

Department for Business, Enterprise and Regulatory Reform 2008 Staff Survey

Report for BERR

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1 - Introduction

This report is designed to provide BERR with data from the 2008 staff survey in a brief and clear format.

There were 1641 respondents for BERR, with a response rate of 77%.

Content explained

The information contained in the report and how to use it is summarised below:

Section 2 All Questions

This section shows the % positive scores for all questions for BERR. Also shown is the breakdown for each question.

Section 3 Benchmark Comparisons

This section shows the % positive scores for BERR and their comparisons to external benchmarks.

Things to Note:

Percentage Positive

To keep the reports brief, many results in this report are shown as percent positive. This is calculated by adding together all positive responses and dividing by the number of respondents in the group which answered the question.

For example, most questions presented respondents with the choice of five possible answers (Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree), where "Strongly agree" and "Agree" were defined as positive responses.

Significant Differences

The significant differences shown in this report are based on a proportions t-test using the formula below with a 5% significance level. Statistical significance is used to identify how accurate the finding is believed to be. A 5% significance level means that there is a 1 in 20 chance of incorrectly identifying a difference between two percentages when in fact it is not different :

$$\text{Test result} = \frac{(p1 - p2)}{\sqrt{\frac{p1(1-p1)}{(n1-1)} + \frac{p2(1-p2)}{(n2-1)}}}$$

where: p1 = % positive to the question for the first group
p2 = % positive to the question for the second group
n1 = number of respondents to the question for the first group
n2 = number of respondents to the question for the second group

Provided both n values are greater than 30, then if the test result is greater than 1.96 or less than -1.96 there is a significant difference.

Rounding

The figures are presented as whole numbers for ease of reading. To give maximum accuracy, rounding is performed at the last stage of calculation. Values from .00 to .49 are rounded down and values from .50 to .99 are rounded up. If you perform calculations using rounded figures, these may differ slightly from our calculations.

Anonymity

It is ORC International's practice not to allow the breakdown of groups to the extent where the anonymity of individuals may be compromised. In this survey, groups where less than 10 people responded, will not be reported. However, their data will still contribute to the scores for their directorate/group and for BERR overall.

2007 data

To give a more direct year on year comparison to 2007 survey data, Energy Group has been excluded from the BERR overall 2007 results.

2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006	
<p>Key: ■ % Positive ■ % Neutral ■ % Negative</p>						
Working for BERR						
13	I know what is expected of me in my job		92		92	89
14	I have enough time to do my job effectively		48		46	50
15	I am satisfied with my physical working conditions		59	+	54	56
16	I am satisfied with my job		69	+	63	61
17	My job makes good use of my skills and abilities		71	+	66	64
18	I believe that this organisation is an equal opportunity employer		77	+	72	
19	I am satisfied with BERR's flexible working policies as they apply to me (e.g. flexitime, compressed hours, job share, part time, etc.)		82	+	78	72
20	I am able to strike the right balance between my work and home life without hindering my career prospects		56		55	53
21	I am treated with fairness and respect		78	+	73	72
22	I believe that BERR provides equal opportunities for all its people		63	+	55	52

