Civil Service People Survey 2013: results by demographic group[1]

This table shows the overall results to the Civil Service People Survey 2013 by demographic groups - covering job and personal characteristics. These results are different to the benchmark publication in that they are affected by the relative number of responses from different participating organisations (i.e. responses from DWP, HMRC, MOD and NOMS account for 50% of these results). The Civil Service benchmark is the median score of all participating organisations and therefore is not influenced by the relative number of respondents.

	Grade					Country usually work in [H01]					Region of England usually work in [H1A]								
	AO/AA (n=77,720)	EO (n=72,857)	SEO/HEO (n=68,329)	G6/G7 (n=27,956)	SCS (n=4,193)	England (n=210,200)	Scotland (n=25,648)	Wales (n=18,642)	Northern Ireland (n=1,476)	Overseas (n=12,861)	East Midlands (n=12,102)	East of England (n=11,063)	London (n=51,504)	North East England (n=18,532)	North West England (n=28,406)	South East England (n=25,591)	South West England (n=27,808)	West Midlands (n=15,854)	Yorkshire and the Humber (n=17,330)
Employee engagement index [2]	52%	52%	54%	58%	71%	53%	55%	57%	52%	67%	51%	51%	56%	49%	53%	51%	54%	51%	51%
My work	61%	69%	77%	84%	92%	70%	71%	71%	69%	78%	68%	69%	74%	66%	69%	69%	72%	67%	68%
Organisational objectives and purpose	77%	78%	82%	86%	92%	79%	83%	82%	81%	83%	77%	76%	81%	80%	81%	77%	79%	77%	77%
My manager	65%	64%	66%	69%	79%	65%	67%	69%	67%	68%	63%	63%	66%	67%	68%	61%	64%	62%	64%
My team	76%	76%	79%	84%	94%	78%	79%	81%	79%	79%	77%	76%	78%	81%	80%	75%	77%	77%	78%
Learning and development	42%	45%	50%	54%	69%	46%	50%	50%	48%	53%	43%	42%	49%	44%	46%	43%	48%	43%	43%
Inclusion and fair treatment	70%	71%	75%	79%	87%	72%	74%	75%	72%	77%	70%	70%	74%	71%	73%	70%	73%	70%	71%
Resources and workload	74%	70%	69%	70%	78%	70%	75%	75%	74%	76%	70%	69%	71%	72%	73%	69%	69%	69%	70%
Pay and benefits	27%	27%	31%	39%	34%	29%	28%	36%	30%	32%	29%	29%	28%	30%	30%	27%	29%	29%	30%
Leadership and managing change	34%	32%	37%	43%	67%	34%	38%	39%	35%	49%	32%	31%	39%	35%	36%	31%	32%	32%	32%
My work																			
B01. I am interested in my work	81%	87%	91%	95%	97%	87%	89%	87%	88%	93%	86%	87%	89%	84%	86%	87%	88%	85%	85%
B02. I am sufficiently challenged by my work	67%	78%	84%	89%	93%	77%	78%	78%	78%	82%	77%	77%	78%	76%	77%	77%	79%	75%	76%
B03. My work gives me a sense of personal accomplishment	65%	74%	77%	83%	92%	72%	73%	74%	71%	81%	71%	72%	75%	69%	72%	71%	73%	70%	70%
B04. I feel involved in the decisions that affect my work	42%	48%	58%	69%	86%	51%	51%	52%	50%	62%	47%	47%	57%	47%	50%	48%	52%	47%	48%
B05. I have a choice in deciding how I do my work	50%	61%	75%	82%	91%	64%	64%	64%	58%	71%	61%	62%	71%	56%	60%	63%	69%	60%	62%
Organisational objectives and purpose																			
B06. I have a clear understanding of [my organisation's] purpose [3]	79%	80%	85%	88%	93%	81%	85%	84%	82%	84%	79%	78%	83%	81%	82%	79%	82%	78%	78%
B07. I have a clear understanding of [my organisation's] objectives	75%	76%	80%	84%	91%	76%	82%	80%	80%	81%	75%	73%	79%	79%	79%	74%	76%	74%	74%
B08. I understand how my work contributes to [my organisation's] objectives	78%	79%	82%	86%	93%	79%	83%	83%	83%	85%	78%	76%	81%	81%	81%	77%	79%	78%	78%
My manager																			
B09. My manager motivates me to be more effective in my job	65%	64%	66%	69%	81%	64%	66%	69%	66%	71%	62%	62%	67%	66%	68%	61%	64%	62%	63%
B10. My manager is considerate of my life outside work	73%	75%	80%	81%	82%	76%	77%	80%	77%	71%	73%	74%	78%	74%	76%	75%	79%	73%	76%
B11. My manager is open to my ideas	73%	74%	81%	84%	90%	76%	77%	79%	75%	78%	73%	75%	79%	76%	77%	74%	78%	73%	75%
B12. My manager helps me to understand how I contribute to [my organisation's] objectives	63%	61%	62%	65%	80%	61%	64%	68%	66%	64%	61%	60%	61%	66%	67%	57%	60%	60%	61%
B13. Overall, I have confidence in the decisions made by my manager	66%	66%	72%	76%	86%	68%	71%	72%	70%	70%	64%	66%	71%	68%	70%	65%	70%	64%	67%
B14. My manager recognises when I have done my job well	76%	74%	77%	79%	85%	75%	77%	79%	76%	79%	73%	74%	77%	77%	77%	73%	75%	73%	74%
B15. I receive regular feedback on my performance	69%	65%	63%	63%	72%	64%	67%	70%	69%	66%	63%	63%	63%	71%	71%	60%	62%	63%	64%
B16. The feedback I receive helps me to improve my performance	64%	59%	59%	59%	72%	59%	62%	65%	62%	68%	58%	57%	60%	63%	64%	55%	57%	57%	58%
B17. I think that my performance is evaluated fairly	61%	59%	62%	64%	72%	60%	65%	65%	64%	64%	59%	60%	61%	61%	62%	58%	61%	58%	58%
B18. Poor performance is dealt with effectively in my team	41%	39%	40%	46%	71%	40%	42%	46%	41%	51%	39%	39%	41%	44%	44%	37%	38%	40%	38%
My team																			
B19. The people in my team can be relied upon to help when things get difficult in my job	82%	82%	83%	87%	95%	82%	84%	86%	83%	81%	82%	81%	82%	85%	85%	80%	82%	81%	83%
B20. The people in my team work together to find ways to improve the service we provide	78%	78%	80%	85%	94%	79%	80%	82%	81%	80%	78%	77%	79%	82%	82%	76%	78%	78%	79%
B21. The people in my team are encouraged to come up with new and better ways of doing things	69%	70%	75%	81%	93%	72%	72%	75%	72%	75%	71%	69%	73%	75%	75%	68%	71%	70%	72%
Learning and development																			
B22. I am able to access the right learning and development opportunities when I need to	59%	59%	61%	63%	79%	59%	64%	65%	65%	58%	58%	56%	60%	61%	62%	57%	61%	57%	58%
B23. Learning and development activities I have completed in the past 12 months have helped to improve my performance	44%	47%	50%	54%	69%	47%	51%	50%	50%	59%	46%	45%	49%	45%	49%	45%	48%	45%	45%
B24. There are opportunities for me to develop my career in [my organisation]	33%	36%	44%	48%	60%	38%	44%	43%	39%	42%	33%	33%	43%	36%	37%	35%	41%	34%	35%
B25. Learning and development activities I have completed while working for [my organisation] are helping me to develop my career	32%	36%	46%	51%	67%	38%	42%	42%	37%	55%	34%	35%	43%	34%	37%	36%	43%	35%	35%
Inclusion and fair treatment																			
B26. I am treated fairly at work	74%	74%	79%	82%	89%	76%	79%	80%	77%	77%	73%	74%	77%	75%	77%	73%	79%	73%	74%
B27. I am treated with respect by the people I work with	82%	82%	85%	88%	94%	83%	84%	86%	83%	84%	82%	82%	84%	84%	85%	82%	84%	82%	83%
B28. I feel valued for the work I do	56%	58%	63%	69%	81%	59%	60%	63%	58%	71%	56%	57%	64%	56%	60%	56%	59%	56%	58%
B29. I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	68%	69%	73%	75%	84%	69%	72%	73%	70%	75%	68%	67%	71%	70%	72%	67%	70%	68%	70%

