



Health and Safety Executive

Returns : 1,879

Response rate : 75%

Civil Service People Survey 2019

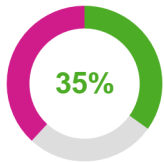
◇ Statistically significant difference from comparison



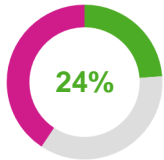


Taking action

■ % responding positively ■ % responding neutrally ■ % responding negatively



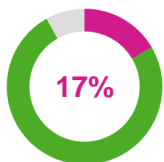
B52. I believe that senior leaders in HSE will take action on the results from this survey



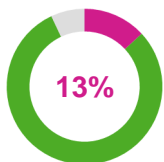
B53. Where I work, I think effective action has been taken on the results of the last survey

Discrimination, bullying and harassment

■ % responding Yes ■ % responding No ■ % responding Prefer not to say



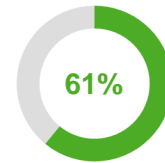
E01. Have you been discriminated against at work, in the past 12 months?



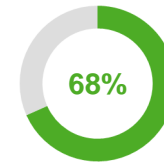
E03. Have you been bullied or harassed at work, in the past 12 months?

Wellbeing

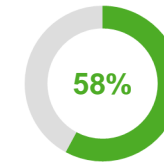
■ % responding positively to W01 - W03 ■ % responding negatively to W04



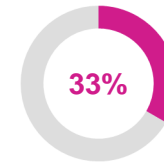
W01. Overall, how satisfied are you with your life nowadays?



W02. Overall, to what extent do you feel that the things you do in your life are worthwhile?

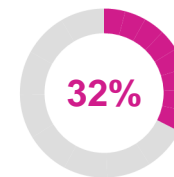


W03. Overall, how happy did you feel yesterday?

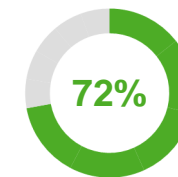


W04. Overall, how anxious did you feel yesterday?

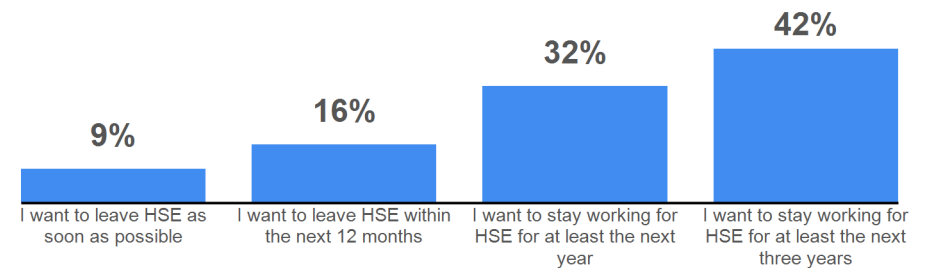
Proxy Stress Index



PERMA Index


















Your plans for the future





Headline scores

Highest positive scoring questions	% Positive	Highest neutral scoring questions	% Neutral	Highest negative scoring questions	% Negative
B01 I am interested in my work	 89%	B17 Poor performance is dealt with effectively in my team  41%		B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable  64%	
B54 I am trusted to carry out my job effectively	 88%	B41 Overall, I have confidence in the decisions made by HSE's Management Board  39%		B35 I feel that my pay adequately reflects my performance  62%	
B18 The people in my team can be relied upon to help when things get difficult in my job	 86%	B53 Where I work, I think effective action has been taken on the results of the last survey  36%		B42 I feel that change is managed well in HSE  62%	
B09 My manager is considerate of my life outside work	 86%	B39 I believe the actions of senior leaders are consistent with HSE's values  35%		B36 I am satisfied with the total benefits package  52%	
B31 I have the skills I need to do my job effectively	 85%	B51 HSE motivates me to help it achieve its objectives  34%		B43 When changes are made in HSE they are usually for the better  50%	

Please note that only questions B01-B60 are included in the above rankings



All questions by theme

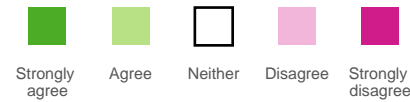
◆ indicates statistically significant difference from comparison
 ^ indicates a variation in question wording from your previous survey

