

Staff Survey 2006

Results report for

ODPM Overall

Trend data comparison (where available) is also shown.

Results Overview	
Number of responses:	452
Response Rate 2006:	57%
Comparison unit from 2005:	ODPM Overall 2005

Results by Question

In this section of the report the breakdown of results and % positive scores are given for all questions in questionnaire order. Scores are presented in these reports as whole numbers for ease of reading. In order to give maximum accuracy numbers are rounded at the last stage of calculation. This may on occasion result in percentages not totalling exactly 100%.

*Question text has altered since the survey in 2005.

	Positive			Neutral		Negative		% Strongly agree	% Agree	% Neither agree nor disagree	% Disagree	% Strongly disagree	2006 % Positive	Change since 2005	Var. from Central Govt Benchmark	
	49	33	18	71	16	13	61									21
1. I am proud to work for ODPM and would recommend it as a good place to work	49	33	18	71	16	13	61	21	14	4	78	19	-2	-12		
2. I have an interesting job and a sense of contribution to a good team effort	71	16	13	61	21	14	4	78	19	2	19	-2	-12			
3. My line manager takes a real interest in my work and is committed to my development	61	21	18	78	12	10	18	59	12	8	2	78	+19	-2		
4. I understand how my work contributes to the objectives of ODPM*	78	12	10	19	54	26	2	17	54	20	6	19	-2	-12		
5. I think the Permanent Secretary and Board do a good job in leading ODPM*	19	54	26	16	36	48	1	15	36	39	9	16				
6. I think the department is well-managed and organised with good systems to get things done	16	36	48	75	15	10	19	57	15	8	2	75	-4	+3		
7. I am treated with fairness and respect at work	75	15	10	47	24	28	8	39	24	22	7	47	-5	-8		
8. I receive regular and constructive feedback on my performance	47	24	28	21	38	42	1	19	38	30	12	21				
9. The system for Annual Assessment is fair and well executed	21	38	42	13	40	47	1	12	40	30	17	13	-7	-13		
10. Poor performance is dealt with effectively where I work	13	40	47	32	40	29	2	30	40	19	9	32				
11. Promotion here is fair and done on merit	32	40	29	22	43	35	2	21	43	24	11	22				
12. I understand why staffing reductions are being made across the Office and feel the process is fair and being well-managed	22	43	35	33	35	32	3	31	35	26	6	33	-8	-12		
13. It is safe to speak up and challenge the way things are done in ODPM	33	35	32	Hot Topics												
1. I am confident that my performance for 2005-06 will be fairly assessed	60	24	16	9	51	24	12	3	60							
2. ODPM feels a different place now; were moving forward strongly	19	50	31	2	17	50	27	4	19							
3. My performance has improved as a result of skills I have developed over the past year	54	29	17	5	49	29	14	3	54	-7	-3					
4. I know how to report bullying/harassment and can do so without worrying that it would have a negative impact on me	42	30	28	5	38	30	22	6	42							

Demographic Summary

This section of the report shows the % positive scores for different demographic groups within ODPM Overall. The questions are shown in questionnaire order. Scores highlighted in green are higher than the overall score by 10% points or more, scores in red are lower than the overall score by 10% points or more. Please note: due to rounding some figures may look as though they have a 10 point difference but are not highlighted because the actual difference is less. Data is not shown for groups with less than 10 respondents and is replaced with "-" instead.