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Resources and workload																			
B30. In my job, I am clear what is expected of me	87%	83%	80%	83%	92%	82%	86%	86%	85%	86%	83%	82%	82%	85%	85%	82%	82%	82%	82%
B31. I get the information I need to do my job well	67%	64%	64%	69%	82%	65%	68%	70%	66%	74%	63%	62%	68%	64%	67%	62%	62%	63%	63%
B32. I have clear work objectives	78%	74%	72%	77%	89%	74%	78%	78%	78%	82%	74%	73%	74%	77%	77%	72%	71%	73%	73%
B33. I have the skills I need to do my job effectively	84%	83%	85%	91%	95%	84%	88%	87%	84%	90%	84%	83%	86%	84%	85%	83%	84%	84%	83%
B34. I have the tools I need to do my job effectively	66%	63%	64%	64%	74%	63%	70%	70%	68%	69%	63%	60%	66%	65%	64%	61%	60%	62%	62%
B35. I have an acceptable workload	65%	59%	55%	52%	58%	58%	63%	64%	63%	63%	57%	58%	57%	62%	61%	57%	56%	57%	58%
B36. I achieve a good balance between my work life and my private life	72%	67%	65%	57%	56%	65%	70%	72%	71%	68%	65%	65%	63%	68%	69%	64%	65%	64%	67%
Pay and benefits																			
B37. I feel that my pay adequately reflects my performance	24%	26%	32%	42%	36%	29%	27%	34%	29%	33%	28%	29%	29%	29%	29%	27%	29%	28%	30%
B38. I am satisfied with the total benefits package	30%	30%	34%	41%	38%	32%	31%	41%	32%	35%	33%	32%	30%	34%	34%	31%	33%	32%	33%
B39. Compared to people doing a similar job in other organisations I feel my pay is reasonable	25%	25%	27%	33%	29%	26%	25%	33%	29%	28%	27%	26%	24%	28%	28%	24%	25%	26%	28%
Leadership and managing change																			
B40. I feel that [my organisation] as a whole is managed well	35%	33%	37%	43%	66%	34%	40%	42%	34%	56%	32%	31%	41%	34%	35%	30%	32%	33%	32%
B41. [Senior managers] in [my organisation] are sufficiently visible	39%	37%	46%	55%	77%	41%	44%	45%	47%	59%	36%	35%	50%	41%	42%	36%	38%	38%	38%
B42. I believe the actions of [senior managers] are consistent with [my organisation's] values	36%	35%	41%	48%	72%	37%	41%	41%	39%	56%	35%	34%	43%	38%	38%	33%	36%	35%	35%
B43. I believe that [the board has] a clear vision for the future of [my organisation]	34%	35%	39%	41%	61%	36%	40%	39%	37%	52%	35%	34%	38%	36%	37%	33%	35%	35%	34%
B44. Overall, I have confidence in the decisions made by [my organisation's senior managers]	30%	28%	34%	43%	71%	31%	36%	35%	32%	50%	28%	26%	38%	31%	31%	27%	29%	28%	28%
B45. I feel that change is managed well in [my organisation]	30%	25%	24%	27%	52%	25%	29%	32%	28%	41%	25%	22%	29%	28%	29%	22%	21%	25%	23%
B46. When changes are made in [my organisation] they are usually for the better	23%	21%	22%	26%	52%	22%	26%	27%	24%	34%	21%	19%	24%	24%	24%	19%	19%	21%	20%
B47. [My organisation] keeps me informed about matters that affect me	48%	49%	54%	63%	80%	51%	53%	54%	49%	60%	49%	48%	56%	50%	53%	48%	50%	48%	47%
B48. I have the opportunity to contr bute my views before decisions are made that affect me	28%	28%	33%	42%	70%	30%	33%	35%	28%	41%	28%	27%	34%	31%	31%	27%	29%	28%	29%
B49. I think it is safe to challenge the way things are done in [my organisation]	34%	34%	39%	47%	70%	36%	38%	40%	34%	44%	34%	33%	38%	37%	37%	34%	38%	33%	35%
Employee engagement																			
B50. I am proud when I tell others I am part of [my organisation]	45%	45%	50%	58%	77%	47%	50%	52%	41%	75%	44%	44%	54%	38%	44%	45%	50%	45%	42%
B51. I would recommend [my organisation] as a great place to work	39%	36%	38%	45%	66%	36%	42%	49%	38%	60%	34%	32%	42%	33%	37%	33%	36%	34%	34%
B52. I feel a strong personal attachment to [my organisation]	37%	42%	48%	52%	68%	42%	45%	45%	43%	59%	42%	43%	45%	37%	41%	42%	47%	40%	40%
B53. [My organisation] inspires me to do the best in my job	38%	36%	38%	44%	65%	37%	41%	43%	38%	57%	36%	35%	41%	35%	38%	34%	37%	36%	35%
B54. [My organisation] motivates me to help it achieve its objectives	36%	34%	35%	41%	64%	34%	38%	41%	36%	54%	33%	32%	38%	34%	36%	31%	33%	33%	33%
Taking action																			
B55. I believe that [senior managers] in [my organisation] will take action on the results from this survey	33%	33%	39%	52%	77%	36%	39%	38%	39%	54%	33%	31%	42%	35%	38%	32%	33%	33%	33%
B56. I believe that managers where I work will take action on the results from this survey	44%	47%	53%	65%	85%	49%	50%	52%	44%	59%	46%	45%	54%	47%	53%	44%	47%	46%	48%
B57. Where I work, I think effective action has been taken on the results of the last survey [7]	32%	33%	34%	44%	72%	33%	34%	36%	32%	45%	32%	31%	36%	34%	39%	28%	30%	33%	32%
Organisational culture																			
B58. I am trusted to carry out my job effectively	87%	86%	87%	88%	93%	86%	88%	88%	86%	89%	86%	86%	87%	85%	86%	85%	87%	85%	85%
B59. I believe I would be supported if I try a new idea, even if it may not work	59%	63%	69%	72%	84%	64%	65%	68%	61%	67%	62%	62%	66%	63%	65%	62%	67%	61%	63%
B60. My performance is evaluated based on whether I get things done, rather than solely follow process	54%	58%	66%	72%	84%	60%	61%	63%	56%	69%	57%	57%	65%	57%	59%	57%	62%	58%	58%
B61. When I talk about [my organisation] I say "we" rather than "they"	50%	55%	67%	78%	86%	59%	60%	62%	55%	67%	56%	54%	67%	53%	58%	55%	59%	56%	57%
B62. I have some really good friendships at work	81%	80%	77%	75%	79%	78%	80%	84%	83%	80%	79%	78%	75%	82%	81%	77%	77%	79%	79%
Future intentions																			
C01. Which of the following statements most reflects your current thoughts about working for [your organisation]?																			
I want to leave [my organisation] as soon as possible	10%	10%	8%	7%	5%	9%	9%	7%	9%	6%	10%	10%	9%	11%	9%	9%	8%	10%	10%
I want to leave [my organisation] within the next 12 months	10%	10%	11%	13%	14%	11%	9%	8%	9%	10%	10%	10%	15%	9%	10%	11%	10%	11%	10%
I want to stay working for [my organisation] for at least the next year	20%	19%	25%	33%	35%	23%	20%	19%	17%	26%	21%	21%	31%	17%	19%	23%	24%	21%	21%
I want to stay working for [my organisation] for at least the next three years	60%	61%	56%	47%	46%	56%	62%	66%	65%	58%	59%	60%	45%	63%	62%	57%	58%	58%	59%
Civil Service Code																			
D01. Are you aware of the Civil Service Code?	81%	86%	93%	95%	96%	87%	88%	88%	91%	65%	87%	86%	89%	91%	88%	86%	87%	85%	86%
D02. Are you aware of how to raise a concern under the Civil Service Code?	59%	64%	68%	71%	83%	64%	68%	67%	68%	50%	65%	64%	62%	70%	68%	63%	62%	65%	64%
D03. Are you confident that if you raise a concern under the Civil Service Code in [your organisation] it would be investigated properly?	59%	60%	67%	74%	86%	63%	65%	68%	64%	58%	60%	60%	65%	65%	65%	59%	62%	60%	62%

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Wellbeing																			
W01. Overall, how satisfied are you with your life nowadays? (% 7-10) (0=not at all satisfied, 10=completely satisfied)	59%	60%	62%	67%	75%	60%	65%	64%	65%	67%	59%	60%	61%	61%	62%	58%	59%	59%	60%
W02. Overall, to what extent do you think the things you do in your life are worthwhile? (% 7-10) (0=not at all worthwhile, 10=completely worthwhile)	66%	67%	70%	75%	84%	68%	72%	70%	72%	73%	67%	68%	68%	68%	70%	66%	67%	67%	67%
W03. Overall, how happy did you feel yesterday? (% 7-10) (0=not at all happy, 10=completely happy)	57%	57%	58%	62%	72%	57%	62%	60%	62%	65%	57%	58%	58%	57%	59%	56%	56%	56%	56%
W04. Overall, how anxious did you feel yesterday? (% 0-3) (0=not at all anxious, 10=completely anxious)	50%	51%	49%	49%	57%	50%	55%	51%	50%	47%	50%	51%	48%	51%	51%	50%	51%	49%	50%
Discrimination, bullying and harassment																			
E01. During the past 12 months have you personally experienced discrimination at work?	12%	13%	11%	9%	5%	12%	11%	9%	11%	14%	14%	13%	11%	12%	12%	13%	11%	13%	13%
E03. During the past 12 months have you personally experienced bullying or harassment at work?	11%	13%	11%	9%	5%	11%	10%	9%	11%	13%	13%	12%	11%	11%	11%	12%	10%	12%	11%

