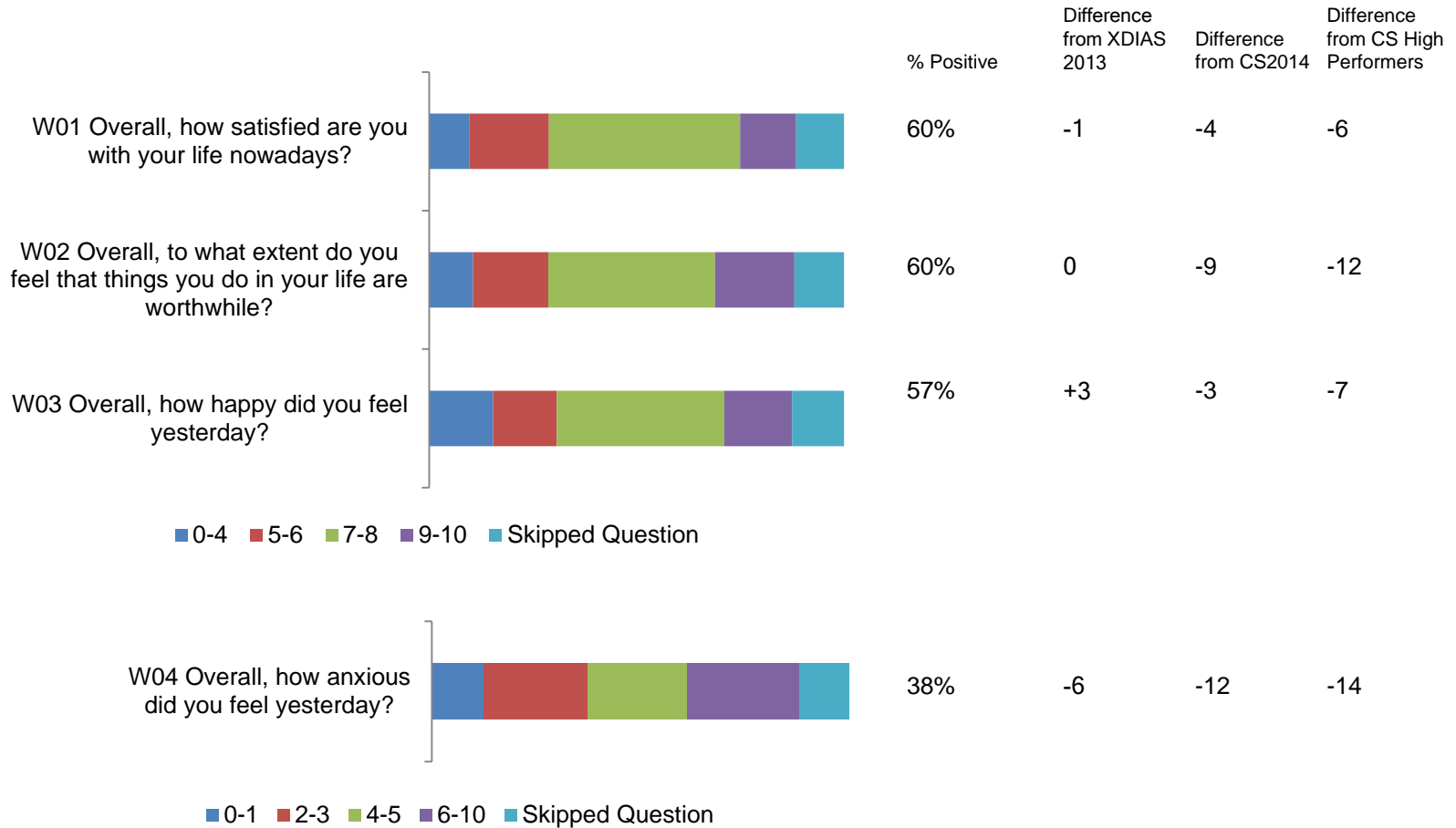


Organisational Culture





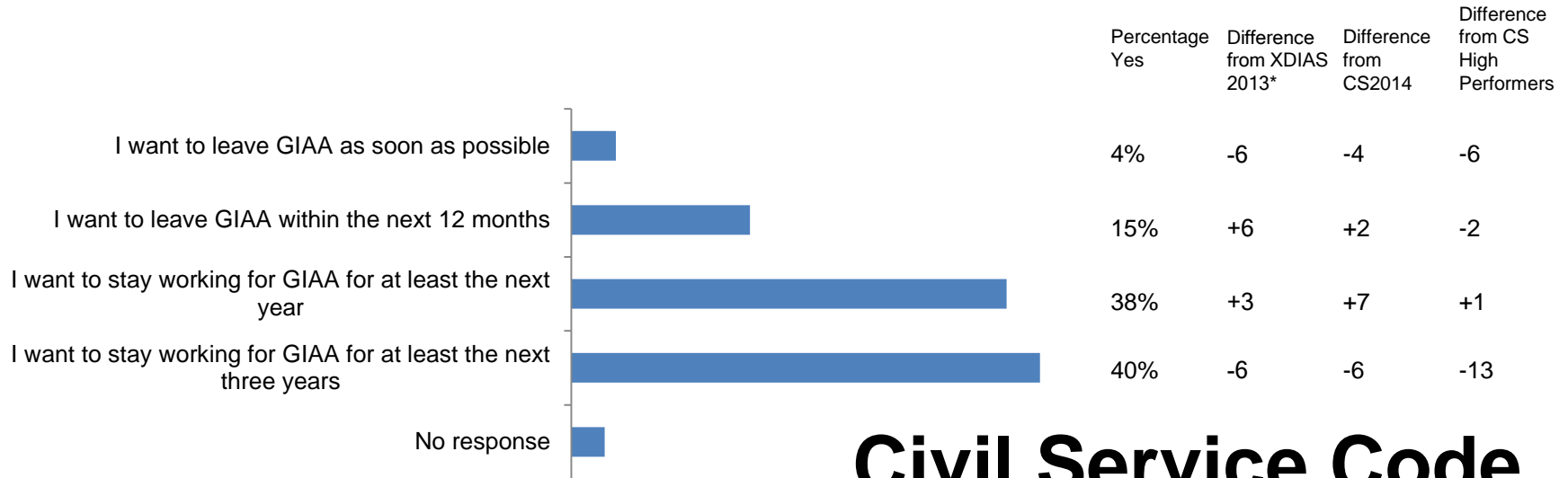
Wellbeing



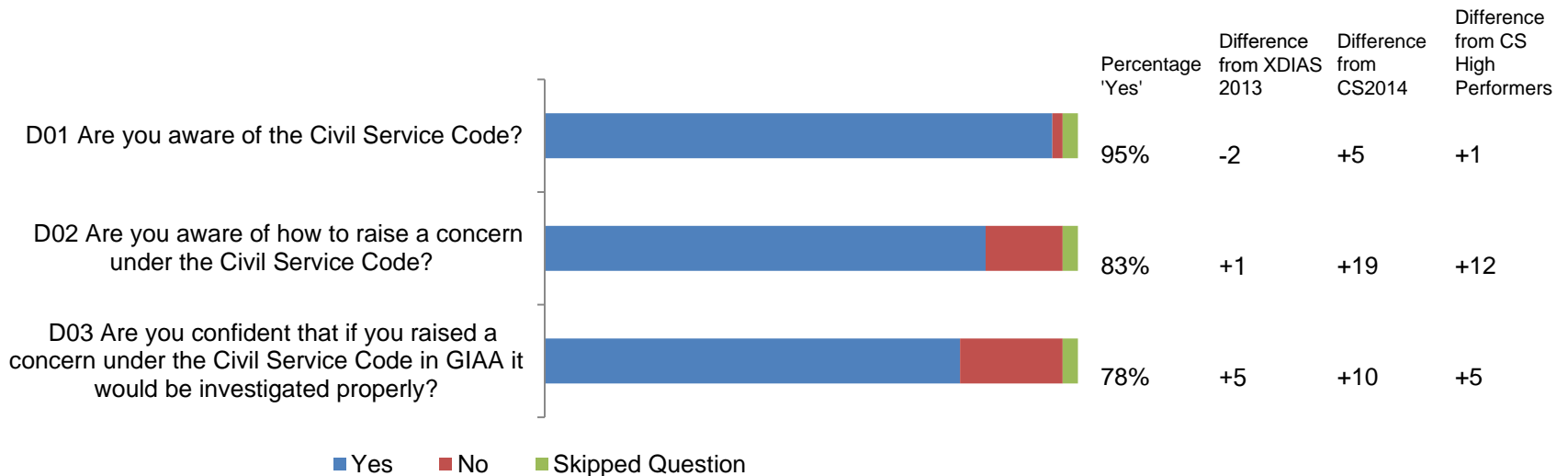


Plans for the Future*

*question previously answered in relation to legacy employer organisations



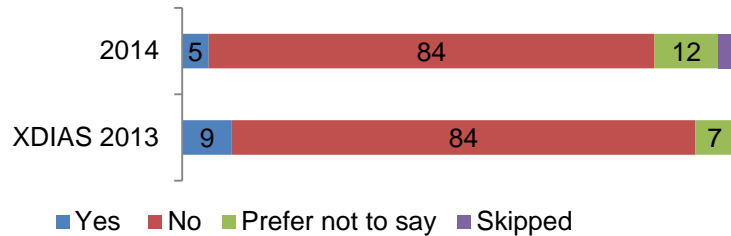
Civil Service Code