2 - All Questions

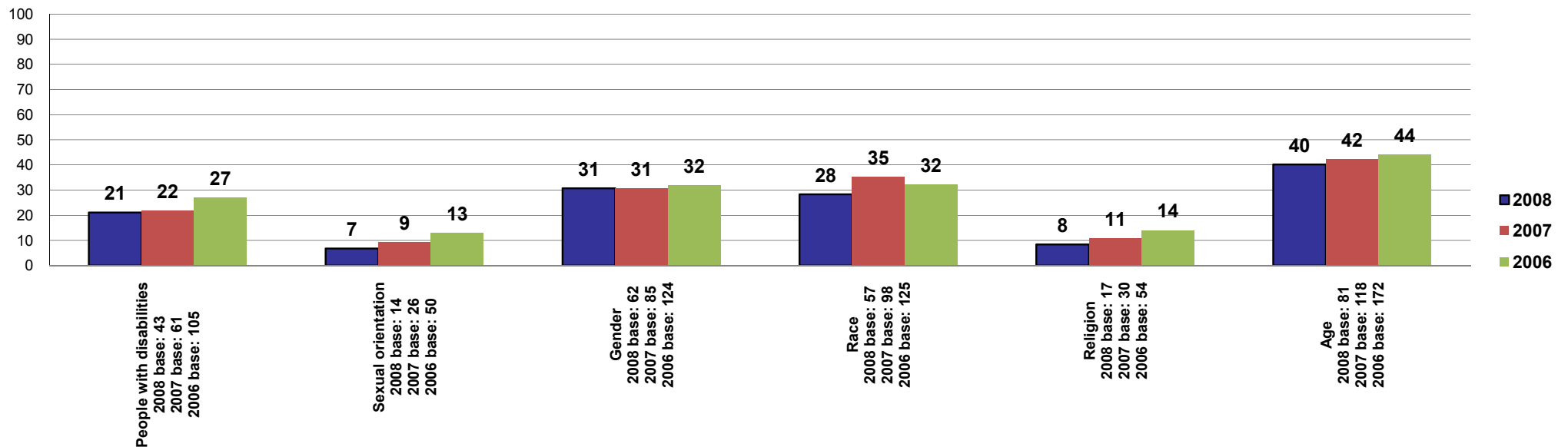
This section shows the % of respondents who responded 'yes' to question 23 for BERR.

Working for BERR

23 If you disagreed or strongly disagreed with the statement that 'BERR provides equal opportunities for all its people' which of these areas of equal opportunities did you have in mind?

Please note results for 2008 are based on 202 respondents (12%) who disagreed or strongly disagreed with question 22, results for 2007 are based on 279 respondents (17%) and results for 2006 are based on 388 respondents (19%). The difference between 2008 and 2007 (-5%) is statistically significant.

The figures below represent the proportion of respondents who were concerned (indicated 'yes') about equal opportunities for people with disabilities, sexual orientation, gender, race, religion and age.



	% who indicated 'yes'			2008 variance from		*scores in green indicate an improvement and red scores indicate a decline from previous years
	2008	2007	2006	2007	2006	
People with disabilities	21	22	27	-1	-6	
Sexual orientation	7	9	13	-2	-6	
Gender	31	31	32	0	-1	
Race	28	35	32	-7	-4	
Religion	8	11	14	-3	-6	
Age	40	42	44	-2	-4	

2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006	
Key: % Positive % Neutral % Negative						
Working for BERR						
24	I believe that my manager supports BERR's diversity and equality of opportunity policies	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 83%; background-color: #2e8b57; text-align: center; color: white;">83</div> <div style="width: 14%; background-color: #ffff00; text-align: center; color: black;">14</div> <div style="width: 3%; background-color: #ff0000; text-align: center; color: white;">1</div> </div>	83	+	79	77
25	I understand what I am expected to do personally to act on the BERR value 'Making a difference'	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 71%; background-color: #2e8b57; text-align: center; color: white;">71</div> <div style="width: 22%; background-color: #ffff00; text-align: center; color: black;">22</div> <div style="width: 7%; background-color: #ff0000; text-align: center; color: white;">7</div> </div>	71			
26	I understand what I am expected to do personally to act on the BERR value 'Working together'	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 75%; background-color: #2e8b57; text-align: center; color: white;">75</div> <div style="width: 19%; background-color: #ffff00; text-align: center; color: black;">19</div> <div style="width: 6%; background-color: #ff0000; text-align: center; color: white;">6</div> </div>	75			
27	I understand what I am expected to do personally to act on the BERR value 'It starts with me'	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 74%; background-color: #2e8b57; text-align: center; color: white;">74</div> <div style="width: 20%; background-color: #ffff00; text-align: center; color: black;">20</div> <div style="width: 6%; background-color: #ff0000; text-align: center; color: white;">6</div> </div>	74			
28	I believe the quality of service from BERR to external customers is good	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 71%; background-color: #2e8b57; text-align: center; color: white;">71</div> <div style="width: 25%; background-color: #ffff00; text-align: center; color: black;">25</div> <div style="width: 4%; background-color: #ff0000; text-align: center; color: white;">1</div> </div>	71		69	67
29	I believe the quality of service from BERR to internal customers is good	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 64%; background-color: #2e8b57; text-align: center; color: white;">64</div> <div style="width: 26%; background-color: #ffff00; text-align: center; color: black;">26</div> <div style="width: 9%; background-color: #ff0000; text-align: center; color: white;">9</div> </div>	64	+	58	57
30	My team looks for ways to serve our customers better	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 84%; background-color: #2e8b57; text-align: center; color: white;">84</div> <div style="width: 14%; background-color: #ffff00; text-align: center; color: black;">14</div> <div style="width: 2%; background-color: #ff0000; text-align: center; color: white;">1</div> </div>	84		85	81