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	Time in current job [H02]					Time in organisation (or predecessor) [H03]					Time in Civil Service [H04]					Manager status [H05]		Working pattern [H06]		
	Less than 1 year (n=58,890)	1 year but less than 3 years (n=61,428)	3 years but less than 5 years (n=38,332)	5 years but less than 10 years (n=53,962)	10 years or more (n=53,584)	Less than 1 year (n=16,436)	1 year but less than 3 years (n=17,550)	3 years but less than 5 years (n=20,460)	5 years but less than 10 years (n=48,419)	10 years or more (n=147,675)	Less than 1 year (n=14,876)	1 year but less than 3 years (n=12,249)	3 years but less than 5 years (n=17,299)	5 years but less than 10 years (n=44,849)	10 years or more (n=154,217)	Non-manager (n=185,009)	Manager (n=81,009)	Full-time (n=216,469)	Part-time (n=50,954)	Job-share (n=821)
Employee engagement index [2]	59%	56%	53%	51%	50%	65%	60%	55%	53%	52%	64%	61%	56%	53%	52%	52%	59%	54%	52%	58%
My work	75%	74%	71%	67%	67%	74%	72%	69%	67%	72%	74%	71%	69%	67%	72%	66%	82%	71%	68%	72%
Organisational objectives and purpose	84%	83%	81%	77%	74%	82%	82%	80%	78%	80%	81%	82%	81%	79%	80%	77%	86%	80%	81%	78%
My manager	70%	68%	65%	63%	60%	71%	68%	66%	64%	65%	70%	69%	67%	65%	65%	63%	70%	65%	68%	64%
My team	82%	80%	78%	76%	74%	82%	79%	77%	76%	79%	81%	79%	77%	77%	79%	75%	85%	78%	81%	79%
Learning and development	56%	51%	45%	41%	39%	56%	53%	49%	45%	46%	54%	55%	50%	46%	45%	43%	54%	47%	44%	48%
Inclusion and fair treatment	80%	75%	72%	69%	67%	83%	77%	73%	70%	72%	82%	78%	74%	71%	72%	70%	78%	72%	74%	74%
Resources and workload	72%	72%	72%	71%	70%	77%	74%	71%	70%	71%	77%	75%	72%	71%	71%	71%	72%	71%	75%	73%
Pay and benefits	36%	31%	28%	26%	25%	42%	34%	29%	28%	28%	43%	35%	29%	29%	27%	28%	33%	28%	34%	36%
Leadership and managing change	43%	39%	36%	32%	29%	50%	44%	38%	35%	33%	48%	44%	39%	36%	34%	33%	43%	36%	35%	41%
My work																				
B01. I am interested in my work	90%	89%	87%	86%	85%	91%	89%	87%	86%	88%	91%	89%	87%	86%	87%	85%	93%	88%	86%	88%
B02. I am sufficiently challenged by my work	80%	79%	77%	75%	77%	76%	75%	74%	73%	80%	75%	74%	74%	73%	80%	73%	87%	78%	76%	79%
B03. My work gives me a sense of personal accomplishment	76%	74%	73%	70%	70%	77%	74%	71%	69%	74%	77%	74%	72%	69%	73%	69%	81%	73%	71%	73%
B04. I feel involved in the decisions that affect my work	59%	56%	51%	45%	44%	57%	53%	50%	47%	53%	57%	52%	49%	47%	52%	44%	68%	53%	47%	54%
B05. I have a choice in deciding how I do my work	71%	70%	65%	59%	56%	69%	67%	65%	61%	66%	69%	65%	65%	61%	66%	58%	79%	66%	59%	68%
Organisational objectives and purpose																				
B06. I have a clear understanding of [my organisation's] purpose [3]	86%	85%	83%	79%	76%	85%	85%	83%	80%	82%	84%	85%	84%	81%	82%	79%	88%	82%	82%	79%
B07. I have a clear understanding of [my organisation's] objectives	81%	81%	78%	75%	72%	79%	79%	78%	76%	78%	77%	80%	78%	76%	78%	75%	84%	77%	79%	76%
B08. I understand how my work contributes to [my organisation's] objectives	84%	83%	81%	78%	76%	83%	82%	80%	78%	81%	81%	82%	80%	79%	81%	78%	86%	80%	81%	79%
My manager																				
B09. My manager motivates me to be more effective in my job	72%	68%	65%	62%	59%	75%	70%	66%	64%	64%	73%	71%	67%	65%	64%	63%	70%	65%	67%	64%
B10. My manager is considerate of my life outside work	81%	79%	77%	74%	70%	82%	79%	78%	77%	76%	81%	79%	79%	77%	76%	75%	80%	76%	79%	75%
B11. My manager is open to my ideas	82%	80%	77%	74%	70%	82%	80%	78%	76%	77%	81%	80%	79%	76%	76%	74%	84%	77%	77%	76%
B12. My manager helps me to understand how I contribute to [my organisation's] objectives	67%	64%	62%	60%	58%	68%	64%	62%	61%	62%	66%	65%	63%	61%	63%	60%	67%	61%	66%	64%
B13. Overall, I have confidence in the decisions made by my manager	77%	72%	68%	64%	61%	80%	74%	70%	67%	68%	79%	75%	71%	68%	68%	66%	75%	69%	69%	70%
B14. My manager recognises when I have done my job well	80%	78%	76%	74%	71%	81%	79%	76%	75%	76%	80%	79%	77%	75%	76%	75%	79%	76%	78%	73%
B15. I receive regular feedback on my performance	67%	67%	66%	64%	62%	67%	66%	65%	64%	66%	66%	67%	66%	64%	66%	65%	66%	64%	70%	60%
B16. The feedback I receive helps me to improve my performance	66%	63%	60%	57%	54%	68%	66%	62%	60%	59%	67%	67%	63%	60%	59%	59%	63%	60%	63%	59%
B17. I think that my performance is evaluated fairly	65%	64%	61%	58%	56%	67%	66%	62%	60%	61%	69%	66%	63%	60%	60%	59%	66%	61%	63%	58%
B18. Poor performance is dealt with effectively in my team	43%	44%	42%	40%	39%	42%	41%	39%	39%	43%	43%	41%	39%	39%	42%	36%	53%	41%	43%	46%
My team																				
B19. The people in my team can be relied upon to help when things get difficult in my job	86%	84%	82%	81%	80%	87%	84%	82%	81%	83%	86%	84%	82%	82%	83%	81%	87%	82%	86%	83%
B20. The people in my team work together to find ways to improve the service we provide	83%	81%	79%	77%	76%	82%	80%	78%	78%	80%	82%	80%	78%	78%	80%	77%	85%	79%	82%	81%
B21. The people in my team are encouraged to come up with new and better ways of doing things	78%	76%	72%	69%	67%	75%	73%	71%	70%	73%	74%	73%	72%	70%	73%	68%	83%	72%	74%	74%
Learning and development																				
B22. I am able to access the right learning and development opportunities when I need to	65%	62%	59%	56%	56%	65%	62%	58%	57%	61%	64%	63%	59%	58%	61%	58%	65%	60%	62%	60%
B23. Learning and development activities I have completed in the past 12 months have helped to improve my performance	56%	53%	47%	42%	41%	55%	57%	52%	47%	47%	53%	58%	53%	48%	46%	46%	54%	49%	46%	46%
B24. There are opportunities for me to develop my career in [my organisation]	52%	43%	36%	31%	30%	53%	47%	41%	37%	37%	50%	48%	43%	38%	37%	35%	47%	40%	35%	42%
B25. Learning and development activities I have completed while working for [my organisation] are helping me to develop my career	51%	45%	38%	33%	30%	49%	48%	43%	39%	38%	48%	50%	44%	40%	37%	35%	50%	41%	33%	45%
Inclusion and fair treatment																				
B26. I am treated fairly at work	84%	79%	76%	72%	70%	88%	81%	77%	74%	76%	86%	81%	79%	75%	76%	74%	82%	76%	78%	79%
B27. I am treated with respect by the people I work with	88%	85%	83%	81%	80%	90%	85%	83%	82%	84%	89%	86%	84%	83%	83%	82%	87%	83%	86%	84%
B28. I feel valued for the work I do	69%	63%	59%	54%	53%	73%	65%	60%	56%	60%	72%	66%	61%	57%	59%	56%	68%	60%	61%	63%
B29. I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	77%	74%	71%	67%	63%	82%	76%	72%	69%	69%	81%	78%	74%	70%	69%	68%	77%	70%	72%	72%

Civil Service People Survey 2013: results by demographic group[1]