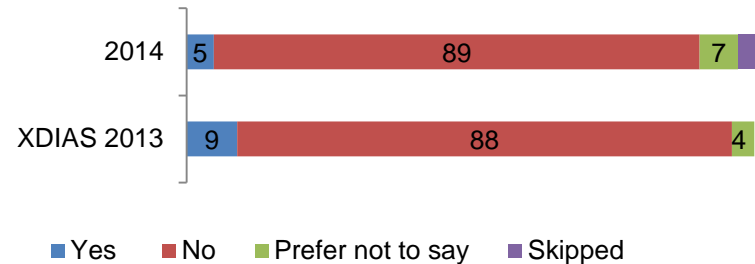


Discrimination, Harassment and Bullying

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



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

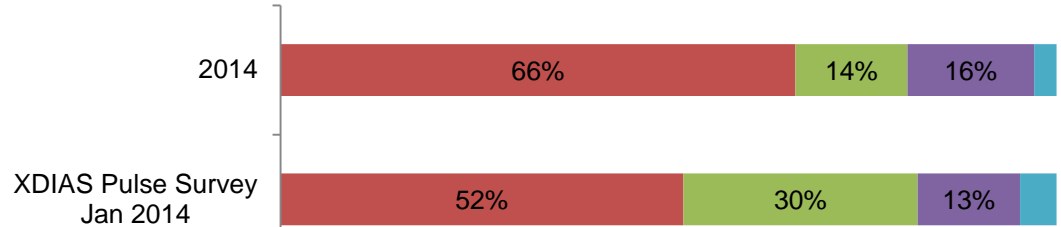


The detail beneath these questions involves very low numbers and will not be published as