2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006
<p>Key: % Positive % Neutral % Negative</p>					
Working for BERR					
31	I believe I am valued for what I can offer BERR	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 59%; background-color: #2e8b57; text-align: center; color: white;">59</div><div style="width: 25%; background-color: #ffff00; text-align: center; color: black;">25</div><div style="width: 16%; background-color: #ff0000; text-align: center; color: white;">16</div></div>	59		48
32	Considering my duties and responsibilities, I feel my pay is fair	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 39%; background-color: #2e8b57; text-align: center; color: white;">39</div><div style="width: 24%; background-color: #ffff00; text-align: center; color: black;">24</div><div style="width: 37%; background-color: #ff0000; text-align: center; color: white;">37</div></div>	39	+	33
33	I am satisfied with the total benefits package (non pay benefits, e.g. pension, annual leave)	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 61%; background-color: #2e8b57; text-align: center; color: white;">61</div><div style="width: 22%; background-color: #ffff00; text-align: center; color: black;">22</div><div style="width: 17%; background-color: #ff0000; text-align: center; color: white;">17</div></div>	61	+	53
34	I would recommend the department as a good place to work	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 57%; background-color: #2e8b57; text-align: center; color: white;">57</div><div style="width: 29%; background-color: #ffff00; text-align: center; color: black;">29</div><div style="width: 14%; background-color: #ff0000; text-align: center; color: white;">14</div></div>	57	+	38
35	I am proud to work for this department	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 54%; background-color: #2e8b57; text-align: center; color: white;">54</div><div style="width: 36%; background-color: #ffff00; text-align: center; color: black;">36</div><div style="width: 10%; background-color: #ff0000; text-align: center; color: white;">10</div></div>	54	+	39
36	Overall BERR is a good organisation to work for compared to other organisations I know about	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 59%; background-color: #2e8b57; text-align: center; color: white;">59</div><div style="width: 34%; background-color: #ffff00; text-align: center; color: black;">34</div><div style="width: 7%; background-color: #ff0000; text-align: center; color: white;">7</div></div>	59	+	43
37	I believe most people in BERR comply with rules on protecting personal and/or sensitive information in their job	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 77%; background-color: #2e8b57; text-align: center; color: white;">77</div><div style="width: 20%; background-color: #ffff00; text-align: center; color: black;">20</div><div style="width: 3%; background-color: #ff0000; text-align: center; color: white;">3</div></div>	77		
38	I believe that my line manager and seniors give me sufficient support to carry out my duties to adequately protect personal and/or sensitive data	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 77%; background-color: #2e8b57; text-align: center; color: white;">77</div><div style="width: 19%; background-color: #ffff00; text-align: center; color: black;">19</div><div style="width: 4%; background-color: #ff0000; text-align: center; color: white;">4</div></div>	77		







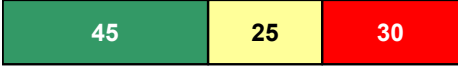



2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		Key:  % Positive  % Neutral  % Negative			BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006	
Communication									
39	The department does a good job of keeping me informed about matters affecting me		75	18	7	75	+	64	60
40	I am able to find the information and knowledge I need to do my job well		77	16	7	77	+	72	69
41	I am kept well informed about what BERR is doing		77	18	5	77	+	70	58
42	I have the opportunity to contribute my views before changes are made which affect my job		47	30	23	47	+	43	37
43	I am clearly informed about the changes BERR needs to make		58	32	10	58	+	54	56
44	My team members and I communicate effectively with one another		85	10	5	85		84	82
45	I feel confident explaining to people outside the department what BERR does		71	20	9	71	+	59	61
46	I feel confident explaining who the key delivery partners are in the BERR family to people outside the department		52	30	18	52	+	42	
47	I understand the department's role as the voice for business in government		76	18	6	76	+	58	
48	The results of the last annual survey were communicated to me effectively		70	25	5	70	+	61	59