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	Time in current job [H02]					Time in organisation (or predecessor) [H03]					Time in Civil Service [H04]					Manager status [H05]		Working pattern [H06]		
	Less than 1 year (n=58,890)	1 year but less than 3 years (n=61,428)	3 years but less than 5 years (n=38,332)	5 years but less than 10 years (n=53,962)	10 years or more (n=53,584)	Less than 1 year (n=16,436)	1 year but less than 3 years (n=17,550)	3 years but less than 5 years (n=20,460)	5 years but less than 10 years (n=48,419)	10 years or more (n=147,675)	Less than 1 year (n=14,876)	1 year but less than 3 years (n=12,249)	3 years but less than 5 years (n=17,299)	5 years but less than 10 years (n=44,849)	10 years or more (n=154,217)	Non-manager (n=185,009)	Manager (n=81,009)	Full-time (n=216,469)	Part-time (n=50,954)	Job-share (n=821)
Resources and workload																				
B30. In my job, I am clear what is expected of me	82%	84%	84%	84%	83%	83%	85%	83%	83%	83%	84%	86%	84%	83%	83%	83%	85%	83%	86%	83%
B31. I get the information I need to do my job well	68%	68%	66%	64%	63%	71%	69%	66%	64%	66%	70%	70%	66%	64%	65%	64%	70%	66%	67%	68%
B32. I have clear work objectives	74%	76%	76%	75%	74%	76%	76%	75%	74%	75%	77%	77%	75%	74%	75%	74%	78%	74%	78%	76%
B33. I have the skills I need to do my job effectively	82%	86%	87%	87%	85%	87%	88%	87%	86%	84%	89%	89%	87%	86%	84%	84%	89%	86%	84%	86%
B34. I have the tools I need to do my job effectively	67%	66%	64%	63%	63%	72%	70%	64%	63%	64%	72%	70%	64%	64%	63%	63%	67%	64%	66%	70%
B35. I have an acceptable workload	64%	59%	58%	58%	57%	72%	63%	59%	58%	58%	71%	65%	61%	58%	57%	62%	53%	58%	64%	58%
B36. I achieve a good balance between my work life and my private life	70%	66%	66%	66%	64%	77%	69%	66%	66%	65%	76%	71%	68%	66%	65%	69%	60%	64%	76%	73%
Pay and benefits																				
B37. I feel that my pay adequately reflects my performance	37%	31%	27%	25%	24%	44%	34%	28%	27%	28%	45%	34%	28%	27%	27%	27%	33%	28%	33%	36%
B38. I am satisfied with the total benefits package	39%	35%	32%	29%	27%	44%	37%	33%	32%	31%	44%	38%	33%	33%	31%	31%	37%	31%	37%	38%
B39. Compared to people doing a similar job in other organisations I feel my pay is reasonable	33%	28%	25%	24%	23%	39%	31%	26%	26%	25%	41%	33%	26%	26%	24%	26%	28%	25%	32%	34%
Leadership and managing change																				
B40. I feel that [my organisation] as a whole is managed well	44%	40%	36%	32%	30%	55%	47%	40%	36%	33%	53%	47%	41%	37%	34%	34%	43%	37%	36%	44%
B41. [Senior managers] in [my organisation] are sufficiently visible	52%	47%	41%	38%	34%	60%	54%	46%	43%	39%	57%	53%	46%	44%	40%	39%	51%	43%	39%	48%
B42. I believe the actions of [senior managers] are consistent with [my organisation's] values	47%	42%	38%	34%	32%	56%	49%	42%	38%	36%	53%	50%	43%	40%	36%	35%	47%	39%	37%	43%
B43. I believe that [the board has] a clear vision for the future of [my organisation]	42%	40%	37%	34%	32%	47%	42%	39%	36%	36%	47%	43%	39%	36%	36%	34%	44%	38%	36%	42%
B44. Overall, I have confidence in the decisions made by [my organisation's senior managers]	41%	36%	32%	28%	25%	53%	44%	36%	32%	29%	51%	44%	37%	33%	29%	29%	41%	33%	30%	40%
B45. I feel that change is managed well in [my organisation]	31%	28%	27%	25%	24%	39%	34%	28%	26%	25%	37%	34%	29%	26%	25%	26%	30%	27%	29%	34%
B46. When changes are made in [my organisation] they are usually for the better	28%	25%	23%	20%	18%	36%	31%	26%	23%	20%	34%	31%	27%	24%	21%	21%	28%	23%	22%	27%
B47. [My organisation] keeps me informed about matters that affect me	59%	56%	52%	47%	44%	65%	59%	54%	49%	51%	62%	58%	55%	50%	51%	48%	60%	52%	52%	59%
B48. I have the opportunity to contr bute my views before decisions are made that affect me	37%	34%	31%	28%	26%	42%	37%	32%	29%	30%	40%	36%	32%	30%	31%	27%	40%	32%	30%	36%
B49. I think it is safe to challenge the way things are done in [my organisation]	44%	41%	37%	33%	30%	48%	43%	39%	36%	36%	46%	43%	41%	37%	36%	33%	47%	37%	36%	41%
Employee engagement																				
B50. I am proud when I tell others I am part of [my organisation]	58%	52%	48%	44%	41%	71%	63%	55%	50%	43%	69%	66%	57%	51%	43%	45%	57%	50%	43%	59%
B51. I would recommend [my organisation] as a great place to work	49%	42%	38%	34%	30%	66%	55%	45%	39%	33%	63%	57%	48%	40%	33%	36%	45%	40%	37%	47%
B52. I feel a strong personal attachment to [my organisation]	47%	46%	43%	41%	41%	43%	41%	40%	40%	46%	44%	43%	41%	41%	44%	39%	54%	44%	40%	49%
B53. [My organisation] inspires me to do the best in my job	47%	41%	38%	34%	33%	57%	48%	41%	37%	36%	55%	50%	43%	38%	36%	36%	45%	39%	38%	47%
B54. [My organisation] motivates me to help it achieve its objectives	44%	38%	35%	32%	30%	55%	46%	39%	35%	33%	53%	48%	40%	36%	33%	33%	43%	36%	35%	43%
Taking action																				
B55. I believe that [senior managers] in [my organisation] will take action on the results from this survey	44%	41%	38%	33%	30%	50%	44%	39%	36%	36%	47%	43%	40%	36%	36%	33%	47%	37%	37%	45%
B56. I believe that managers where I work will take action on the results from this survey	58%	54%	50%	45%	41%	59%	53%	50%	47%	50%	56%	52%	51%	48%	50%	45%	61%	49%	51%	54%
B57. Where I work, I think effective action has been taken on the results of the last survey [7]	33%	38%	37%	32%	30%	26%	35%	35%	33%	35%	27%	32%	34%	33%	36%	29%	45%	34%	37%	39%
Organisational culture																				
B58. I am trusted to carry out my job effectively	89%	88%	87%	85%	84%	91%	89%	87%	86%	86%	91%	90%	88%	86%	86%	85%	89%	86%	87%	87%
B59. I believe I would be supported if I try a new idea, even if it may not work	71%	69%	65%	60%	57%	71%	68%	66%	62%	65%	71%	68%	67%	63%	64%	60%	75%	65%	63%	66%
B60. My performance is evaluated based on whether I get things done, rather than solely follow process	65%	66%	61%	57%	54%	64%	64%	61%	58%	61%	65%	63%	61%	58%	61%	56%	72%	61%	59%	66%
B61. When I talk about [my organisation] I say "we" rather than "they"	67%	65%	60%	54%	50%	69%	66%	62%	58%	58%	67%	66%	63%	58%	59%	54%	72%	61%	55%	61%
B62. I have some really good friendships at work	77%	78%	79%	80%	80%	71%	77%	78%	79%	80%	75%	78%	78%	79%	79%	79%	79%	78%	83%	80%
Future intentions																				
C01. Which of the following statements most reflects your current thoughts about working for [your organisation]?																				
I want to leave [my organisation] as soon as possible	6%	8%	9%	10%	11%	5%	8%	9%	9%	9%	5%	7%	8%	9%	9%	10%	7%	9%	8%	7%
I want to leave [my organisation] within the next 12 months	10%	12%	12%	11%	9%	12%	16%	15%	12%	9%	12%	14%	15%	12%	9%	11%	11%	11%	10%	10%
I want to stay working for [my organisation] for at least the next year	28%	25%	23%	21%	17%	36%	33%	30%	26%	19%	33%	32%	31%	27%	19%	22%	25%	23%	22%	27%
I want to stay working for [my organisation] for at least the next three years	56%	54%	56%	58%	63%	48%	43%	46%	52%	63%	51%	46%	46%	51%	62%	58%	57%	57%	60%	55%
Civil Service Code																				
D01. Are you aware of the Civil Service Code?	85%	88%	87%	86%	85%	74%	81%	84%	86%	90%	68%	78%	84%	86%	91%	84%	93%	87%	86%	80%
D02. Are you aware of how to raise a concern under the Civil Service Code?	60%	65%	66%	65%	66%	48%	54%	60%	63%	69%	40%	50%	59%	63%	69%	60%	74%	65%	63%	60%
D03. Are you confident that if you raise a concern under the Civil Service Code in [your organisation] it would be investigated properly?	68%	66%	63%	60%	58%	70%	66%	64%	61%	63%	65%	65%	65%	63%	63%	59%	72%	63%	64%	65%

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	Time in current job [H02]					Time in organisation (or predecessor) [H03]					Time in Civil Service [H04]					Manager status [H05]		Working pattern [H06]		
	Less than 1 year (n=58,890)	1 year but less than 3 years (n=61,428)	3 years but less than 5 years (n=38,332)	5 years but less than 10 years (n=53,962)	10 years or more (n=53,584)	Less than 1 year (n=16,436)	1 year but less than 3 years (n=17,550)	3 years but less than 5 years (n=20,460)	5 years but less than 10 years (n=48,419)	10 years or more (n=147,675)	Less than 1 year (n=14,876)	1 year but less than 3 years (n=12,249)	3 years but less than 5 years (n=17,299)	5 years but less than 10 years (n=44,849)	10 years or more (n=154,217)	Non-manager (n=185,009)	Manager (n=81,009)	Full-time (n=216,469)	Part-time (n=50,954)	Job-share (n=821)
Wellbeing																				
W01. Overall, how satisfied are you with your life nowadays? (% 7-10) (0=not at all satisfied, 10=completely satisfied)	65%	62%	60%	59%	59%	69%	64%	61%	60%	60%	68%	65%	62%	61%	60%	60%	65%	60%	67%	70%
W02. Overall, to what extent do you think the things you do in your life are worthwhile? (% 7-10) (0=not at all worthwhile, 10=completely worthwhile)	72%	69%	68%	67%	67%	74%	70%	68%	67%	68%	73%	70%	68%	67%	68%	67%	73%	67%	75%	76%
W03. Overall, how happy did you feel yesterday? (% 7-10) (0=not at all happy, 10=completely happy)	61%	59%	57%	57%	57%	65%	61%	58%	57%	58%	64%	61%	58%	57%	58%	57%	61%	57%	64%	68%
W04. Overall, how anxious did you feel yesterday? (% 0-3) (0=not at all anxious, 10=completely anxious)	52%	51%	50%	50%	48%	53%	51%	51%	50%	50%	54%	52%	51%	50%	49%	50%	50%	50%	52%	52%
Discrimination, bullying and harassment																				
E01. During the past 12 months have you personally experienced discrimination at work?	10%	11%	12%	13%	13%	6%	10%	12%	13%	12%	6%	9%	11%	13%	12%	13%	10%	12%	11%	13%
E03. During the past 12 months have you personally experienced bullying or harassment at work?	10%	10%	11%	12%	12%	6%	10%	12%	12%	11%	6%	10%	11%	12%	12%	11%	11%	12%	9%	11%

