

Staff Survey 2006				
DEPARTMENT OF HEALTH OVERALL				
% Agree, Neutral and Disagree Ratings				
	% Agree	% Neutral	% Disagree	Number of Responses
Staff Well-Being	45	24	30	
When I am at home, I DON'T often worry about my work	33	20	47	1,248
The demands of my job are realistic	46	23	31	1,240
My day-to-day workload is manageable within the timescales given	41	24	35	1,243
I have enough of a say in how my work gets done	63	18	19	1,242
I feel trusted to do my job properly	70	16	14	1,236
I feel that the job I do is worthwhile	68	17	15	1,227
Most days I feel a sense of accomplishment from my work	45	27	28	1,232
I feel I have job security	39	21	40	1,224
DH does a good job of promoting health and well-being to its staff	20	31	49	1,227
DH work practices are consistent with the promotion of health and well-being to its staff	16	30	54	1,214
The physical environment (lighting, work area etc.) enables me to do my job effectively	43	24	33	1,233
Everything possible is done to make my place of work safe	45	33	22	1,219
I feel like I can pretty much be myself at work	56	23	21	1,231
People at work care about me	49	33	18	1,218
Leadership: Direction	36	25	40	
I have a clear understanding of DH's objectives	54	24	22	1,215
I understand how my work contributes to the objectives of DH	62	22	16	1,218
I receive sufficient information on progress towards achieving DH's objectives	35	31	34	1,212
I feel well informed about the future direction of DH	22	26	52	1,213
The Senior Leadership Team inspires staff in a united sense of purpose to the work of the Department	6	20	74	1,205
Leadership: Senior Management	24	23	53	
I have the opportunity to feed back my views to the Senior Leadership Team member for my area	55	22	23	1,186
The SLT member for my area does a good job of keeping me informed of key issues affecting our team	46	29	25	1,186
I feel that change is managed well in DH	4	14	82	1,194
DH as a whole is well managed	7	21	72	1,190
Overall, I have confidence in the senior managers within DH	9	29	62	1,195
Leadership: My Manager	61	21	18	
I have a say in decisions which directly affect my work	55	23	22	1,201
I have regular opportunities to feed back to my manager at face-to-face meetings	72	14	14	1,199
I can get help and support from my line manager when I need it	73	15	12	1,196
I can look to my line manager as a good role model	57	24	19	1,191
My manager has the skills and abilities to manage people effectively	58	22	20	1,191
My team is well managed	51	27	22	1,189
Best Practice: Performance Management	52	22	26	
I am clear what my duties and responsibilities are	74	15	11	1,191
I am clear about the process behind key decisions made in my area of work	48	27	25	1,185
I have objectives that I have agreed with my line manager	70	10	20	1,185
I receive regular and constructive feedback on my performance	47	24	29	1,185
Poor performance is dealt with effectively where I work	24	36	40	1,077
In the last 6 months my performance has been reviewed by my line manager	69	8	23	1,153
I have a genuine say in determining the final content of my appraisal	62	25	13	1,053
The content of my last appraisal report was in line with the feedback I had received during the year	69	19	12	1,042
The business of the Department is prioritised effectively to help ensure manageable workloads	10	26	64	1,140
Overall, my performance is well managed	47	33	20	1,155
Best Practice: Business Improvement	46	31	23	
I can access the information I need to do my job effectively	62	23	15	1,169
Sharing knowledge is actively encouraged within my Directorate	57	24	19	1,157
Knowledge is managed effectively within DH	18	41	41	1,141
I have the tools and equipment I need to do my job effectively	57	25	18	1,166
I am encouraged to apply quality standards to my work	57	26	17	1,144
In general, DH delivers policy effectively	25	45	30	1,081
Best Practice: Policy Development and Implementation	48	25	28	
I understand how policy making is initiated	69	18	13	617
I am confident that I know the main stages in the policy development process	61	21	18	608
I understand the key decision making stages in policy development	61	22	17	607
I am fully conversant with the DH recommended best practice for policy development	29	30	41	596