2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		Key:  % Positive  % Neutral  % Negative			BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006
Personal & Professional Development								
49	My performance has improved as a result of skills I have developed over the past year		63		60		60	
50	In my team we have the skills and knowledge we need to deliver our business objectives		82	+	78		77	
51	Before I undertake a learning activity, I agree learning objectives with my manager		64		65		61	
52	I have enough time to undertake learning and development opportunities		45	+	41		42	
53	I believe I have sufficient project management training to carry out my role effectively (where appropriate)		56		54		52	
54	I believe I have the opportunity for personal development and growth in BERR		59	+	53		46	
55	I am clear about what I need to do to develop my career further within the Civil Service		51		48		41	

2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006
Key: % Positive % Neutral % Negative					
Managing Performance					
56	I understand what standards of conduct, performance and attendance the department expects of me	<div style="display: flex; align-items: center;"> <div style="width: 96%; height: 15px; background-color: #2e8b57; margin-right: 2px;"></div> <div style="width: 2%; height: 15px; background-color: #ffff00; margin-right: 2px;"></div> <div style="width: 2%; height: 15px; background-color: #ff0000;"></div> </div> <p style="text-align: center; margin-top: 5px;">96</p>		95	92
57	I understand how my work contributes to the objectives of the department	<div style="display: flex; align-items: center;"> <div style="width: 90%; height: 15px; background-color: #2e8b57; margin-right: 2px;"></div> <div style="width: 7%; height: 15px; background-color: #ffff00; margin-right: 2px;"></div> <div style="width: 3%; height: 15px; background-color: #ff0000;"></div> </div> <p style="text-align: center; margin-top: 5px;">90 7</p>	+	87	83
58	I feel motivated to do the best that I can in my job	<div style="display: flex; align-items: center;"> <div style="width: 71%; height: 15px; background-color: #2e8b57; margin-right: 2px;"></div> <div style="width: 18%; height: 15px; background-color: #ffff00; margin-right: 2px;"></div> <div style="width: 11%; height: 15px; background-color: #ff0000;"></div> </div> <p style="text-align: center; margin-top: 5px;">71 18 11</p>	+	62	59
59	I receive regular and constructive feedback on my performance	<div style="display: flex; align-items: center;"> <div style="width: 66%; height: 15px; background-color: #2e8b57; margin-right: 2px;"></div> <div style="width: 20%; height: 15px; background-color: #ffff00; margin-right: 2px;"></div> <div style="width: 14%; height: 15px; background-color: #ff0000;"></div> </div> <p style="text-align: center; margin-top: 5px;">66 20 14</p>		65	59
60	Poor performance is dealt with effectively where I work	<div style="display: flex; align-items: center;"> <div style="width: 41%; height: 15px; background-color: #2e8b57; margin-right: 2px;"></div> <div style="width: 39%; height: 15px; background-color: #ffff00; margin-right: 2px;"></div> <div style="width: 20%; height: 15px; background-color: #ff0000;"></div> </div> <p style="text-align: center; margin-top: 5px;">41 39 20</p>		38	36
61	My team holds regular reviews of our progress on the delivery of business plan objectives	<div style="display: flex; align-items: center;"> <div style="width: 64%; height: 15px; background-color: #2e8b57; margin-right: 2px;"></div> <div style="width: 23%; height: 15px; background-color: #ffff00; margin-right: 2px;"></div> <div style="width: 14%; height: 15px; background-color: #ff0000;"></div> </div> <p style="text-align: center; margin-top: 5px;">64 23 14</p>		64	57
62	I am involved in regular reviews of my team's performance	<div style="display: flex; align-items: center;"> <div style="width: 61%; height: 15px; background-color: #2e8b57; margin-right: 2px;"></div> <div style="width: 24%; height: 15px; background-color: #ffff00; margin-right: 2px;"></div> <div style="width: 15%; height: 15px; background-color: #ff0000;"></div> </div> <p style="text-align: center; margin-top: 5px;">61 24 15</p>		62	58