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	Employment status [H07]						Occupation of main role - major groups [H08]					Development scheme [H09]			Sex [J01]		Age [J02]				Ethnicity - binary [J03]	
	Permanent contract (n=251,751)	Fixed term contract (n=9,840)	Loaned from other CS organisation (n=2,270)	Temporary/agency worker (n=2,435)	Contractor/freelancer (n=1,167)	Secondee from outside CS (n=1,185)	Operations (n=158,154)	Corporate Services (n=47,213)	Policy (n=17,102)	Specialist services (n=27,836)	Other (n=14,756)	Not on a development scheme (n=255,315)	Civil Service Fast Stream schemes (n=2,285)	Other development scheme (n=5,666)	Male (n=113,109)	Female (n=125,295)	Aged 16-34 (n=52,923)	Aged 35-44 (n=60,476)	Aged 45-54 (n=79,941)	Aged 55+ (n=40,346)	White (n=216,883)	BME (n=22,776)
Employee engagement index [2]	53%	63%	62%	64%	63%	63%	53%	56%	59%	55%	50%	53%	66%	62%	53%	57%	58%	56%	54%	54%	54%	63%
My work	71%	70%	82%	67%	79%	84%	68%	76%	80%	76%	68%	70%	79%	79%	71%	73%	69%	73%	74%	73%	72%	73%
Organisational objectives and purpose	80%	81%	78%	78%	80%	79%	80%	83%	86%	77%	70%	80%	84%	88%	78%	84%	81%	81%	82%	80%	81%	82%
My manager	65%	70%	70%	66%	64%	70%	66%	66%	70%	64%	57%	65%	73%	74%	65%	69%	69%	68%	66%	65%	67%	68%
My team	78%	81%	83%	78%	77%	82%	78%	79%	82%	77%	70%	78%	83%	83%	77%	81%	79%	80%	80%	79%	79%	78%
Learning and development	47%	51%	52%	39%	33%	48%	45%	51%	53%	49%	40%	46%	70%	75%	46%	51%	54%	49%	47%	44%	48%	54%
Inclusion and fair treatment	72%	79%	82%	80%	80%	84%	72%	75%	78%	74%	65%	72%	84%	81%	73%	77%	77%	75%	74%	75%	75%	74%
Resources and workload	71%	78%	72%	81%	75%	76%	72%	71%	71%	70%	65%	71%	75%	75%	70%	75%	75%	72%	72%	74%	72%	77%
Pay and benefits	29%	41%	39%	32%	43%	47%	28%	33%	32%	31%	25%	29%	40%	36%	26%	35%	34%	32%	30%	28%	31%	29%
Leadership and managing change	35%	46%	47%	48%	42%	45%	35%	39%	44%	35%	29%	35%	53%	49%	35%	40%	42%	39%	36%	34%	37%	45%
My work																						
B01. I am interested in my work	87%	88%	95%	88%	94%	95%	85%	90%	93%	92%	86%	87%	92%	93%	87%	90%	86%	88%	89%	90%	88%	89%
B02. I am sufficiently challenged by my work	78%	72%	84%	66%	80%	87%	75%	80%	84%	82%	76%	77%	81%	84%	78%	79%	72%	79%	82%	81%	79%	77%
B03. My work gives me a sense of personal accomplishment	73%	74%	83%	71%	81%	86%	71%	75%	79%	78%	70%	73%	80%	81%	72%	76%	70%	74%	76%	78%	74%	76%
B04. I feel involved in the decisions that affect my work	51%	53%	66%	50%	62%	69%	48%	59%	66%	55%	46%	51%	63%	62%	53%	54%	52%	55%	55%	51%	53%	56%
B05. I have a choice in deciding how I do my work	64%	61%	80%	60%	76%	82%	59%	75%	80%	72%	61%	64%	79%	74%	66%	67%	66%	68%	67%	64%	66%	64%
Organisational objectives and purpose																						
B06. I have a clear understanding of [my organisation's] purpose [3]	82%	84%	82%	80%	82%	82%	81%	85%	88%	81%	72%	82%	88%	89%	80%	86%	84%	83%	83%	82%	83%	83%
B07. I have a clear understanding of [my organisation's] objectives	78%	78%	74%	72%	75%	74%	78%	80%	84%	74%	67%	77%	82%	86%	75%	82%	78%	79%	79%	78%	79%	80%
B08. I understand how my work contributes to [my organisation's] objectives	80%	82%	80%	81%	83%	81%	81%	83%	85%	78%	71%	80%	84%	88%	78%	84%	81%	82%	82%	81%	81%	84%
My manager																						
B09. My manager motivates me to be more effective in my job	65%	73%	74%	70%	66%	72%	66%	66%	71%	64%	57%	65%	77%	76%	65%	70%	71%	68%	66%	65%	67%	70%
B10. My manager is considerate of my life outside work	76%	78%	82%	74%	76%	80%	75%	80%	83%	78%	69%	76%	84%	83%	76%	79%	81%	79%	76%	75%	78%	72%
B11. My manager is open to my ideas	76%	80%	85%	73%	80%	85%	75%	81%	85%	78%	70%	77%	87%	85%	77%	79%	81%	80%	78%	75%	78%	75%
B12. My manager helps me to understand how I contribute to [my organisation's] objectives	62%	67%	64%	61%	61%	67%	64%	62%	65%	58%	52%	62%	69%	73%	60%	68%	65%	65%	64%	63%	64%	67%
B13. Overall, I have confidence in the decisions made by my manager	68%	77%	80%	77%	73%	78%	68%	72%	78%	70%	61%	69%	82%	79%	69%	72%	74%	72%	70%	68%	71%	69%
B14. My manager recognises when I have done my job well	76%	80%	82%	76%	77%	82%	76%	77%	82%	75%	69%	76%	84%	83%	76%	79%	79%	78%	77%	77%	77%	78%
B15. I receive regular feedback on my performance	65%	68%	64%	58%	55%	63%	68%	63%	65%	60%	55%	65%	69%	73%	63%	70%	67%	67%	66%	67%	66%	68%
B16. The feedback I receive helps me to improve my performance	60%	69%	64%	63%	55%	62%	62%	60%	63%	57%	51%	60%	69%	72%	58%	66%	66%	64%	61%	59%	61%	69%
B17. I think that my performance is evaluated fairly	61%	67%	66%	64%	58%	68%	61%	62%	65%	61%	53%	61%	70%	71%	60%	66%	66%	64%	62%	62%	63%	63%
B18. Poor performance is dealt with effectively in my team	41%	45%	39%	46%	35%	40%	43%	41%	42%	36%	34%	41%	37%	47%	42%	44%	41%	43%	44%	43%	42%	49%
My team																						
B19. The people in my team can be relied upon to help when things get difficult in my job	83%	86%	87%	87%	80%	86%	83%	82%	86%	83%	78%	83%	87%	87%	83%	85%	84%	84%	84%	85%	84%	82%
B20. The people in my team work together to find ways to improve the service we provide	79%	82%	84%	79%	78%	82%	80%	80%	82%	79%	73%	79%	83%	84%	79%	82%	80%	81%	81%	81%	81%	79%
B21. The people in my team are encouraged to come up with new and better ways of doing things	72%	75%	80%	67%	73%	77%	72%	75%	78%	71%	64%	72%	78%	79%	70%	77%	74%	75%	74%	72%	74%	74%
Learning and development																						
B22. I am able to access the right learning and development opportunities when I need to	60%	62%	61%	49%	40%	58%	61%	63%	61%	58%	50%	60%	72%	79%	57%	66%	63%	61%	62%	63%	62%	63%
B23. Learning and development activities I have completed in the past 12 months have helped to improve my performance	48%	52%	53%	40%	35%	49%	47%	51%	52%	51%	42%	47%	66%	77%	47%	53%	54%	51%	49%	45%	49%	57%
B24. There are opportunities for me to develop my career in [my organisation]	39%	44%	46%	31%	25%	35%	37%	44%	48%	41%	32%	38%	73%	68%	40%	42%	48%	42%	39%	34%	40%	45%
B25. Learning and development activities I have completed while working for [my organisation] are helping me to develop my career	39%	46%	47%	35%	30%	48%	36%	48%	49%	45%	35%	39%	68%	74%	41%	42%	49%	44%	40%	34%	40%	50%
Inclusion and fair treatment																						
B26. I am treated fairly at work	76%	83%	87%	84%	83%	88%	76%	79%	83%	78%	68%	76%	88%	84%	76%	81%	81%	79%	78%	78%	79%	75%
B27. I am treated with respect by the people I work with	83%	87%	90%	87%	86%	90%	84%	84%	88%	84%	77%	84%	89%	88%	84%	86%	86%	85%	85%	87%	85%	83%
B28. I feel valued for the work I do	59%	67%	74%	68%	73%	78%	58%	64%	70%	62%	53%	59%	77%	71%	60%	65%	63%	62%	62%	64%	62%	67%
B29. I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	70%	79%	76%	80%	77%	81%	70%	73%	74%	71%	61%	70%	81%	80%	70%	75%	77%	73%	71%	70%	73%	72%

Civil Service People Survey 2013: results by demographic group[1]

This table shows the overall results to the Civil Service People Survey 2013 by demographic groups - covering job and personal characteristics. These results are different to the benchmark publication in that they are affected by the relative number of responses from different participating organisations (i.e. responses from DWP, HMRC, MOD and NOMS account for 50% of these results). The Civil Service benchmark is the median score of all participating organisations and therefore is not influenced by the relative number of respondents.