The impact on the social care system is a key consideration when I am developing or implementing policy	36	27	37	582
I have sufficient knowledge of social care to do my job effectively	32	29	39	582
Total number of respondents				1,295

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DEPARTMENT OF HEALTH OVERALL				
% Agree, Neutral and Disagree Ratings (continued)	% Agree	% Neutral	% Disagree	Number of Responses
Working Together: Teamwork	64	22	14	
I really like the people I work with	78	19	3	1,145
I feel a sense of belonging to my team	69	18	13	1,144
People within my team respect each other	74	15	11	1,137
People at work go out of their way to help one another	61	27	12	1,136
I am able to get the co-operation I need from people in other teams	59	28	13	1,137
Whenever I get into difficulties at work, I know I can turn to a colleague for help	75	17	8	1,142
Morale within my team is high	31	31	38	1,135
Working Together: Communication	50	28	22	
I feel free to express my ideas and opinions when doing my job	73	15	12	1,143
Face-to-face communication is effective in my part of DH	59	25	16	1,142
Written communication channels are effective in DH	35	39	26	1,136
I find Delphi a useful tool for updating me with departmental (DH) news	54	24	22	1,138
DH does a good job of keeping me informed about matters affecting me	31	37	32	1,137
Learning and Development	51	22	27	
I have sufficient opportunities to develop my skills and abilities in my work	48	25	27	1,128
I have NOT been denied access to training and development opportunities relevant to my job in the past 12 months	71	16	13	1,111
I have NOT had to cancel important training due to work pressure over the past 12 months	67	12	21	1,113
My line manager provides on the job coaching to help me do my job better	34	26	40	1,122
In the last 6 months my line manager has reviewed my Personal Development Plan with me	45	10	45	1,099
I feel my performance has improved as a result of skills I have developed over the past year	53	27	20	1,110
DH is committed to developing its staff	34	33	33	1,115
I see a long-term career for myself with DH	41	27	32	1,076
The people I manage have the skills they need to deliver their objectives (managers only)	68	23	9	589
Adding Best Value	57	24	20	
I have a clear understanding of my customer's requirements	76	17	7	1,111
I am encouraged to put forward ideas and suggestions	74	17	9	1,126
I know how to engage and consult with external stakeholders effectively	78	16	6	1,105
My team regularly looks for ways to serve our customers better	69	21	10	1,101
My team is committed to doing quality work	89	8	3	1,119
DH actively encourages employees to be environmentally friendly when conducting their work	19	32	49	1,090
DH is a continuously improving organisation	15	33	52	1,102
DH does a good job of improving the health and well-being of the population of England	35	45	20	1,079
Respecting and Supporting Each Other: Recognition and Reward	48	21	31	
I receive praise when I have done something particularly well	68	18	14	1,124
My salary and benefits package is appropriate for the work I do	39	23	38	1,116
My skills and abilities are made the best use of within my current role	38	22	40	1,126
Respecting and Supporting Each Other: Diversity	59	22	19	
I have NOT personally experienced bullying at work in the last year	79	7	14	1,126
I have NOT personally experienced harassment at work in the last year	83	7	10	1,124
I am treated with fairness and respect at work	68	21	11	1,130
Valuing diversity is actively practiced throughout DH	42	36	22	1,069
I think it is safe to speak up and challenge the way things are done in the Department	36	29	35	1,109
I believe equal opportunity is actively practiced throughout DH	43	33	24	1,079
Overall	36	28	35	
I feel satisfied with my job	43	24	33	1,130
I feel really motivated in my current role at work	34	28	38	1,130
I feel motivated to do the best I can in my job	59	19	22	1,129
Most days when I wake up in the morning, I look forward to going to work	26	31	43	1,129
I feel valued as an employee of DH	25	27	48	1,126
I am proud to work for DH	38	34	28	1,126
I would recommend DH as a good place to work	29	35	36	1,120
Total number of respondents				1,295