2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006	
<p>Key: % Positive % Neutral % Negative</p>						
Leadership & Management						
63	My team is well managed	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 74%; background-color: #2e8b57; text-align: center; color: white;">74</div><div style="width: 17%; background-color: #ffff00; text-align: center; color: black;">17</div><div style="width: 9%; background-color: #ff0000; text-align: center; color: white;">9</div></div>	74		73	69
64	The department as a whole is well managed	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 50%; background-color: #2e8b57; text-align: center; color: white;">50</div><div style="width: 37%; background-color: #ffff00; text-align: center; color: black;">37</div><div style="width: 13%; background-color: #ff0000; text-align: center; color: white;">13</div></div>	50	+	38	29
65	My manager communicates effectively with me	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 77%; background-color: #2e8b57; text-align: center; color: white;">77</div><div style="width: 12%; background-color: #ffff00; text-align: center; color: black;">12</div><div style="width: 10%; background-color: #ff0000; text-align: center; color: white;">10</div></div>	77		76	72
66	My manager recognises and acknowledges when I have done my job well	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 79%; background-color: #2e8b57; text-align: center; color: white;">79</div><div style="width: 13%; background-color: #ffff00; text-align: center; color: black;">13</div><div style="width: 8%; background-color: #ff0000; text-align: center; color: white;">8</div></div>	79		78	74
67	My manager asks me for feedback on his/her performance	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 48%; background-color: #2e8b57; text-align: center; color: white;">48</div><div style="width: 24%; background-color: #ffff00; text-align: center; color: black;">24</div><div style="width: 28%; background-color: #ff0000; text-align: center; color: white;">28</div></div>	48		46	41
68	My manager involves me in bringing about change	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 63%; background-color: #2e8b57; text-align: center; color: white;">63</div><div style="width: 24%; background-color: #ffff00; text-align: center; color: black;">24</div><div style="width: 13%; background-color: #ff0000; text-align: center; color: white;">13</div></div>	63		62	59
69	I think it is safe to speak up and challenge the way things are done in the department	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 53%; background-color: #2e8b57; text-align: center; color: white;">53</div><div style="width: 26%; background-color: #ffff00; text-align: center; color: black;">26</div><div style="width: 20%; background-color: #ff0000; text-align: center; color: white;">20</div></div>	53	+	46	43
70	I feel that BERR recognises good leadership, e.g. through progression or promotion.	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 37%; background-color: #2e8b57; text-align: center; color: white;">37</div><div style="width: 38%; background-color: #ffff00; text-align: center; color: black;">38</div><div style="width: 24%; background-color: #ff0000; text-align: center; color: white;">24</div></div>	37	+	28	
71	The BERR top team (Permanent Secretary and Directors-General) is sufficiently visible	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 54%; background-color: #2e8b57; text-align: center; color: white;">54</div><div style="width: 31%; background-color: #ffff00; text-align: center; color: black;">31</div><div style="width: 16%; background-color: #ff0000; text-align: center; color: white;">16</div></div>	54	+	43	33
72	Overall I have confidence in the senior managers within my department (e.g. Permanent Secretary, DGs, HMUs, Directors)	<div style="display: flex; justify-content: space-between; width: 100%;"><div style="width: 53%; background-color: #2e8b57; text-align: center; color: white;">53</div><div style="width: 33%; background-color: #ffff00; text-align: center; color: black;">33</div><div style="width: 14%; background-color: #ff0000; text-align: center; color: white;">14</div></div>	53	+	43	32