	Employment status [H07]						Occupation of main role - major groups [H08]					Development scheme [H09]			Sex [J01]		Age [J02]				Ethnicity - binary [J03]	
	Permanent contract (n=251,751)	Fixed term contract (n=9,840)	Loaned from other CS organisation (n=2,270)	Temporary/agency worker (n=2,435)	Contractor/freelancer (n=1,167)	Secondee from outside CS (n=1,185)	Operations (n=158,154)	Corporate Services (n=47,213)	Policy (n=17,102)	Specialist services (n=27,836)	Other (n=14,756)	Not a development scheme (n=255,315)	Civil Service Fast Stream schemes (n=2,285)	Other development scheme (n=5,666)	Male (n=113,109)	Female (n=125,295)	Aged 16-34 (n=52,923)	Aged 35-44 (n=60,476)	Aged 45-54 (n=79,941)	Aged 55+ (n=40,346)	White (n=216,883)	BME (n=22,776)
Resources and workload																						
B30. In my job, I am clear what is expected of me	83%	86%	82%	88%	84%	86%	85%	81%	81%	82%	77%	83%	82%	85%	82%	87%	85%	84%	85%	86%	84%	87%
B31. I get the information I need to do my job well	65%	72%	69%	73%	65%	72%	66%	66%	70%	65%	58%	66%	73%	73%	65%	70%	69%	67%	67%	68%	67%	74%
B32. I have clear work objectives	75%	78%	74%	79%	74%	76%	77%	73%	75%	73%	67%	75%	74%	79%	73%	80%	76%	76%	77%	78%	76%	80%
B33. I have the skills I need to do my job effectively	85%	89%	87%	91%	93%	92%	85%	86%	87%	88%	83%	85%	85%	86%	86%	87%	87%	85%	85%	88%	86%	87%
B34. I have the tools I need to do my job effectively	64%	75%	68%	78%	66%	70%	64%	67%	67%	63%	59%	64%	71%	70%	62%	70%	69%	66%	65%	67%	66%	72%
B35. I have an acceptable workload	58%	72%	61%	76%	71%	68%	61%	59%	55%	56%	53%	59%	67%	61%	58%	63%	64%	59%	59%	63%	60%	65%
B36. I achieve a good balance between my work life and my private life	66%	75%	64%	81%	71%	66%	68%	67%	61%	63%	57%	66%	72%	68%	65%	71%	72%	67%	65%	70%	68%	70%
Pay and benefits																						
B37. I feel that my pay adequately reflects my performance	28%	41%	41%	39%	50%	52%	27%	34%	34%	32%	26%	29%	42%	36%	26%	34%	33%	32%	30%	27%	31%	29%
B38. I am satisfied with the total benefits package	32%	40%	43%	22%	34%	43%	32%	36%	35%	34%	27%	32%	45%	42%	29%	39%	39%	35%	32%	31%	35%	30%
B39. Compared to people doing a similar job in other organisations I feel my pay is reasonable	26%	40%	33%	35%	44%	44%	26%	29%	28%	27%	23%	26%	34%	31%	23%	32%	31%	29%	27%	25%	28%	26%
Leadership and managing change																						
B40. I feel that [my organisation] as a whole is managed well	36%	51%	49%	51%	44%	49%	35%	40%	46%	37%	29%	36%	57%	50%	34%	42%	45%	40%	37%	33%	37%	49%
B41. [Senior managers] in [my organisation] are sufficiently visible	42%	54%	61%	60%	47%	54%	40%	48%	58%	44%	35%	42%	68%	58%	41%	47%	52%	46%	42%	37%	43%	52%
B42. I believe the actions of [senior managers] are consistent with [my organisation's] values	38%	51%	54%	53%	46%	52%	37%	42%	51%	41%	32%	38%	60%	53%	39%	43%	47%	42%	39%	36%	40%	47%
B43. I believe that [the board has] a clear vision for the future of [my organisation]	37%	43%	40%	46%	41%	41%	37%	41%	39%	35%	31%	37%	45%	48%	36%	42%	41%	40%	39%	36%	38%	47%
B44. Overall, I have confidence in the decisions made by [my organisation's senior managers]	32%	47%	50%	50%	43%	46%	30%	37%	45%	34%	26%	32%	58%	47%	32%	37%	41%	36%	33%	29%	33%	43%
B45. I feel that change is managed well in [my organisation]	26%	38%	33%	41%	31%	32%	28%	27%	28%	24%	20%	27%	37%	35%	25%	32%	32%	29%	27%	26%	27%	40%
B46. When changes are made in [my organisation] they are usually for the better	22%	34%	30%	38%	30%	26%	24%	25%	23%	20%	17%	23%	37%	35%	22%	27%	30%	26%	23%	20%	23%	35%
B47. [My organisation] keeps me informed about matters that affect me	51%	60%	64%	59%	53%	58%	51%	56%	62%	52%	42%	51%	68%	66%	51%	56%	56%	55%	53%	52%	53%	59%
B48. I have the opportunity to contribute my views before decisions are made that affect me	31%	38%	43%	37%	38%	44%	30%	35%	39%	31%	24%	31%	43%	42%	32%	34%	35%	34%	33%	30%	32%	37%
B49. I think it is safe to challenge the way things are done in [my organisation]	36%	45%	51%	43%	46%	47%	36%	41%	43%	37%	29%	37%	54%	51%	39%	40%	43%	40%	38%	37%	39%	39%
Employee engagement																						
B50. I am proud when I tell others I am part of [my organisation]	47%	69%	69%	65%	66%	67%	45%	53%	62%	55%	47%	48%	73%	64%	49%	53%	59%	52%	48%	47%	49%	65%
B51. I would recommend [my organisation] as a great place to work	37%	62%	61%	64%	55%	57%	37%	42%	49%	42%	31%	38%	68%	54%	38%	44%	52%	43%	37%	35%	39%	56%
B52. I feel a strong personal attachment to [my organisation]	44%	46%	38%	42%	48%	45%	42%	48%	50%	45%	41%	43%	52%	55%	45%	46%	43%	47%	47%	46%	45%	54%
B53. [My organisation] inspires me to do the best in my job	38%	54%	51%	56%	50%	52%	38%	40%	44%	39%	34%	38%	59%	53%	37%	44%	45%	42%	40%	38%	39%	53%
B54. [My organisation] motivates me to help it achieve its objectives	35%	52%	48%	52%	49%	48%	36%	38%	42%	35%	29%	36%	56%	52%	35%	42%	43%	39%	37%	35%	37%	51%
Taking action																						
B55. I believe that [senior managers] in [my organisation] will take action on the results from this survey	37%	45%	54%	47%	45%	48%	36%	41%	49%	39%	28%	37%	57%	50%	36%	42%	41%	40%	39%	36%	38%	46%
B56. I believe that managers where I work will take action on the results from this survey	49%	53%	66%	55%	52%	57%	49%	52%	62%	49%	39%	49%	67%	63%	47%	55%	52%	53%	52%	49%	51%	53%
B57. Where I work, I think effective action has been taken on the results of the last survey [7]	34%	29%	38%	26%	28%	30%	36%	34%	39%	29%	24%	34%	36%	41%	30%	41%	32%	37%	38%	35%	35%	41%
Organisational culture																						
B58. I am trusted to carry out my job effectively	86%	90%	89%	93%	91%	93%	86%	88%	87%	88%	84%	87%	89%	90%	86%	89%	90%	88%	87%	87%	88%	88%
B59. I believe I would be supported if I try a new idea, even if it may not work	64%	68%	75%	64%	71%	76%	63%	70%	72%	67%	59%	64%	78%	74%	65%	69%	69%	68%	66%	64%	67%	62%
B60. My performance is evaluated based on whether I get things done, rather than solely follow process	60%	61%	74%	61%	68%	73%	58%	67%	73%	62%	55%	60%	74%	69%	60%	65%	63%	63%	63%	62%	62%	63%
B61. When I talk about [my organisation] I say "we" rather than "they"	59%	64%	69%	61%	66%	63%	56%	66%	76%	62%	50%	59%	78%	74%	61%	62%	62%	63%	61%	59%	60%	67%
B62. I have some really good friendships at work	79%	78%	69%	77%	74%	72%	80%	77%	74%	76%	76%	79%	76%	81%	75%	84%	82%	80%	79%	78%	80%	81%
Future intentions																						
C01. Which of the following statements most reflects your current thoughts about working for [your organisation]?																						
I want to leave [my organisation] as soon as possible	9%	7%	8%	7%	7%	5%	10%	7%	6%	8%	11%	9%	7%	5%	10%	7%	8%	7%	8%	9%	8%	8%
I want to leave [my organisation] within the next 12 months	10%	14%	21%	16%	18%	16%	10%	11%	14%	12%	11%	11%	16%	8%	12%	9%	14%	10%	8%	11%	10%	10%
I want to stay working for [my organisation] for at least the next year	22%	31%	41%	33%	39%	39%	19%	26%	33%	31%	22%	23%	39%	27%	24%	22%	31%	23%	16%	23%	23%	22%
I want to stay working for [my organisation] for at least the next three years	58%	48%	30%	44%	37%	40%	61%	55%	46%	49%	55%	57%	38%	60%	55%	63%	47%	59%	68%	57%	59%	60%
Civil Service Code																						
D01. Are you aware of the Civil Service Code?	87%	73%	94%	55%	55%	61%	86%	89%	93%	85%	80%	87%	91%	91%	87%	87%	80%	87%	89%	90%	88%	74%
D02. Are you aware of how to raise a concern under the Civil Service Code?	65%	49%	67%	38%	37%	41%	65%	67%	65%	56%	61%	64%	51%	66%	64%	65%	52%	63%	70%	73%	66%	54%
D03. Are you confident that if you raise a concern under the Civil Service Code in [your organisation] it would be investigated properly?	63%	65%	78%	58%	56%	63%	62%	66%	71%	63%	54%	63%	74%	72%	62%	67%	65%	65%	65%	65%	66%	58%

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	Employment status [H07]						Occupation of main role - major groups [H08]					Development scheme [H09]			Sex [J01]		Age [J02]				Ethnicity - binary [J03]	
	Permanent contract (n=251,751)	Fixed term contract (n=9,840)	Loaned from other CS organisation (n=2,270)	Temporary/agency worker (n=2,435)	Contractor/freelancer (n=1,167)	Secondee from outside CS (n=1,185)	Operations (n=158,154)	Corporate Services (n=47,213)	Policy (n=17,102)	Specialist services (n=27,836)	Other (n=14,756)	Not on a development scheme (n=255,315)	Civil Service Fast Stream schemes (n=2,285)	Other development scheme (n=5,666)	Male (n=113,109)	Female (n=125,295)	Aged 16-34 (n=52,923)	Aged 35-44 (n=60,476)	Aged 45-54 (n=79,941)	Aged 55+ (n=40,346)	White (n=216,883)	BME (n=22,776)
Wellbeing																						
W01. Overall, how satisfied are you with your life nowadays? (% 7-10) (0=not at all satisfied, 10=completely satisfied)	61%	65%	71%	61%	72%	72%	61%	62%	66%	62%	58%	61%	72%	66%	59%	66%	65%	61%	61%	67%	63%	62%
W02. Overall, to what extent do you think the things you do in your life are worthwhile? (% 7-10) (0=not at all worthwhile, 10=completely worthwhile)	68%	70%	76%	66%	77%	79%	68%	69%	72%	70%	66%	68%	74%	73%	67%	73%	69%	69%	69%	74%	70%	70%
W03. Overall, how happy did you feel yesterday? (% 7-10) (0=not at all happy, 10=completely happy)	58%	62%	64%	59%	66%	69%	58%	59%	61%	58%	56%	58%	64%	62%	57%	62%	59%	59%	59%	65%	59%	62%
W04. Overall, how anxious did you feel yesterday? (% 0-3) (0=not at all anxious, 10=completely anxious)	50%	53%	49%	55%	56%	56%	51%	50%	48%	49%	50%	50%	45%	50%	51%	51%	51%	50%	50%	55%	51%	46%
Discrimination, bullying and harassment																						
E01. During the past 12 months have you personally experienced discrimination at work?	12%	9%	7%	8%	7%	6%	12%	11%	9%	10%	16%	12%	8%	9%	11%	11%	11%	12%	11%	9%	11%	14%
E03. During the past 12 months have you personally experienced bullying or harassment at work?	11%	8%	6%	7%	9%	7%	11%	10%	9%	10%	15%	11%	8%	9%	10%	10%	9%	11%	11%	9%	10%	13%

Civil Service People Survey 2013: results by demographic group[1]