My work

76%

0

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B01 I am interested in my work	39	49	7	7	0	89%	-1	-2 ◆	-4 ◆
B02 I am sufficiently challenged by my work	36	46	8	8	0	82%	-1	+2 ◆	-1 ◆
B03 My work gives me a sense of personal accomplishment	26	52	12	7	0	78%	+1	0	-3 ◆
B04 I feel involved in the decisions that affect my work	12	39	20	20	9	52%	-1	-8 ◆	-13 ◆
B05 I have a choice in deciding how I do my work	22	56	11	7	0	78%	+4 ◆	0	-4 ◆

Organisational objectives and purpose

79%

0

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B06 I have a clear understanding of HSE's objectives	20	58	12	6	0	79%	0	-4 ◆	-8 ◆
B07 I understand how my work contributes to HSE's objectives	23	57	12	5	0	80%	0	-4 ◆	-8 ◆



All questions by theme

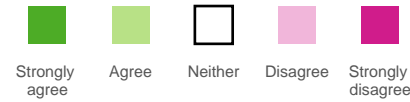
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My manager

68%

0

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B08	My manager motivates me to be more effective in my job	23	45	18	9	5	68%	0	-4 ◇	-8 ◇
B09	My manager is considerate of my life outside work	45	41	9	9	0	86%	0	-1 ◇	-3 ◇
B10	My manager is open to my ideas	35	46	12	6	0	81%	+1	-3 ◇	-5 ◇
B11	My manager helps me to understand how I contribute to HSE's objectives	19	43	26	8	0	62%	-3 ◇	-4 ◇	-9 ◇
B12	Overall, I have confidence in the decisions made by my manager	29	46	14	6	5	75%	+2 ◇	-2 ◇	-6 ◇
B13	My manager recognises when I have done my job well	32	47	12	6	0	79%	+1	-2 ◇	-5 ◇
B14	I receive regular feedback on my performance	24	47	16	9	0	71%	0	+2 ◇	-1 ◇
B15	The feedback I receive helps me to improve my performance	21	39	25	10	5	60%	0	-4 ◇	-8 ◇
B16	I think that my performance is evaluated fairly	21	47	20	8	0	68%	+2 ◇	0	-4 ◇
B17	Poor performance is dealt with effectively in my team	9	26	41	14	10	35%	-3 ◇	-5 ◇	-9 ◇



All questions by theme

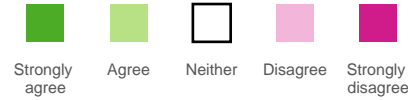
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My team

78%

-1

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

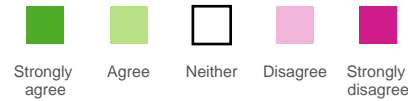
Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B18	The people in my team can be relied upon to help when things get difficult in my job	42	44	8	8	0	86%	0	0	-3 ◆
B19	The people in my team work together to find ways to improve the service we provide	33	46	13	6	2	80%	-1 ◆	-3 ◆	-7 ◆
B20	The people in my team are encouraged to come up with new and better ways of doing things	26	43	18	9	6	69%	-2 ◆	-8 ◆	-11 ◆

Learning and development

42%

-1

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B21	I am able to access the right learning and development opportunities when I need to	8	42	23	19	7	50%	-3 ◆	-14 ◆	-21 ◆
B22	Learning and development activities I have completed in the past 12 months have helped to improve my performance	10	39	29	15	6	49%	0	-5 ◆	-10 ◆
B23	There are opportunities for me to develop my career in HSE	5	24	23	26	22	29%	-1	-21 ◆	-28 ◆
B24	Learning and development activities I have completed while working for HSE are helping me to develop my career	8	31	30	18	13	40%	-1	-11 ◆	-16 ◆



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Civil Service People Survey 2019

All questions by theme

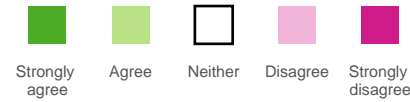
◆ indicates statistically significant difference from comparison
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Inclusion and fair treatment