2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006	
Key: % Positive % Neutral % Negative						
Leadership & Management						
73	The senior managers in my Group (e.g. DG, HMUs, Directors) provide effective leadership	<div style="display: flex; justify-content: space-between; width: 100%;"> 59 29 11 </div>	59	+	51	43
74	I am confident that the senior managers (e.g. DG, HMUs, Directors) in my part of the organisation will manage change effectively	<div style="display: flex; justify-content: space-between; width: 100%;"> 53 34 13 </div>	53	+	43	38
75	I feel that change is managed well in this department	<div style="display: flex; justify-content: space-between; width: 100%;"> 43 39 18 </div>	43	+	31	24
76	I believe that there are signs of action being taken by BERR management as a result of feedback from staff	<div style="display: flex; justify-content: space-between; width: 100%;"> 57 32 11 </div>	57	+	36	35
77	I believe action will be taken in my Group related to the results of this survey	<div style="display: flex; justify-content: space-between; width: 100%;"> 56 32 12 </div>	56	+	42	37
78	I believe action will be taken in the department related to the results of this survey	<div style="display: flex; justify-content: space-between; width: 100%;"> 55 34 10 </div>	55	+	36	34

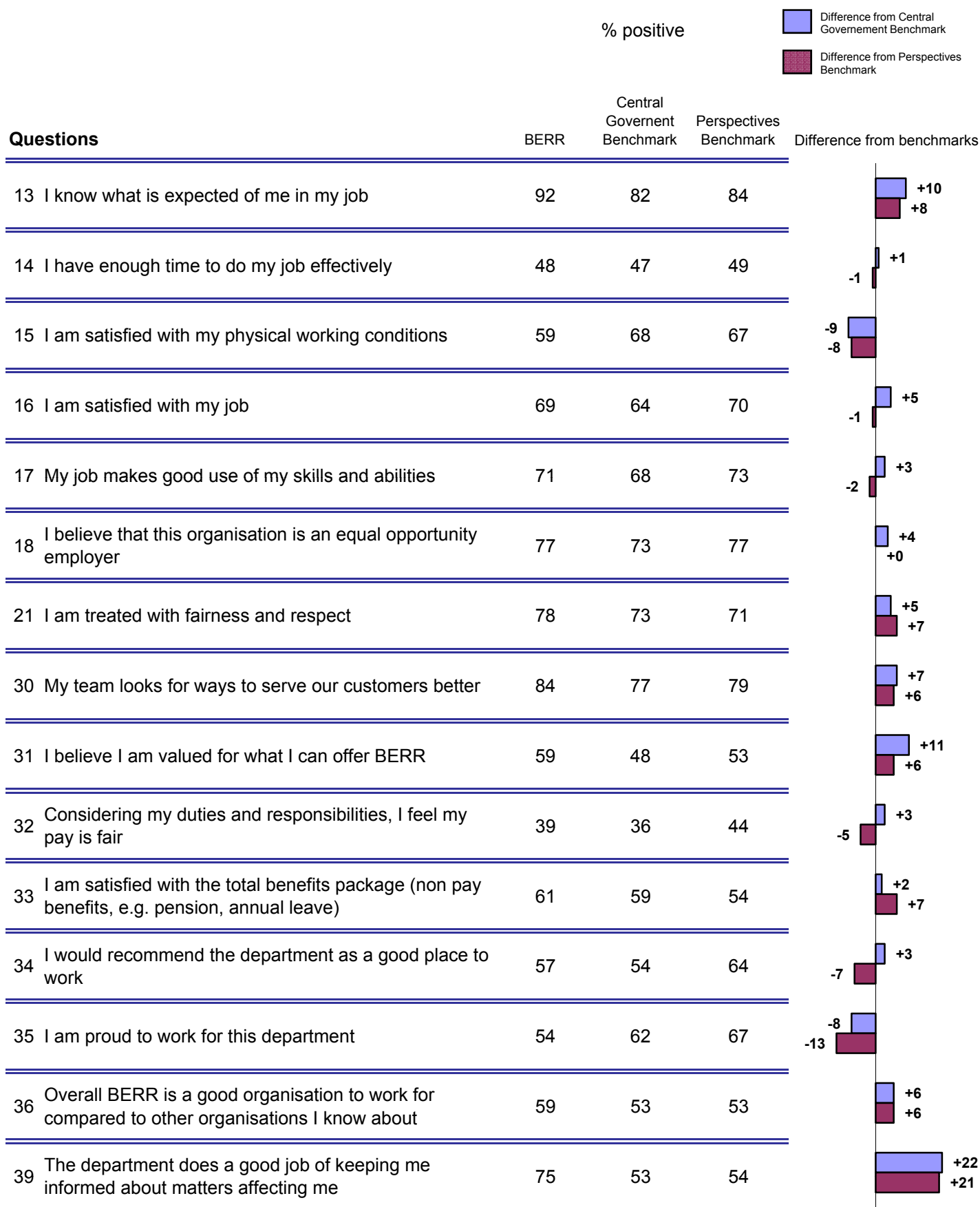
2 - All Questions

This section shows the % positive scores for all questions for BERR. The breakdown for each question is also shown.

		BERR 2008	Significant change from 2007	BERR 2007	DTI Overall (excl SBS, UKTI) 2006	
Key: % Positive % Neutral % Negative						
Leadership & Management						
80	I understand what the department expects of me, as a manager		95		94	91
81	I feel equipped to handle staff problems in my team to do with attendance, conduct and performance		87		83	83
82	I am equipped to advise/support my team members in relation to their career development and progression/promotion		84	+	77	71
83	I am happy with the support I receive to help me develop my management skills		66	+	60	55
84	The people I manage have the skills they need to deliver their objectives		84	+	78	77
85	Please rate your overall satisfaction with working for BERR on a scale of 1 to 10 (where 10 is completely satisfied and 1 is completely dissatisfied). Responses 7-10 are positive, 5-6 are neutral and 1-4 are negative.		59	+	49	46

3 - Benchmark Comparisons

The results in this section show the % positive scores for BERR compared to the benchmark for other central government organisations and the benchmark for all organisations within ORC International's Perspectives database.