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	Ethnicity - major group [J03]					Long-term health [J04]		Caring status [J05]		Childcare status [J06]		Sexual identity [J07]			Religious identity [J08]							
	White (n=216,883)	Mixed (n=3,319)	Asian (n=11,620)	Black (n=6,511)	Other ethnic group (n=1,326)	No long-term limiting illness or condition (n=227,203)	Long-term limiting illness or condition (n=20,700)	Not a carer (n=194,596)	Carer for others (n=56,905)	No childcare responsibilities (n=165,273)	Has childcare responsibilities (n=85,962)	Heterosexual/straight (n=223,402)	Gay, lesbian or bisexual (n=7,524)	Other (n=1,541)	No religion (n=84,120)	Christian (n=131,231)	Buddhist (n=1,389)	Hindu (n=3,539)	Jewish (n=815)	Muslim (n=5,725)	Sikh (n=1,433)	Any other religion (n=4,221)
Employee engagement index [2]	54%	59%	64%	62%	66%	55%	47%	55%	53%	54%	55%	55%	54%	46%	53%	56%	54%	64%	54%	66%	59%	49%
My work	72%	72%	74%	71%	73%	73%	63%	72%	70%	71%	73%	72%	69%	59%	70%	74%	67%	74%	70%	73%	69%	63%
Organisational objectives and purpose	81%	80%	83%	84%	81%	81%	75%	81%	80%	80%	81%	81%	79%	68%	80%	82%	76%	83%	75%	82%	80%	74%
My manager	67%	68%	68%	68%	68%	67%	59%	67%	65%	66%	67%	67%	65%	56%	66%	68%	63%	68%	63%	69%	66%	61%
My team	79%	79%	78%	80%	77%	80%	72%	79%	78%	78%	80%	80%	77%	69%	78%	81%	73%	78%	76%	79%	75%	73%
Learning and development	48%	51%	54%	55%	55%	49%	38%	49%	45%	47%	48%	49%	47%	39%	47%	50%	45%	56%	43%	54%	49%	41%
Inclusion and fair treatment	75%	74%	75%	72%	75%	75%	62%	75%	70%	74%	74%	75%	72%	59%	74%	76%	66%	76%	70%	76%	72%	64%
Resources and workload	72%	72%	77%	77%	76%	73%	64%	73%	70%	72%	72%	73%	69%	62%	71%	74%	67%	78%	68%	79%	73%	66%
Pay and benefits	31%	32%	28%	26%	34%	31%	24%	31%	27%	30%	30%	31%	30%	24%	31%	32%	28%	25%	26%	32%	26%	23%
Leadership and managing change	37%	41%	45%	45%	51%	38%	28%	38%	34%	36%	38%	38%	37%	29%	36%	39%	37%	45%	35%	49%	39%	30%
My work																						
B01. I am interested in my work	88%	88%	89%	89%	88%	89%	82%	88%	88%	88%	89%	89%	85%	78%	86%	90%	83%	90%	86%	89%	87%	82%
B02. I am sufficiently challenged by my work	79%	77%	78%	74%	79%	79%	72%	78%	79%	78%	79%	79%	74%	67%	76%	81%	73%	80%	75%	79%	75%	71%
B03. My work gives me a sense of personal accomplishment	74%	75%	77%	76%	74%	75%	66%	74%	73%	73%	75%	75%	70%	59%	71%	77%	69%	78%	74%	77%	74%	65%
B04. I feel involved in the decisions that affect my work	53%	55%	58%	54%	57%	54%	40%	54%	49%	52%	54%	54%	51%	40%	51%	55%	50%	60%	50%	57%	52%	43%
B05. I have a choice in deciding how I do my work	66%	66%	65%	62%	64%	67%	54%	67%	61%	65%	66%	66%	65%	51%	66%	67%	60%	64%	65%	63%	60%	55%
Organisational objectives and purpose																						
B06. I have a clear understanding of [my organisation's] purpose [3]	83%	81%	83%	84%	82%	83%	77%	83%	82%	82%	83%	83%	81%	69%	82%	84%	77%	84%	77%	82%	81%	75%
B07. I have a clear understanding of [my organisation's] objectives	79%	78%	81%	81%	78%	79%	73%	78%	78%	78%	79%	79%	77%	65%	77%	80%	75%	81%	72%	80%	78%	71%
B08. I understand how my work contributes to [my organisation's] objectives	81%	81%	84%	86%	83%	82%	75%	81%	81%	81%	82%	82%	78%	68%	80%	83%	77%	84%	76%	84%	81%	74%
My manager																						
B09. My manager motivates me to be more effective in my job	67%	70%	70%	70%	70%	67%	60%	67%	65%	66%	67%	67%	66%	57%	66%	68%	65%	70%	65%	72%	68%	62%
B10. My manager is considerate of my life outside work	78%	78%	71%	71%	72%	78%	70%	78%	75%	76%	79%	78%	76%	65%	79%	78%	72%	70%	77%	71%	73%	71%
B11. My manager is open to my ideas	78%	78%	75%	74%	73%	79%	69%	79%	74%	77%	79%	78%	76%	67%	79%	78%	71%	75%	74%	75%	74%	72%
B12. My manager helps me to understand how I contribute to [my organisation's] objectives	64%	65%	67%	67%	67%	64%	57%	63%	63%	63%	65%	64%	61%	51%	62%	66%	61%	67%	58%	68%	65%	58%
B13. Overall, I have confidence in the decisions made by my manager	71%	72%	68%	68%	69%	71%	61%	71%	67%	69%	71%	71%	68%	59%	71%	71%	65%	67%	70%	67%	67%	64%
B14. My manager recognises when I have done my job well	77%	79%	77%	79%	76%	78%	69%	78%	75%	77%	77%	78%	75%	67%	77%	78%	72%	78%	74%	77%	75%	72%
B15. I receive regular feedback on my performance	66%	66%	68%	70%	67%	66%	62%	66%	66%	66%	66%	67%	65%	57%	65%	68%	64%	69%	61%	69%	67%	62%
B16. The feedback I receive helps me to improve my performance	61%	65%	69%	71%	68%	62%	54%	62%	60%	61%	62%	62%	61%	51%	60%	63%	60%	70%	58%	70%	66%	58%
B17. I think that my performance is evaluated fairly	63%	64%	62%	62%	61%	63%	52%	63%	59%	62%	62%	63%	61%	49%	62%	64%	57%	63%	57%	63%	60%	55%
B18. Poor performance is dealt with effectively in my team	42%	44%	50%	51%	52%	43%	37%	42%	42%	41%	44%	43%	41%	33%	39%	45%	41%	49%	40%	55%	46%	39%
My team																						
B19. The people in my team can be relied upon to help when things get difficult in my job	84%	83%	81%	82%	81%	84%	77%	84%	82%	83%	84%	84%	82%	75%	83%	85%	78%	80%	80%	83%	79%	78%
B20. The people in my team work together to find ways to improve the service we provide	81%	80%	78%	81%	79%	81%	74%	80%	79%	80%	81%	81%	77%	71%	79%	82%	74%	79%	81%	81%	76%	75%
B21. The people in my team are encouraged to come up with new and better ways of doing things	74%	74%	74%	76%	71%	74%	66%	74%	72%	73%	75%	74%	71%	59%	73%	75%	67%	75%	68%	73%	71%	66%
Learning and development																						
B22. I am able to access the right learning and development opportunities when I need to	62%	60%	63%	63%	61%	62%	52%	62%	59%	61%	61%	62%	58%	48%	60%	64%	54%	66%	56%	63%	60%	53%
B23. Learning and development activities I have completed in the past 12 months have helped to improve my performance	49%	53%	57%	58%	59%	50%	42%	49%	48%	48%	50%	50%	49%	42%	47%	51%	49%	58%	43%	57%	52%	44%
B24. There are opportunities for me to develop my career in [my organisation]	40%	44%	45%	47%	44%	41%	29%	41%	36%	40%	40%	41%	40%	30%	40%	41%	37%	47%	35%	45%	43%	32%
B25. Learning and development activities I have completed while working for [my organisation] are helping me to develop my career	40%	47%	49%	51%	53%	42%	30%	42%	37%	40%	42%	42%	42%	34%	40%	42%	41%	51%	37%	51%	43%	34%
Inclusion and fair treatment																						
B26. I am treated fairly at work	79%	76%	76%	74%	73%	79%	65%	79%	73%	78%	77%	79%	76%	62%	78%	80%	67%	76%	72%	75%	74%	67%
B27. I am treated with respect by the people I work with	85%	83%	83%	81%	83%	86%	75%	85%	82%	85%	85%	85%	82%	72%	85%	86%	77%	83%	79%	85%	81%	77%
B28. I feel valued for the work I do	62%	63%	68%	66%	69%	63%	49%	62%	58%	61%	61%	62%	60%	48%	60%	64%	57%	70%	60%	69%	62%	51%
B29. I think that [my organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	73%	72%	74%	68%	74%	73%	58%	73%	67%	71%	72%	73%	71%	55%	72%	74%	64%	74%	69%	76%	71%	61%