71%

0

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

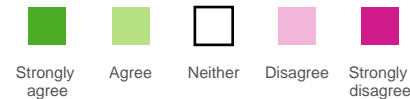
Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B25	I am treated fairly at work	22	53	13	8	5	75%	0	-6 ◆	-9 ◆
B26	I am treated with respect by the people I work with	27	56	10	5	5	83%	0	-3 ◆	-6 ◆
B27	I feel valued for the work I do	17	43	18	15	8	59%	-1	-9 ◆	-14 ◆
B28	I think that HSE respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	19	47	19	10	5	66%	-1	-11 ◆	-15 ◆

Resources and workload

64%

+1

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B29	I get the information I need to do my job well	9	53	19	15	5	62%	+1	-9 ◆	-14 ◆
B30	I have clear work objectives	13	61	15	8	5	74%	0	-2 ◆	-5 ◆
B31	I have the skills I need to do my job effectively	20	64	9	5	5	85%	0	-4 ◆	-7 ◆
B32	I have the tools I need to do my job effectively	7	39	17	26	11	46%	-1	-27 ◆	-33 ◆
B33	I have an acceptable workload	6	48	17	18	11	54%	+2 ◆	-10 ◆	-14 ◆
B34	I achieve a good balance between my work life and my private life	14	52	16	12	6	66%	+1	-5 ◆	-10 ◆



All questions by theme

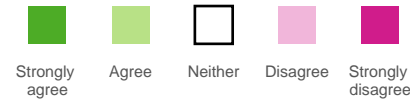
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Pay and benefits

23%

0

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

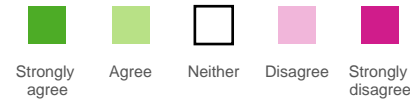
Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B35 I feel that my pay adequately reflects my performance	19	17	29	33	21%	-1 ◇	-13 ◇	-20 ◇	
B36 I am satisfied with the total benefits package	25	19	27	25	28%	+3 ◇	-10 ◇	-20 ◇	
B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable	17	17	28	36	19%	-2 ◇	-9 ◇	-17 ◇	

Leadership and managing change

32%

-1

Difference from previous survey



% Positive

Difference from previous survey

Difference from CS2019

Difference from CS High Performers

Question	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B38 Senior leaders in HSE are sufficiently visible	8	46	22	16	8	54%	-2 ◇	-8 ◇	-18 ◇
B39 I believe the actions of senior leaders are consistent with HSE's values	5	33	35	18	10	38%	-5 ◇	-17 ◇	-26 ◇
B40 I believe that the Management Board has a clear vision for the future of HSE	32	34	19	10	36%	0	-14 ◇	-24 ◇	
B41 Overall, I have confidence in the decisions made by HSE's Management Board	26	39	19	12	29%	-2 ◇	-22 ◇	-33 ◇	
B42 I feel that change is managed well in HSE	11	26	38	24	12%	0	-23 ◇	-34 ◇	
B43 When changes are made in HSE they are usually for the better	15	34	31	18	16%	0	-19 ◇	-28 ◇	
B44 HSE keeps me informed about matters that affect me	41	27	20	9	44%	-4 ◇	-16 ◇	-24 ◇	
B45 I have the opportunity to contribute my views before decisions are made that affect me	20	30	31	17	22%	+1	-18 ◇	-28 ◇	
B46 I think it is safe to challenge the way things are done in HSE	5	29	31	21	14	35%	-1	-15 ◇	-22 ◇



All questions by theme

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 ▲ indicates a variation in question wording from your previous survey

Engagement

The following five questions, measuring pride, advocacy, attachment, inspiration and motivation, are used to create your Employee Engagement Index score.