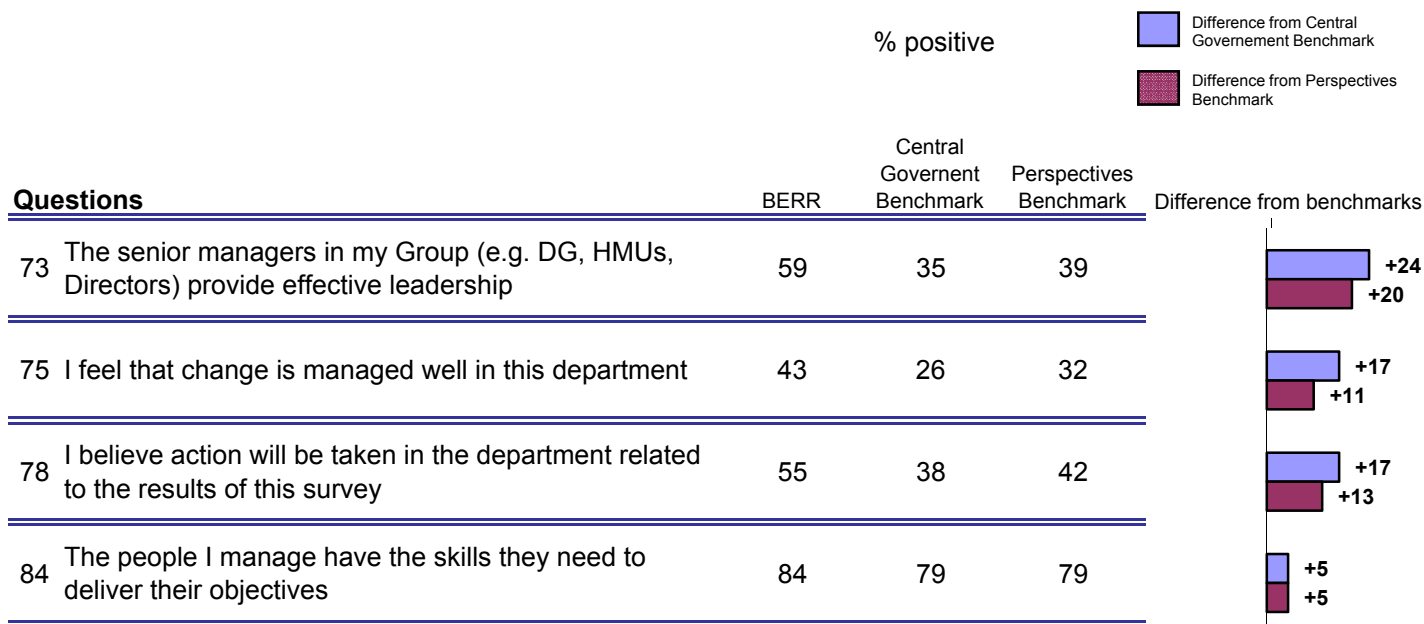
3 - Benchmark Comparisons

The results in this section show the % positive scores for BERR compared to the benchmark for other central government organisations and the benchmark for all organisations within ORC International's Perspectives database.

Questions	% positive			Difference from benchmarks
	BERR	Central Government Benchmark	Perspectives Benchmark	
41 I am kept well informed about what BERR is doing	77	52	56	+25 +21
42 I have the opportunity to contribute my views before changes are made which affect my job	47	41	43	+6 +4
49 My performance has improved as a result of skills I have developed over the past year	63	59	59	+4 +4
54 I believe I have the opportunity for personal development and growth in BERR	59	52	56	+7 +4
57 I understand how my work contributes to the objectives of the department	90	83	84	+7 +6
58 I feel motivated to do the best that I can in my job	71	64	68	+7 +3
59 I receive regular and constructive feedback on my performance	66	54	56	+12 +10
60 Poor performance is dealt with effectively where I work	41	29	35	+12 +6
63 My team is well managed	74	64	63	+10 +12
64 The department as a whole is well managed	50	32	44	+18 +6
65 My manager communicates effectively with me	77	68	68	+9 +9
66 My manager recognises and acknowledges when I have done my job well	79	72	72	+7 +7
69 I think it is safe to speak up and challenge the way things are done in the department	53	46	46	+7 +7
71 The BERR top team (Permanent Secretary and Directors-General) is sufficiently visible	54	45	46	+9 +8
72 Overall I have confidence in the senior managers within my department (e.g. Permanent Secretary, DGs, HMUs, Directors)	53	35	39	+18 +14

3 - Benchmark Comparisons

