

<b>Staff Survey 2008</b>				
<b>DEPARTMENT OF HEALTH OVERALL</b>				
<b>% Agree, Neutral and Disagree Ratings</b>	<b>% Agree</b>	<b>% Neutral</b>	<b>% Disagree</b>	<b>Number of Responses</b>
<b>We value people</b>	<b>53</b>	<b>22</b>	<b>24</b>	
<i>Staff Well-Being</i>	<b>52</b>	<b>22</b>	<b>26</b>	
When I am at home, I don't often worry about my work	44	15	41	1,159
The demands of my job are realistic	50	20	30	1,155
My day-to-day workload is manageable within the timescales given	47	18	35	1,155
I am able to strike a balance between my home and work life	58	17	25	1,157
I feel like I can pretty much be myself at work	66	17	17	1,154
I am treated with courtesy and respect at work	74	15	11	1,147
People at work care about me	57	28	15	1,138
The physical environment enables me to do my job effectively	54	22	24	1,148
Everything possible is done to make my place of work safe	56	29	15	1,131
I feel I have job security	49	22	29	1,141
DH does a good job of promoting health and well-being to its staff	39	31	30	1,140
DH work practices are consistent with the promotion of health and well-being to its staff	26	32	42	1,136
<i>Learning and Development</i>	<b>60</b>	<b>19</b>	<b>21</b>	
I have objectives that I have agreed with my line manager	75	9	16	1,132
In the last 6 months my performance has been reviewed by my line manager	76	7	17	1,108
I have not been denied access to training and development opportunities relevant to my job	73	14	13	1,121
I have not had to cancel important training due to work pressure over the past 12 months	65	12	23	1,113
I have sufficient opportunities to develop my skills and abilities in my work	55	19	26	1,124
My line manager provides on the job coaching to help me do my job better	43	23	34	1,121
In the last 6 months my line manager has reviewed my Personal Development Plan with me	55	13	32	1,091
I feel my performance has improved as a result of skills developed in the past year	53	27	21	1,098
The content of my last appraisal report was in line with feedback received during the year	67	19	14	1,058
I have a genuine say in determining the final content of my appraisal	59	25	16	1,053
DH is committed to developing its staff	42	29	29	1,111
Overall, my performance is well managed	51	29	20	1,115
People I manage have the skills they need to deliver their objectives (Line-Managers Only)	70	18	12	573
<i>A Good Place to Work</i>	<b>49</b>	<b>25</b>	<b>26</b>	
I am treated with fairness and respect at work	71	15	14	1,120
I receive praise when I have done something particularly well	68	19	14	1,121
My skills and abilities are made the best use of within my current role	47	21	32	1,118
My salary and benefits package is appropriate for the work I do	44	23	33	1,112
My personal contribution is recognised and rewarded	44	29	27	1,119
I can get help and support from my line manager when I need it	70	16	14	1,113
I receive regular and constructive feedback on my performance	47	27	25	1,113
My manager has the skills and abilities to manage people effectively	61	20	19	1,100
Morale within my team is high	43	27	30	1,103
My team is well managed	54	25	22	1,103
I believe equal opportunity is actively practiced throughout DH	44	27	29	1,063
Valuing diversity is actively practiced throughout DH	47	28	24	1,055
I have not personally experienced bullying or harassment at work in the last year	74	9	17	1,100
My manager deals effectively with bullying and harassment if it happens	40	42	18	754
The SCS deals effectively with bullying and harassment if it happens	22	39	38	781
I feel valued as an employee of DH	37	29	33	1,097
I have confidence in the SCS within DH	29	32	39	1,071
I would recommend DH as a good place to work	41	27	32	1,101
<b>We value purpose</b>	<b>52</b>	<b>25</b>	<b>23</b>	
I have a clear understanding of DH's objectives	70	20	10	1,101
I understand how my work contributes to the objectives of DH	76	14	9	1,096
I receive sufficient information on progress towards achieving DH's objectives	54	27	19	1,093
I am clear about DH's role, purpose, values and behaviours	71	18	11	1,098
DH is focussed on achieving its goals	49	32	19	1,079
DH makes difficult decisions about priorities	30	31	39	1,056
I feel well informed about the future direction of DH	43	32	25	1,085
<b>Total Number of Respondents</b>				<b>1,160</b>