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B47 I am proud when I tell others I am part of HSE	16	41	28	11	5	56%	+2 ◆	-10 ◆	-16 ◆
B48 I would recommend HSE as a great place to work	9	30	33	19	9	39%	+2 ◆	-22 ◆	-30 ◆
B49 I feel a strong personal attachment to HSE	14	33	27	19	8	47%	-1	-6 ◆	-11 ◆
B50 HSE inspires me to do the best in my job	8	28	33	22	10	36%	+1	-16 ◆	-23 ◆
B51 HSE motivates me to help it achieve its objectives	7	26	34	22	11	33%	-1	-18 ◆	-24 ◆

Taking action

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B52 I believe that senior leaders in HSE will take action on the results from this survey	6	29	27	22	16	35%	-4 ◆	-16 ◆	-25 ◆
B53 Where I work, I think effective action has been taken on the results of the last survey	5	19	36	24	16	24%	-1 ◆	-14 ◆	-21 ◆



All questions by theme

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Organisational culture

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B54 I am trusted to carry out my job effectively	28	60	6			88%	+1 ◆	-1 ◆	-3 ◆
B55 I believe I would be supported if I try a new idea, even if it may not work	15	50	20	10	5	65%	+2 ◆	-7 ◆	-11 ◆
B56 In HSE, people are encouraged to speak up when they identify a serious policy or delivery risk	12	42	24	16	7	54%	0	-16 ◆	-21 ◆
B57 I feel able to challenge inappropriate behaviour in the workplace	13	47	20	13	8	60%	-2 ◆	-7 ◆	-10 ◆
B58 HSE is committed to creating a diverse and inclusive workplace	16	52	21	6		68%	+2 ◆	-8 ◆	-11 ◆

Civil Service vision

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B59 I am aware of the Civil Service vision for 'A Brilliant Civil Service'	8	46	18	21	7	54%	+3 ◆	-4 ◆	-15 ◆

Leadership statement

	Always	Most of the time	Sometimes	Rarely	Never	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
B60 Managers in my Area/Directorate/Division actively role model the behaviours set out in the Civil Service Leadership Statement^	14	40	33	11		54%	New	-13 ◆	-19 ◆

The % positive for this question is the proportion who selected either "Always" or "Most of the time".



All questions by theme

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Wellbeing

The four wellbeing questions use a 11-point scale. The scale ranges from 0 to 10 for each question, where 0 is equivalent to 'not at all' (e.g. 'not at all satisfied' or 'not at all worthwhile') and where 10 is equivalent to 'completely' (e.g. 'completely satisfied' or 'completely anxious').

For questions W01, W02 and W03 the percent positive is the proportion answering 7, 8, 9 or 10 to each question.

	Low (0-4)	Medium (5-6)	High (7-8)	Very High (9-10)	% Positive	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
W01 Overall, how satisfied are you with your life nowadays?	17	22	48	13	61%	0	-6 ◆	-10 ◆
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	13	19	48	20	68%	+1	-3 ◆	-5 ◆
W03 Overall, how happy did you feel yesterday?	20	22	40	18	58%	+1	-4 ◆	-7 ◆

For question W04 the percent negative is the proportion answering 6, 7, 8, 9 or 10 to the question.

	Very Low (0-1)	Low (2-3)	Medium (4-5)	High (6-10)	% Negative	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
W04 Overall, how anxious did you feel yesterday?	21	27	19	33	33%	+1	+1 ◆	+3 ◆



All questions by theme

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Your plans for the future

C01. Which of the following statements most reflects your current thoughts about working for HSE?

			Difference from previous survey	Difference from CS2019
I want to leave HSE as soon as possible		9%	-2 ◇	+2 ◇
I want to leave HSE within the next 12 months		16%	+1	+1 ◇
I want to stay working for HSE for at least the next year		32%	+2	-1 ◇
I want to stay working for HSE for at least the next three years		42%	-1	-1 ◇

The Civil Service Code

Differences are based on '% Yes' score

	% Yes	% No	% Yes	Difference from previous survey	Difference from CS2019	Difference from CS High Performers
D01. Are you aware of the Civil Service Code?		5	95%	0	+3 ◇	0
D02. Are you aware of how to raise a concern under the Civil Service Code?		34	66%	-2 ◇	0	-6 ◇
D03. Are you confident that if you raised a concern under the Civil Service Code in HSE it would be investigated properly?		42	58%	-5 ◇	-13 ◇	-18 ◇



All questions by theme

↔ indicates statistically significant difference from comparison
 ^ indicates a variation in question wording from your previous survey

Discrimination

E01. Have you been discriminated against at work, in the past 12 months?^

			Difference from previous survey	Difference from CS2019
Yes		17%	-1	+6 ✧
No		75%	+1	-6 ✧
Prefer not to say		8%	0	0

Your survey included a question about whether the discrimination occurred in your organisation. These results have been suppressed in this report to protect respondents anonymity, but do feed into the overall Civil Service results.