	ODPM Overall % Positive	Group										Grade/Pay Band										Age			
		Corporate Strategy and Resources Group	Directorate of Communications	Legal Directorate	Fire and Resilience Directorate	Local & Regional Governance Group	Ministerial Group & Chief Scientist's Office	Tackling Disadvantage Group	Places, Planning and Communities Group	Industrial Grades	Support grades and typists	PB3	PB4	PB5	PB6	PB7	Non-SCS	Senior Civil Service	SCSPB1	Under 30 years	30-39 years	40-49 years	50 years or over		
No. of respondents	452	135	17	16	47	67	9	48	113	1	42	95	121	53	96	13	421	31	24	80	137	121	114		
1. I am proud to work for ODPM and would recommend it as a good place to work	49	40	41	75	49	50	-	49	54	-	64	48	50	44	44	54	49	52	46	59	47	50	44		
2. I have an interesting job and a sense of contribution to a good team effort	71	68	59	88	66	68	-	71	77	-	67	57	73	67	77	92	69	90	92	70	71	68	74		
3. My line manager takes a real interest in my work and is committed to my development	61	59	47	94	57	61	-	65	61	-	74	57	62	60	54	85	60	71	75	70	57	57	64		
4. I understand how my work contributes to the objectives of ODPM	78	83	65	94	70	67	-	79	81	-	64	67	81	77	82	92	76	94	92	75	74	78	83		
5. I think the Permanent Secretary and Board do a good job in leading ODPM	19	22	18	63	19	11	-	11	19	-	34	21	15	12	15	54	19	26	17	13	19	26	19		
6. I think the department is well-managed and organised with good systems to get things done	16	14	0	31	26	15	-	13	15	-	45	16	16	19	4	15	16	6	8	18	13	19	13		
7. I am treated with fairness and respect at work	75	74	76	94	76	73	-	79	73	-	85	70	73	75	75	100	75	77	83	82	73	71	78		
8. I receive regular and constructive feedback on my performance	47	46	41	81	39	46	-	60	44	-	76	43	50	42	36	69	47	48	50	62	46	40	46		
9. The system for Annual Assessment is fair and well executed	21	20	18	44	22	17	-	26	19	-	35	17	19	20	15	31	20	34	39	18	21	18	25		
10. Poor performance is dealt with effectively where I work	13	15	0	21	11	14	-	11	13	-	28	10	8	17	12	8	13	23	25	9	12	16	15		
11. Promotion here is fair and done on merit	32	31	24	31	29	30	-	28	36	-	24	22	34	33	32	46	30	53	46	41	31	27	31		
12. I understand why staffing reductions are being made across the Office and feel the process is fair and being well-managed	22	25	0	19	21	25	-	21	22	-	28	16	18	20	26	15	20	52	46	26	24	18	22		
13. It is safe to speak up and challenge the way things are done in ODPM	33	30	24	44	36	30	-	32	35	-	44	30	29	35	34	62	34	29	25	40	34	31	30		

Demographic Summary

This section of the report shows the % positive scores for different demographic groups within ODPM Overall. The questions are shown in questionnaire order. Scores highlighted in green are higher than the overall score by 10% points or more, scores in red are lower than the overall score by 10% points or more. Please note: due to rounding some figures may look as though they have a 10 point difference but are not highlighted because the actual difference is less. Data is not shown for groups with less than 10 respondents and is replaced with "-" instead.

	ODPM Overall % Positive	Group										Grade/Pay Band										Age			
		Corporate Strategy and Resources Group	Directorate of Communications	Legal Directorate	Fire and Resilience Directorate	Local & Regional Governance Group	Ministerial Group & Chief Scientist's Office	Tackling Disadvantage Group	Places, Planning and Communities Group	Industrial Grades	Support grades and typists	PB3	PB4	PB5	PB6	PB7	Non-SCS	Senior Civil Service	SCSPB1	Under 30 years	30-39 years	40-49 years	50 years or over		
No. of respondents	452	135	17	16	47	67	9	48	113	1	42	95	121	53	96	13	421	31	24	80	137	121	114		
1. I am confident that my performance for 2005-06 will be fairly assessed	60	62	53	94	56	58	-	60	57	-	68	56	63	59	56	77	60	58	58	64	57	58	62		
2. ODPM feels a different place now; were moving forward strongly	19	21	12	38	22	14	-	21	15	-	36	20	18	14	10	23	18	33	26	15	20	22	18		
3. My performance has improved as a result of skills I have developed over the past year	54	49	65	69	52	50	-	64	54	-	68	59	50	33	56	69	54	60	57	69	52	54	45		
4. I know how to report bullying/harassment and can do so without worrying that it would have a negative impact on me	42	48	19	75	51	36	-	38	37	-	55	39	33	35	44	62	40	73	74	39	36	40	55		

Demographic Summary

This section of the report shows the % positive scores for different demographic groups within ODPM Overall. The questions are shown in questionnaire order. Scores highlighted in green are higher than the overall score by 10% points or more, scores in red are lower than the overall score by 10% points or more. Please note: due to rounding some figures may look as though they have a 10 point difference but are not highlighted because the actual difference is less. Data is not shown for groups with less than 10 respondents and is replaced with "-" instead.

