

OVERVIEW

The latest GPS EES (Employee Engagement Survey) was published last week. This is for all Officer and Support Service staff at rank of Chief Inspector (and Support Staff equivalent) and below.

- Variance from previous is the percentage shift of positive responses (strongly agree or agree) compared to the previous EES.
- Variance from benchmark compares results against other organisations in the sector with 5,000 plus employees.

QUESTION	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	% Positive	Variance from Previous	Variance from benchmark
I find my work interesting	21	49	20	9	1	70%	-4	-14
My work gives me a feeling of personal accomplishment	15	45	23	14	3	60%	-5	-10
My work makes good use of my skills and abilities	12	39	25	16	8	51%	+5	-17
I am clear on what the priorities are for my team	17	48	20	12	3	65%	-2	-16
Where I work my opinion counts	9	30	26	20	15	39%	-6	-27
I am given the equipment and resources I need to do my job	2	26	20	32	20	28%	-8	-34
I feel my pay is reasonable	2	23	21	33	21	26%	-4	-31
I am able to access the right development opportunities	1	23	31	29	16	24%	-6	-37
I am kept well informed about matters affecting me	1	22	33	27	17	23%	-3	-25
My manager gives me regular constructive feedback	11	41	20	18	10	52%	+2	-6
Excellent performance is acknowledged and rewarded	6	29	29	23	13	35%	-7	-23
Poor performance is dealt with effectively	4	35	29	18	14	39%	-18	+3
Inappropriate behaviour is dealt with effectively	2	27	30	29	12	29%	-20	-9
There are opportunities for meaningful career development in GPS	2	24	24	26	24	26%	+2	-31
My local SLT are sufficiently visible	8	34	22	20	16	42%	+1	-7
The SLT reflect GPS values	5	30	40	16	9	35%	-15	-6

I have confidence in my local SLT	5	27	36	19	13	32%	-3	-22
The reasons behind decisions are usually clear to me	3	24	29	27	17	27%	-11	-31
I have confidence in the GPS Management Board	1	13	31	30	25	14%	-6	-23
I feel confident about the future direction of GPS	2	12	28	34	26	14%	-18	-14
Changes made in GPS are usually for the better	0	5	22	37	36	5%	-6	-19
I have good relationships with my immediate colleagues	35	57	7	1	0	92%	0	+20
I am confident my manager would back me up if I made a mistake	23	53	15	8	1	76%	+9	+8
I believe GPS is a compassionate organisation	4	18	23	34	21	22%	-6	-29
I feel confident about taking (non-operational) risks	6	18	28	28	20	24%	-6	-19
I believe GPS focuses on learning rather than blame when things go wrong	1	14	29	31	25	15%	+1	-22
I believe it is safe to speak up and challenge upward	7	37	22	23	11	44%	-12	-1
There is good co-operation between teams I work with	10	48	21	14	7	58%	-3	+6
I am treated with fairness and respect	6	38	27	16	13	44%	+21	-31
I think GPS respects difference	9	41	25	13	12	50%	+8	-19
I have a good work-life balance	5	31	24	23	17	36%	-6	-31
I would recommend GPS as a great place to work	2	17	24	29	28	19%	-11	-38
As a member of the public I would have confidence in GPS to provide a good service	2	23	34	26	15	25%	-5	-22
I am proud to work for GPS	16	39	23	14	8	55%	-2	-8
I want to do the best work I can for the GPS	14	40	26	16	4	54%	+7	-2
I believe that this survey will make a difference	1	8	32	27	32	9%	-22	-38