For respondents who selected 'Yes' to E01.

E02. On which of the following grounds were you discriminated against?^ (multiple selection)

		Response Count	
Age	55		
Caring responsibilities	30		
Disability	32		
Ethnic background	13		
Gender	51		
Gender reassignment or perceived gender	--		
Grade or responsibility level	85		
Main spoken/ written language or language ability	--		
Marital status or civil partnership	--		
Mental health	28		
Pay	59		
Pregnancy, maternity or paternity	--		
Religion or belief	--		
Sex	14		
Sexual orientation	--		
Social or educational background	19		
Working location	39		
Working pattern	48		
Any other grounds	49		
Prefer not to say	32		

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'



All questions by theme

↗ indicates statistically significant difference from comparison
 ^ indicates a variation in question wording from your previous survey

Bullying and harassment

E03. Have you been bullied or harassed at work, in the past 12 months?^

			Difference from previous survey	Difference from CS2019
Yes		13%	0	+2 ↗
No		80%	0	-2 ↗
Prefer not to say		7%	0	0

For respondents who selected 'Yes' to E03.

E03A. How would you describe the nature of the bullying and/or harassment you experienced?^ (multiple selection)

	Response Count	
Comments about my personal appearance	20	
Sexual harassment (e.g. sexual comments or jokes, unwelcome sexual advances, touching or assault)	11	
Spreading gossip or making false accusations about me	62	
Intimidation or verbal aggression (e.g. shouting, swearing, making threats)	80	
Physical assault (e.g. object thrown at me, pushed, hit)	--	
Humiliated in front of team or others	94	
Negative Micromanagement (e.g. excessive control; made to feel incompetent)	120	
Removal of job responsibilities, unconstructive criticism, or impossible/changing expectations	82	
Treated less favourably to others	95	
Ignored, excluded, marginalised	100	
Undermining or taking credit for my work	79	
Denied time off for personal ill health	--	
Denied time off for family or caring responsibilities	--	
Disclosure of personal / sensitive information to colleagues without my consent	22	
Something else not listed here	30	
Prefer not to say	12	

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'



All questions by theme

◇ indicates statistically significant difference from comparison
 ^ indicates a variation in question wording from your previous survey

Bullying and harassment

For respondents who selected 'Yes' to E03.
 E04. Who bullied and/or harassed you?^ (multiple selection)

	Response Count	
A colleague in my Area/Directorate/Division	99	
A colleague in a different Area/Directorate/ Division of HSE	32	
My manager	87	
Another senior member of staff in HSE	67	
Someone I manage	--	
Someone working in a different Civil Service organisation	--	
Someone working for a non-Civil Service organisation	--	
A contractor	--	
A service user (e.g. customer, claimant, offender)	--	
A member of the public	--	
Someone else not listed here	--	
Prefer not to say	18	

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'

For respondents who selected 'Yes' to E03.
 E05. Did you report your experience of bullying and/or harassment?^

		Difference from previous survey	Difference from CS2019
Yes	51%	+16 ◇	0
No	44%	-5 ◇	+2
Prefer not to say	6%	-11 ◇	-1

For respondents who selected 'Yes' to E03.
 E06. How would you describe your situation now?^

		Difference from CS2019
Appropriate action was taken to address the behaviour I experienced		
Yes	13%	-3
No	73%	+11 ◇
Prefer not to say	14%	-7 ◇
The bullying and/or harassment has stopped		
Yes	30%	-7 ◇
No	49%	+12 ◇
Prefer not to say	20%	-4 ◇
The culture in my area allows this kind of behaviour to continue		
Yes	65%	+9 ◇
No	20%	-5 ◇
Prefer not to say	15%	-4 ◇
I felt like I was punished for reporting the incident		
Yes	16%	-2
No	56%	+1
Prefer not to say	28%	+1
I moved to another team or role to avoid the behaviour		
Yes	14%	-7 ◇
No	74%	+13 ◇
Prefer not to say	12%	-4