there may be a risk that individuals could be identified.

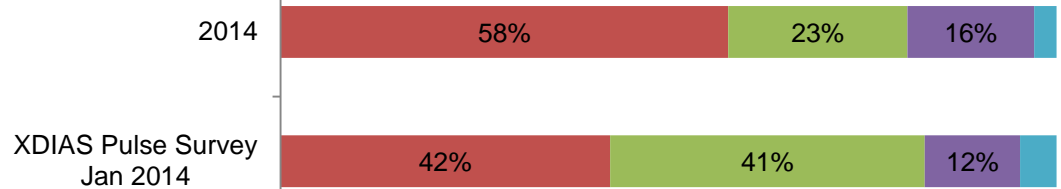


GIAA (1)

Has the Group SMT done enough to share the vision of GIAA shared service with you?

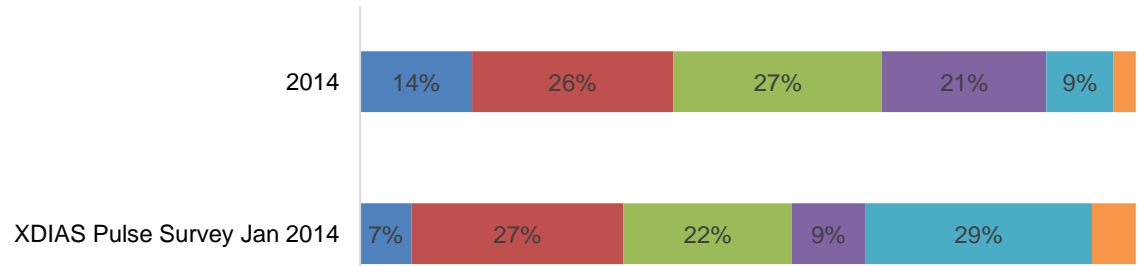


Is the level of communication in respect of the GIAA shared service vision sufficient?