The results in this section show the % positive scores for BERR compared to the benchmark for other central government organisations and the benchmark for all organisations within ORC International's Perspectives database.



4 - Cabinet Office and Optional Benchmarks

This section shows the % positive scores for the Cabinet Office benchmark core and discretionary questions. The questions were drawn up by the Cabinet Office in consultation with other government departments.

Cabinet Office Core Questions	BERR	Central Government Benchmark		Perspectives Benchmark		Difference from benchmarks
		BERR	BERR	BERR	BERR	
35 I am proud to work for this department	54	62	67	-8	-13	
57 I understand how my work contributes to the objectives of the department	90	83	84	+7	+6	
69 I think it is safe to speak up and challenge the way things are done in the department	53	46	46	+7	+7	
59 I receive regular and constructive feedback on my performance	66	54	56	+12	+10	
60 Poor performance is dealt with effectively where I work	41	29	35	+12	+6	
21 I am treated with fairness and respect	78	73	71	+5	+7	
49 My performance has improved as a result of skills I have developed over the past year	63	59	59	+4	+4	
84 The people I manage have the skills they need to deliver their objectives	84	79	79	+6	+5	
63 My team is well managed	74	64	63	+11	+12	
64 The department as a whole is well managed	50	32	44	+18	+6	
72 Overall I have confidence in the senior managers within my department (e.g. Permanent Secretary, DGs, HMUs, Directors)	53	35	39	+19	+14	
39 The department does a good job of keeping me informed about matters affecting me	75	53	54	+22	+21	

Cabinet Office Discretionary Questions

34 I would recommend the department as a good place to work	57	54	64	+3	-7	
16 I am satisfied with my job	69	64	70	+5	-1	
30 My team looks for ways to serve our customers better	84	77	79	+8	+6	
75 I feel that change is managed well in this department	43	26	32	+18	+11	