Additional questions selected by organisation

⬠ indicates statistically significant difference from comparison

Safe to Challenge

* indicates negatively phrased question(s) where % positive is the proportion who selected "no"



Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark	
LQB1	In the last 12 months, I have seen someone else being bullied or treated unfairly in HSE*	Yes: 31%		No: 63%		Prefer not to say: 6%		63%	-6 ⬠
LQB2	I make a point of tackling bullying, harassment and other inappropriate behaviours when I see it happening around me	14	43	34	8		57%	-11 ⬠	
LQB3	I feel comfortable speaking to those more senior than me about their actions and impact	11	36	20	23	10	47%	-7 ⬠	
LQB4	I feel confident that if I challenged someone more senior than me in my Area/Directorate/Division they would be open to receiving the challenge	6	23	29	25	16	30%	-12 ⬠	

Change Management



Question ID	Question Text	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQC1	I get to find out the reasons behind key changes that happen in HSE		31	28	27	10	36%	-11 ⬠
LQC2	I understand what support is available to me as I am affected by organisational change		31	30	26	10	34%	-17 ⬠
LQC3	I feel that change is managed well in my Area/Directorate/Division		21	28	30	18	24%	-19 ⬠
LQC4	I feel positive about the future of HSE		27	33	23	14	31%	-23 ⬠

Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.



Additional questions selected by organisation

⚡ indicates statistically significant difference from comparison

Health and Safety

	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQE1 Health and safety is a priority within HSE	15	41	21	16	7	56%	-21 ⚡
LQE2 In HSE the need to deliver work is balanced against the need to work safely	10	47	25	13	5	57%	-13 ⚡
LQE3 Senior managers in the area where I work address health and safety issues	11	44	30	10	5	55%	-17 ⚡
LQE4 I have the resources needed to carry out my role to expected health and safety standards	10	50	23	11	6	60%	-13 ⚡

Wellbeing at Work

* indicates negatively phrased question(s) where % positive is the proportion who selected either "disagree" or "strongly disagree"

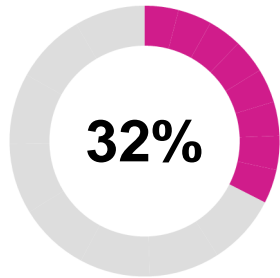
	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from benchmark
LQF1 During the last 12 months, I have felt unwell as a result of work-related stress*	12	28	14	34	12	46%	-5 ⚡
LQF2 The people in my team genuinely care about my wellbeing	24	54	14	5	5	78%	0
LQF3 My manager creates a positive atmosphere at work which supports my health and wellbeing	21	46	20	8	5	67%	-3 ⚡
LQF4 After a period of sickness absence, my manager and I have a Return to Work discussion	Yes: 91%		No: 9%			91%	+5 ⚡

Please note that the benchmark for the questions on this page is the average score across the organisations that chose to include them in their survey, so it is not representative of the whole Civil Service.



Proxy Stress Index and PERMA Index

◇ indicates statistically significant difference from comparison
 ** this is a negatively phrased question where % positive is the proportion who selected "no"



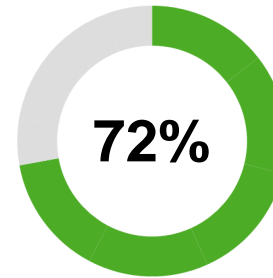
Difference from previous survey	-1 ◇
Difference from CS2019	+4 ◇
Difference from CS High Performers	+6 ◇

Proxy Stress Index

This index aligns to the Health and Safety Executive's stress management tool, using the 8 questions from the People Survey shown below. We calculate it in the same way as the Employee Engagement Index.

We have 'inverted' the final index so that it is a measure of conditions which can add to stress rather than alleviate stress, i.e. a higher index score represents a more stressful environment.