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Resources and workload																						
B30. In my job, I am clear what is expected of me	84%	83%	87%	88%	87%	85%	78%	84%	83%	84%	84%	85%	80%	73%	83%	86%	79%	87%	80%	88%	84%	79%
B31. I get the information I need to do my job well	67%	68%	75%	76%	74%	68%	58%	68%	65%	67%	67%	68%	64%	55%	65%	69%	60%	75%	65%	77%	70%	59%
B32. I have clear work objectives	76%	75%	81%	81%	80%	77%	69%	76%	75%	76%	76%	77%	72%	63%	74%	78%	73%	81%	70%	83%	77%	71%
B33. I have the skills I need to do my job effectively	86%	85%	87%	87%	89%	87%	79%	86%	84%	86%	86%	86%	84%	78%	85%	87%	82%	88%	83%	89%	82%	81%
B34. I have the tools I need to do my job effectively	66%	66%	74%	73%	71%	67%	56%	66%	63%	65%	66%	67%	62%	53%	63%	68%	59%	74%	60%	75%	69%	58%
B35. I have an acceptable workload	60%	61%	66%	66%	65%	61%	52%	61%	57%	60%	60%	61%	58%	50%	60%	62%	55%	67%	56%	67%	62%	53%
B36. I achieve a good balance between my work life and my private life	68%	68%	71%	70%	68%	69%	56%	69%	62%	67%	67%	68%	64%	58%	67%	69%	61%	72%	63%	72%	68%	59%
Pay and benefits																						
B37. I feel that my pay adequately reflects my performance	31%	32%	29%	27%	35%	31%	23%	31%	26%	30%	30%	30%	30%	24%	30%	31%	28%	27%	27%	33%	26%	22%
B38. I am satisfied with the total benefits package	35%	34%	30%	28%	36%	34%	26%	35%	30%	33%	34%	34%	32%	26%	34%	35%	30%	27%	27%	33%	28%	26%
B39. Compared to people doing a similar job in other organisations I feel my pay is reasonable	28%	29%	26%	25%	31%	28%	21%	28%	25%	27%	27%	28%	27%	23%	27%	29%	25%	22%	24%	29%	24%	21%
Leadership and managing change																						
B40. I feel that [my organisation] as a whole is managed well	37%	44%	48%	51%	55%	39%	28%	38%	35%	37%	39%	39%	37%	29%	36%	40%	37%	47%	37%	54%	41%	30%
B41. [Senior managers] in [my organisation] are sufficiently visible	43%	49%	52%	54%	54%	45%	33%	45%	41%	43%	45%	45%	44%	34%	44%	45%	42%	51%	42%	54%	45%	37%
B42. I believe the actions of [senior managers] are consistent with [my organisation's] values	40%	45%	47%	47%	54%	41%	30%	41%	37%	39%	41%	41%	40%	31%	39%	42%	40%	46%	38%	51%	40%	33%
B43. I believe that [the board has] a clear vision for the future of [my organisation]	38%	41%	46%	49%	51%	39%	31%	38%	37%	37%	40%	39%	37%	30%	36%	41%	39%	45%	31%	50%	39%	32%
B44. Overall, I have confidence in the decisions made by [my organisation's senior managers]	33%	39%	43%	42%	51%	35%	24%	34%	31%	33%	35%	35%	35%	25%	32%	36%	35%	42%	33%	47%	36%	26%
B45. I feel that change is managed well in [my organisation]	27%	32%	42%	41%	46%	29%	22%	28%	27%	27%	29%	29%	28%	24%	26%	29%	29%	43%	25%	46%	34%	24%
B46. When changes are made in [my organisation] they are usually for the better	23%	29%	37%	33%	42%	25%	18%	24%	22%	23%	25%	24%	26%	22%	23%	25%	25%	38%	21%	41%	30%	20%
B47. [My organisation] keeps me informed about matters that affect me	53%	55%	59%	61%	58%	54%	43%	54%	50%	53%	54%	54%	52%	40%	52%	55%	50%	60%	52%	60%	54%	43%
B48. I have the opportunity to contribute my views before decisions are made that affect me	32%	35%	39%	34%	44%	33%	24%	33%	30%	32%	33%	33%	33%	25%	32%	34%	33%	40%	33%	42%	33%	24%
B49. I think it is safe to challenge the way things are done in [my organisation]	39%	40%	39%	36%	49%	39%	29%	39%	34%	38%	39%	39%	39%	29%	40%	39%	36%	39%	38%	44%	34%	31%
Employee engagement																						
B50. I am proud when I tell others I am part of [my organisation]	49%	58%	67%	64%	68%	51%	39%	51%	46%	49%	51%	51%	51%	41%	47%	53%	55%	67%	54%	70%	57%	43%
B51. I would recommend [my organisation] as a great place to work	39%	50%	58%	56%	62%	41%	30%	41%	36%	40%	41%	41%	42%	32%	39%	42%	42%	58%	41%	63%	49%	34%
B52. I feel a strong personal attachment to [my organisation]	45%	48%	56%	52%	62%	46%	38%	45%	45%	43%	47%	46%	44%	37%	41%	48%	45%	57%	45%	61%	49%	39%
B53. [My organisation] inspires me to do the best in my job	39%	47%	55%	53%	58%	41%	32%	40%	38%	39%	41%	41%	40%	31%	37%	43%	42%	56%	38%	59%	49%	34%
B54. [My organisation] motivates me to help it achieve its objectives	37%	45%	53%	51%	55%	38%	30%	38%	36%	37%	38%	39%	38%	29%	35%	40%	41%	53%	37%	56%	47%	31%
Taking action																						
B55. I believe that [senior managers] in [my organisation] will take action on the results from this survey	38%	43%	46%	48%	53%	39%	29%	39%	37%	38%	40%	39%	38%	32%	37%	40%	40%	45%	38%	50%	41%	30%
B56. I believe that managers where I work will take action on the results from this survey	51%	54%	51%	55%	58%	52%	43%	51%	50%	50%	52%	52%	50%	40%	50%	53%	48%	52%	51%	54%	49%	42%
B57. Where I work, I think effective action has been taken on the results of the last survey [7]	35%	38%	40%	43%	46%	36%	30%	35%	36%	34%	37%	36%	34%	27%	32%	38%	33%	42%	33%	43%	37%	28%
Organisational culture																						
B58. I am trusted to carry out my job effectively	88%	87%	89%	87%	87%	88%	79%	88%	85%	87%	88%	88%	84%	76%	87%	89%	82%	89%	83%	89%	87%	82%
B59. I believe I would be supported if I try a new idea, even if it may not work	67%	65%	62%	59%	64%	67%	54%	67%	62%	66%	66%	67%	64%	50%	67%	67%	57%	64%	64%	62%	61%	57%
B60. My performance is evaluated based on whether I get things done, rather than solely follow process	62%	63%	64%	61%	65%	63%	52%	63%	59%	62%	62%	63%	61%	48%	62%	64%	58%	66%	59%	65%	60%	52%
B61. When I talk about [my organisation] I say "we" rather than "they"	60%	65%	70%	63%	67%	62%	52%	61%	58%	60%	62%	62%	62%	46%	60%	62%	58%	73%	59%	69%	65%	50%
B62. I have some really good friendships at work	80%	79%	82%	80%	81%	80%	79%	79%	79%	79%	80%	80%	76%	70%	78%	81%	74%	82%	71%	83%	81%	77%
Future intentions																						
C01. Which of the following statements most reflects your current thoughts about working for [your organisation]?																						
I want to leave [my organisation] as soon as possible	8%	9%	7%	9%	9%	8%	15%	8%	10%	9%	8%	8%	13%	18%	9%	7%	13%	6%	11%	8%	8%	14%
I want to leave [my organisation] within the next 12 months	10%	13%	10%	10%	10%	10%	11%	11%	10%	11%	9%	10%	13%	12%	12%	9%	12%	9%	14%	9%	10%	12%
I want to stay working for [my organisation] for at least the next year	23%	26%	21%	20%	19%	23%	19%	24%	20%	24%	21%	23%	25%	20%	26%	21%	25%	19%	29%	19%	18%	20%
I want to stay working for [my organisation] for at least the next three years	59%	52%	62%	61%	61%	59%	55%	57%	61%	56%	63%	59%	50%	50%	53%	66%	50%	66%	45%	65%	64%	54%
Civil Service Code																						
D01. Are you aware of the Civil Service Code?	88%	80%	74%	73%	67%	87%	87%	86%	88%	87%	86%	87%	85%	79%	87%	88%	75%	76%	86%	70%	80%	83%
D02. Are you aware of how to raise a concern under the Civil Service Code?	66%	55%	55%	53%	51%	65%	64%	64%	68%	65%	64%	65%	62%	58%	62%	68%	56%	57%	60%	52%	60%	62%
D03. Are you confident that if you raise a concern under the Civil Service Code in [your organisation] it would be investigated properly?	66%	61%	58%	56%	56%	66%	52%	65%	61%	64%	64%	66%	61%	45%	64%	67%	52%	59%	60%	58%	60%	52%

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Wellbeing																						
W01. Overall, how satisfied are you with your life nowadays? (% 7-10) (0=not at all satisfied, 10=completely satisfied)	63%	63%	62%	60%	63%	64%	44%	64%	55%	62%	62%	63%	59%	47%	60%	65%	58%	61%	60%	62%	60%	53%
W02. Overall, to what extent do you think the things you do in your life are worthwhile? (% 7-10) (0=not at all worthwhile, 10=completely worthwhile)	70%	71%	69%	72%	72%	72%	53%	71%	65%	68%	72%	71%	64%	53%	66%	73%	63%	69%	69%	69%	69%	61%
W03. Overall, how happy did you feel yesterday? (% 7-10) (0=not at all happy, 10=completely happy)	59%	61%	61%	64%	62%	61%	42%	61%	53%	59%	60%	60%	55%	46%	57%	62%	55%	61%	59%	60%	58%	51%
W04. Overall, how anxious did you feel yesterday? (% 0-3) (0=not at all anxious, 10=completely anxious)	51%	47%	44%	49%	48%	52%	39%	52%	45%	51%	49%	51%	46%	42%	52%	51%	45%	41%	46%	46%	45%	45%
Discrimination, bullying and harassment																						
E01. During the past 12 months have you personally experienced discrimination at work?	11%	14%	14%	15%	16%	10%	27%	10%	16%	11%	13%	11%	17%	23%	11%	11%	19%	12%	16%	15%	14%	20%
E03. During the past 12 months have you personally experienced bullying or harassment at work?	10%	14%	12%	14%	14%	9%	23%	10%	15%	10%	11%	10%	16%	21%	10%	10%	17%	11%	17%	13%	13%	19%

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Notes

1.Except for the engagement index (see note 2) the result for each of the headline themes is calculated as the percentage of "strongly agree" or "agree" responses to all questions in that theme. The scores for questions B01-B62 are based on the proportion responding "strongly agree" or "agree". For questions D01-D02, E01 and E03 the score is based on the proportion responding "yes".

2.The employee engagement index is calculated as a weighted average of the responses to the five employee engagement questions (B50-B54) and ranges from 0% to 100%. A score of 0% represents all respondents giving a rating of "strongly disagree" to all five questions. A score of 100% represents all respondents giving a rating of "strongly agree" to all five questions.

3.Phrases in square brackets (e.g. [my organisation]) are used in the core questionnaire to indicate where participating organisations use the relevant local terms (e.g. 'the Cabinet Office' in place of [my/your organisation] or 'Senior Civil Servants' in place of [senior managers]).