	ODPM Overall % Positive	Disability		Gender		Do you work		Ethnicity															
		Yes	No	Male	Female	Full Time	Part Time	Asian/Asian British: Indian	Asian/Asian British: Pakistani	Asian/Asian British: Bangladeshi	Asian/Asian British: Other Asian	Black or Black British: African	Black or Black British: Caribbean	Black or Black British: Other Black background	Chinese	Mixed: White & Asian	Mixed: White & Black African	Mixed: White & Black Caribbean	Mixed: Other black background	White: British	White: Irish	White: Other White background	Any other background
No. of respondents	452	28	400	233	219	397	55	2	13	2	1	15	6	1	1	4	0	1	3	342	11	21	7
1. I am proud to work for ODPM and would recommend it as a good place to work	49	46	51	47	52	49	49	-	77	-	-	57	-	-	-	-	-	-	-	51	36	71	-
2. I have an interesting job and a sense of contribution to a good team effort	71	57	72	71	71	72	65	-	69	-	-	50	-	-	-	-	-	-	-	73	55	76	-
3. My line manager takes a real interest in my work and is committed to my development	61	54	61	62	61	61	60	-	69	-	-	64	-	-	-	-	-	-	-	63	55	52	-
4. I understand how my work contributes to the objectives of ODPM	78	71	78	78	77	77	82	-	77	-	-	71	-	-	-	-	-	-	-	78	91	81	-
5. I think the Permanent Secretary and Board do a good job in leading ODPM	19	7	21	19	20	20	19	-	31	-	-	36	-	-	-	-	-	-	-	19	18	38	-
6. I think the department is well-managed and organised with good systems to get things done	16	7	17	16	16	16	11	-	23	-	-	38	-	-	-	-	-	-	-	17	18	5	-
7. I am treated with fairness and respect at work	75	79	74	75	76	75	76	-	77	-	-	57	-	-	-	-	-	-	-	78	64	71	-
8. I receive regular and constructive feedback on my performance	47	46	46	45	50	47	51	-	62	-	-	57	-	-	-	-	-	-	-	49	45	33	-
9. The system for Annual Assessment is fair and well executed	21	18	22	20	21	21	19	-	31	-	-	21	-	-	-	-	-	-	-	22	0	24	-
10. Poor performance is dealt with effectively where I work	13	15	14	15	11	14	8	-	31	-	-	7	-	-	-	-	-	-	-	13	18	5	-
11. Promotion here is fair and done on merit	32	29	33	33	31	32	26	-	23	-	-	14	-	-	-	-	-	-	-	35	18	38	-
12. I understand why staffing reductions are being made across the Office and feel the process is fair and being well-managed	22	18	23	22	23	23	18	-	46	-	-	14	-	-	-	-	-	-	-	23	9	19	-
13. It is safe to speak up and challenge the way things are done in ODPM	33	32	34	37	29	33	33	-	17	-	-	21	-	-	-	-	-	-	-	35	18	43	-

Demographic Summary

This section of the report shows the % positive scores for different demographic groups within ODPM Overall. The questions are shown in questionnaire order. Scores highlighted in green are higher than the overall score by 10% points or more, scores in red are lower than the overall score by 10% points or more. Please note: due to rounding some figures may look as though they have a 10 point difference but are not highlighted because the actual difference is less. Data is not shown for groups with less than 10 respondents and is replaced with "-" instead.

	ODPM Overall % Positive	Disability		Gender		Do you work		Ethnicity															
		Yes	No	Male	Female	Full Time	Part Time	Asian/Asian British: Indian	Asian/Asian British: Pakistani	Asian/Asian British: Bangladeshi	Asian/Asian British: Other Asian	Black or Black British: African	Black or Black British: Caribbean	Black or Black British: Other Black background	Chinese	Mixed: White & Asian	Mixed: White & Black African	Mixed: White & Black Caribbean	Mixed: Other black background	White: British	White: Irish	White: Other White background	Any other background
No. of respondents	452	28	400	233	219	397	55	2	13	2	1	15	6	1	1	4	0	1	3	342	11	21	7
1. I am confident that my performance for 2005-06 will be fairly assessed	60	57	60	61	59	62	49	-	69	-	-	53	-	-	-	-	-	-	-	62	45	57	-
2. ODPM feels a different place now; were moving forward strongly	19	14	20	15	23	19	17	-	31	-	-	27	-	-	-	-	-	-	-	18	18	33	-
3. My performance has improved as a result of skills I have developed over the past year	54	54	54	55	53	55	51	-	77	-	-	53	-	-	-	-	-	-	-	54	55	48	-
4. I know how to report bullying/harassment and can do so without worrying that it would have a negative impact on me	42	29	44	40	45	42	43	-	54	-	-	43	-	-	-	-	-	-	-	44	18	35	-