	% positive
B05 I have a choice in deciding how I do my work	78%
B08 My manager motivates me to be more effective in my job	68%
B18 The people in my team can be relied upon to help when things get difficult in my job	86%
B26 I am treated with respect by the people I work with	83%
B30 I have clear work objectives	74%
B33 I have an acceptable workload	54%
B45 I have the opportunity to contribute my views before decisions are made that affect me	22%
E03 Have you been bullied or harassed at work, in the past 12 months?*	80%



Difference from previous survey	0
Difference from CS2019	-2 ◇
Difference from CS High Performers	-3 ◇

PERMA Index

This index measures the extent to which employees are 'flourishing' in the workplace around the 5 dimensions: Positive emotion, Engagement, Relationships, Meaning and Accomplishment.

The index is computed using the questions from the People Survey shown below and combining them in the same way as the Employee Engagement Index. A high score represents a greater proportion of employees agreeing with the statements below or rating the two wellbeing questions as high.

	% positive
B01 I am interested in my work	89%
B03 My work gives me a sense of personal accomplishment	78%
B18 The people in my team can be relied upon to help when things get difficult in my job	86%
W01 Overall, how satisfied are you with your life nowadays?	61%
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	68%



Appendix

Glossary of key terms

% positive	The proportion who selected either "agree" or "strongly agree" for a question (or all questions within a theme in the case of Theme score % positive), unless otherwise indicated.
Previous survey	Comparisons to the previous survey relate to the results from the 2018 Civil Service People Survey. Where a question is flagged as changed since the last survey (^) comparisons should be treated with caution as changes to wording may affect how people respond to the question.
CS2019	The CS2019 benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that participated in the 2019 Civil Service People Survey, where data was not suppressed.
CS High Performers	For each question, unless otherwise indicated, this is the upper quartile score across all Civil Service organisations that took part in the 2019 Civil Service People Survey, where data was not suppressed. For question W04 and the Proxy Stress Index, we have used the lower quartile.
Difference from benchmark	For these questions, the benchmark is the median percent positive (unless otherwise indicated) across all Civil Service organisations that selected these questions for inclusion in their 2019 Civil Service People Survey, so it is not representative of the whole Civil Service.

Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Therefore in some instances, the differences presented in this report will not match the rounded figures of the scores being compared. For example, if your unrounded Engagement Index score is 75.43647583%, your organisation overall's score is 74.63572484% and the difference between the two is +0.800751%, in this report these scores would appear as 75%, 75% and +1.

Statistical significance: ✨

Statistical testing has been carried out to identify statistically significant differences between your results and a number of comparators. You can therefore be confident that the difference represents a real difference in opinion between the results. Please note that there needs to be 30 responses at question level, 20 responses at theme level and 10 responses at index level for statistical testing to be carried out on the corresponding scores. If you received a lower number of responses, then statistical significance testing won't have been conducted.

The employee engagement index

The survey includes five questions that make up the engagement index (B47-B51). The index score represents the average level of engagement in that unit and ranges from 0 to 100. An index score of 0 represents all respondents in that unit saying they strongly disagree to all five engagement questions and a score of 100 represents all respondents saying they strongly agree to all five engagement questions.

Confidentiality

The survey was carried out as part of the 2019 Civil Service People Survey, which is managed by the Cabinet Office on behalf of all participating organisations. The Cabinet Office commissioned ENGINE Transformation to carry out the survey. ENGINE Transformation is a member of the Market Research Society, and is bound by their strict code of conduct and confidentiality rules. These rules do not allow for the breakdown of the results to the extent where the anonymity of individuals may be compromised. Groups of fewer than 10 respondents will not be reported on, however their responses do contribute to the overall scores for the unit and organisation they belong to and the overall Civil Service results.

ENIGINE's Privacy Policy (<https://transformation.enginegroup.com/privacy-notice>) tells you how they keep personal data safe and who to contact to exercise your rights of control under the new GDPR regulations.

The Civil Service People Survey Privacy Notice can be found on GOV.UK (<https://www.gov.uk/government/publications/people-survey-privacy-information-notice/privacy-notice-civil-service-people-survey>)