■ Yes ■ No ■ Don't Know ■ Skipped Question

I believe that the GIAA will enhance my career opportunities

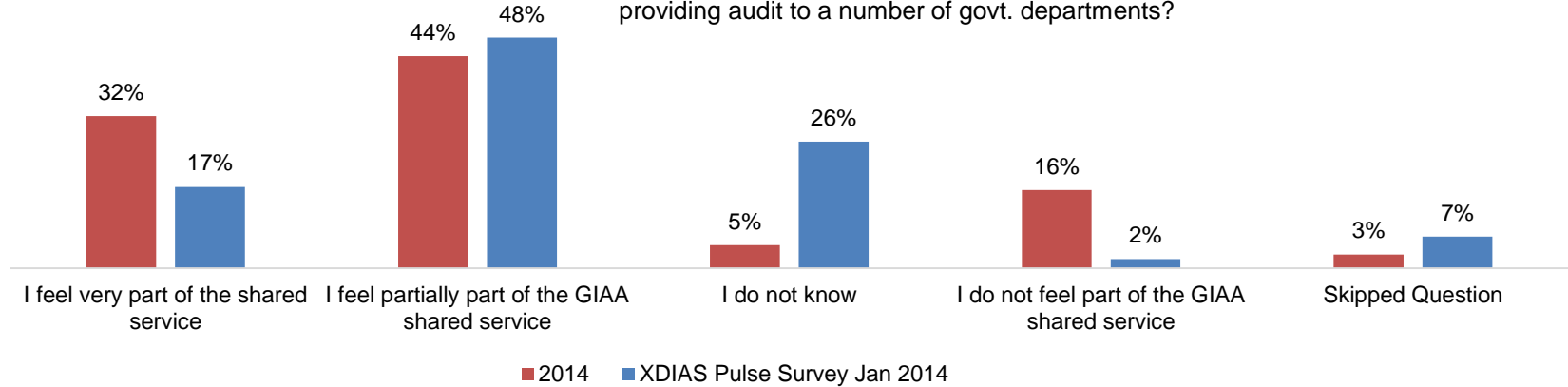


■ Strongly Agree ■ Agree ■ I do not know ■ Disagree ■ Strongly Disagree ■ Skipped Question

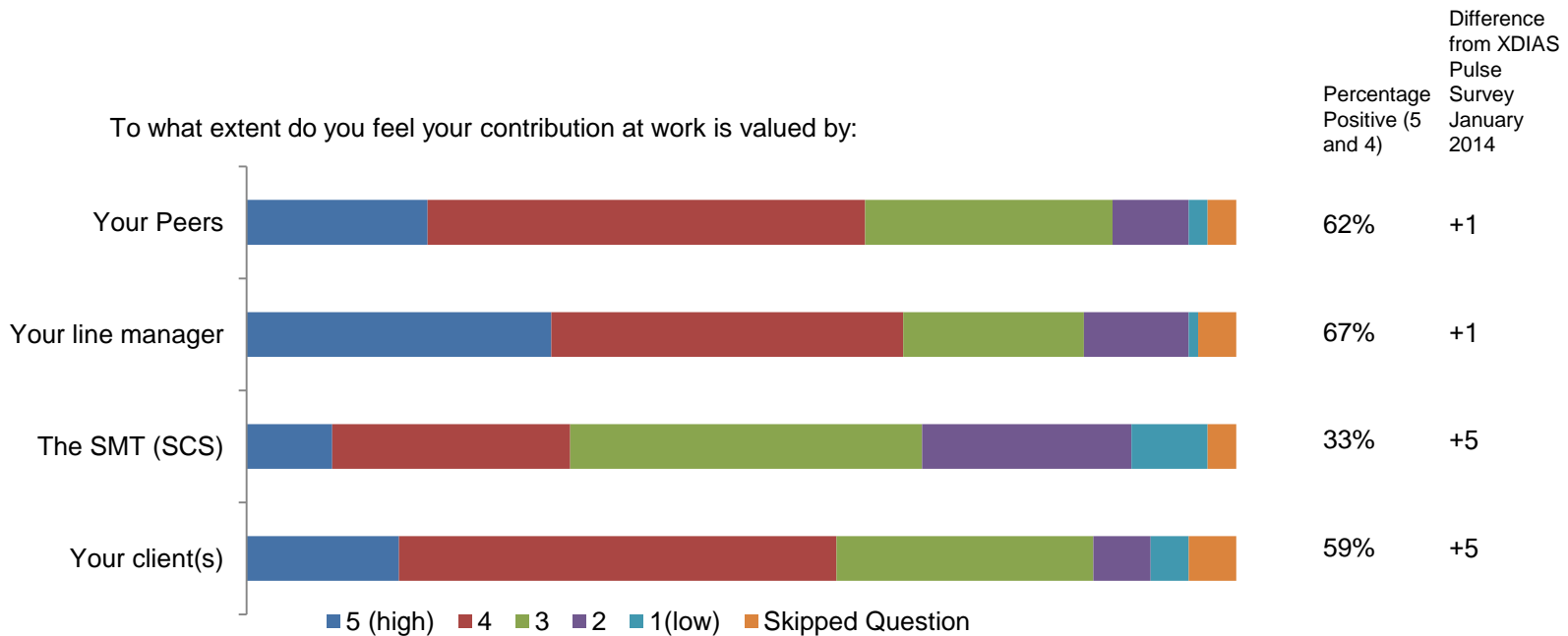
Results for XDIAS Pulse Survey Jan 2014 have been reflected using the same methods as used for the current survey results – numbers will differ slightly from those published in February 2014.



To what extent do you relate to being part of GIAA, an internal audit service providing audit to a number of govt. departments?



To what extent do you feel your contribution at work is valued by:





Narrative answers to 'G01 What would you like GIAA to change to make it a great place to work?' will be presented in a separate Word document. 62 comments were recorded (60% of respondents).

G02 Which of the following themes would you say your comment relates to? (please select all that apply)