<b>Staff Survey 2008</b>				
<b>DEPARTMENT OF HEALTH OVERALL</b>				
<b>% Agree, Neutral and Disagree Ratings</b>	<b>% Agree</b>	<b>% Neutral</b>	<b>% Disagree</b>	<b>Number of Responses</b>
<b>We value purpose (continued)</b>	<b>52</b>	<b>25</b>	<b>23</b>	
I am clear what my duties and responsibilities are	79	13	8	1,093
I am confident that I know the main stages in the policy development process	56	25	20	1,075
I am clear about the process behind key decisions made in my area of work	53	22	25	1,087
Most days I feel a sense of accomplishment from my work	48	26	26	1,092
I feel that the job I do is worthwhile	67	17	16	1,091
My team is committed to doing quality work	88	9	4	1,084
Directors General and above inspire staff in a united sense of purpose to the work of DH	20	32	48	1,062
The business of DH is prioritised effectively to help ensure manageable workloads	13	29	58	1,059
The SCS member for my area does a good job of keeping me informed of key issues	60	21	19	1,064
DH as a whole is well managed	22	34	44	1,056
In general, DH delivers policy effectively	41	37	22	1,041
DH does a good job of improving the health and well-being of the population of England	45	38	17	1,027
<b>We value working together</b>	<b>65</b>	<b>21</b>	<b>14</b>	
I have a clear understanding of my customers' requirements	79	16	5	1,069
I know how to engage and consult with external stakeholders effectively	81	14	5	1,063
I am encouraged to put forward ideas and suggestions	74	17	9	1,083
My ideas and perspectives are listened to	69	19	12	1,081
My team regularly looks for ways to serve our customers better	74	17	9	1,070
I have the tools and equipment I need to do my job effectively	64	19	17	1,080
I can access the information I need to do my job	71	16	13	1,080
Sharing knowledge is actively encouraged within my Directorate	60	23	17	1,070
Knowledge is managed effectively within DH	22	39	39	1,050
I really like the people I work with	81	14	5	1,079
I feel a sense of belonging to my team	73	16	12	1,077
People within my team respect each other	78	13	9	1,076
People at work go out of their way to help one another	66	21	13	1,070
Whenever I get into difficulties at work, I know I can turn to a colleague for help	77	13	10	1,079
I am able to get the co-operation I need from people in other teams	55	27	18	1,073
Face-to-face communication is effective in my part of DH	63	22	15	1,076
Written communication channels are effective in DH	49	34	17	1,066
I find Delphi a useful tool for updating me with DH news	59	21	20	1,073
DH does a good job of keeping me informed about matters affecting me	46	34	20	1,062
<b>We value accountability</b>	<b>54</b>	<b>23</b>	<b>24</b>	
I feel trusted to do my job properly	78	11	11	1,073
I feel free to express my ideas and opinions when doing my job	77	11	12	1,073
I have enough of a say in how my work gets done	73	15	12	1,072
I have a say in decisions which directly affect my work	63	21	16	1,069
I have regular opportunities to feed back to my manager at face-to-face meetings	70	15	15	1,070
Poor performance is dealt with effectively where I work	29	34	37	941
I can look to my line manager as a good role model	62	22	16	1,063
I have the opportunity to feed back my views to the SCS member for my area	70	16	14	1,035
The SCS live out DH's values and behaviours	29	37	34	979
I think it is safe to speak up and challenge the way things are done in DH	38	29	32	1,051
In general, people within DH take responsibility for their actions	42	31	27	1,043
I feel that change is managed well in DH	13	31	56	1,046
<b>Overall</b>	<b>46</b>	<b>27</b>	<b>27</b>	
DH actively encourages employees to be environmentally friendly when conducting their work	26	34	40	1,039
I feel really motivated in my current role at work	47	26	27	1,070
I feel motivated to do the best I can in my job	66	16	18	1,067
I feel satisfied with my job	50	22	28	1,067
I see a long-term career for myself with DH	48	26	26	1,029
I am proud to work for DH	50	30	20	1,062
DH is a continuously improving organisation	33	36	31	1,039
<b>Total Number of Respondents</b>				<b>1,160</b>

Staff Survey 2008 DEPARTMENT OF HEALTH OVERALL % Agreement Scores 2008 Compared to 2007	% Agreement		Difference	Number of Responses
	2008	2007		
<b>We value people</b>				
<i>Staff Well-Being</i>				
When I am at home, I don't often worry about my work	44	40	4	1,159
The demands of my job are realistic	50	44	6	1,155
My day-to-day workload is manageable within the timescales given	47	41	6	1,155
I am able to strike a balance between my home and work life	58	42	16	1,157
I feel like I can pretty much be myself at work	66	57	9	1,154
I am treated with courtesy and respect at work	74	n/a	n/a	1,147
People at work care about me	57	49	8	1,138
The physical environment enables me to do my job effectively	54	52	2	1,148
Everything possible is done to make my place of work safe	56	52	4	1,131
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<i>Learning and Development</i>				
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My line manager provides on the job coaching to help me do my job better	43	36	7	1,121
In the last 6 months my line manager has reviewed my Personal Development Plan with me	55	56	-1	1,091
I feel my performance has improved as a result of skills developed in the past year	53	51	2	1,098
The content of my last appraisal report was in line with feedback received during the year	67	70	-3	1,058
I have a genuine say in determining the final content of my appraisal	59	65	-6	1,053
DH is committed to developing its staff	42	27	15	1,111
Overall, my performance is well managed	51	50	1	1,115
People I manage have the skills they need to deliver their objectives (Line-Managers Only)	70	65	5	573
<i>A Good Place to Work</i>				
I am treated with fairness and respect at work	71	70	1	1,120
I receive praise when I have done something particularly well	68	65	3	1,121
My skills and abilities are made the best use of within my current role	47	36	11	1,118
My salary and benefits package is appropriate for the work I do	44	39	5	1,112
My personal contribution is recognised and rewarded	44	n/a	n/a	1,119
I can get help and support from my line manager when I need it	70	72	-2	1,113
I receive regular and constructive feedback on my performance	47	50	-3	1,113
My manager has the skills and abilities to manage people effectively	61	55	6	1,100
Morale within my team is high	43	31	12	1,103
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s Difference is statistically significant				

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