

Staff survey 2015 results

Strategic delivery: Setting standards Increasing and informing choice Demonstrating efficiency economy and value

Details:

Meeting	AGC
Agenda item	5
Paper number	[AGC (15/06/2016) 496 RH/PT]
Meeting date	15 June 2016
Author	Rachel Hopkins, Head of Human Resources Peter Thompson, Chief Executive

Output:

For information or decision?	For information
Recommendation	AGC are asked to note the report
Resource implications	
Implementation date	
Communication(s)	
Organisational risk	<input type="checkbox"/> Low <input type="checkbox"/> Medium <input type="checkbox"/> High
Annexes	Annex A: Staff survey 2015 results

1. Background

- 1.1.** At its on 16 March 2016, Audit and Governance Committee asked to review the outcome of the HFEA's staff survey at its next meeting.
- 1.2.** Our staff survey is undertaken annually, and in October/November 2015 the questions replicated the Civil Service People Survey for the first time. The results of the survey were shared with all staff and discussed at the all staff conference in December 2015.
- 1.3.** Our staff survey results are set out in Annex A and are reported in the same format as the Civil Service survey results, where questions are grouped into key areas. Comparator details for the Department of Health and overall Civil Service are provided to aid benchmarking.
- 1.4.** Overall the results are very encouraging in that in all but two of the ten key areas our results were more positive than the DH and the wider Civil Service. There were some mixed (albeit not extreme) results in the 'wellbeing questions' which we believe reflected the heavy workloads faced by some teams during the period of the staff survey.
- 1.5.** Our response rate was slightly lower than previous years, and below our target of 75% (and lower than DH and the Civil Service) and we will seek to focus on increasing this with this year's survey.
- 1.6.** A verbal summary will be provided at the meeting.

2. Recommendation

- 2.1.** AGC are asked to note the report.

Annex A: Staff survey 2015 results

				HFEA	DH	CS	
				%	%	%	
Response rate:				68	80	75	
Theme	Question			HFEA	DH	CS	
				%	%	%	
My work	B01	I am interested in my work	92	% strongly agree or agree			
	B02	I am sufficiently challenged by my work	80	% strongly agree or agree			
	B03	My work gives me a sense of personal accomplishment	86	% strongly agree or agree	82	75	74
	B04	I feel involved in the decisions that affect my work	66	% strongly agree or agree			
	B05	I have a choice in deciding how I do my work	84	% strongly agree or agree			
Organisational objectives and purpose	B06	I have a clear understanding of The HFEA's purpose	98	% strongly agree or agree			
	B07	I have a clear understanding of the HFEA's objectives	96	% strongly agree or agree	95	76	83
	B08	I understand how my work contributes to the HFEA's objectives	92	% strongly agree or agree			

Theme	Question			HFEA %	DH %	CS %
My manager	B09 My manager motivates me to be more effective in my job	76	% strongly agree or agree	75	70	68
	B10 My manager is considerate of my life outside work	92	% strongly agree or agree			
	B11 My manager is open to my ideas	88	% strongly agree or agree			
	B12 My manager helps me to understand how I contribute to the HFEA's objectives	74	% strongly agree or agree			
	B13 Overall, I have confidence in the decisions made by my manager	86	% strongly agree or agree			
	B14 My manager recognises when I have done my job well	84	% strongly agree or agree			
	B15 I receive regular feedback on my performance	68	% strongly agree or agree			
	B16 The feedback I receive helps me to improve my performance	66	% strongly agree or agree			
	B17 I think that my performance is evaluated fairly	74	% strongly agree or agree			
B18 Poor performance is dealt with effectively in my team	42	% strongly agree or agree				
My team	B19 The people in my team can be relied upon to help when things get difficult in my job	78	% strongly agree or agree	75	80	80
	B20 The people in my team work together to find ways to improve the service we provide	76	% strongly agree or agree			
	B21 The people in my team are encouraged to come up with new and better ways of doing things	72	% strongly agree or agree			

Theme	Question			HFEA %	DH %	CS %
Learning and development	B22 I am able to access the right learning and development opportunities when I need to	62	% strongly agree or agree	44	53	49
	B23 Learning and development activities I have completed in the past 12 months have helped to improve my performance	44	% strongly agree or agree			
	B24 There are opportunities for me to develop my career in the HFEA	20	% strongly agree or agree			
	B25 Learning and development activities I have completed while working for the HFEA are helping me to develop my career	48	% strongly agree or agree			
Inclusion and fair treatment	B26 I am treated fairly at work	84	% strongly agree or agree	81	77	74
	B27 I am treated with respect by the people I work with	84	% strongly agree or agree			
	B28 I feel valued for the work I do	72	% strongly agree or agree			
	B29 I think that the HFEA respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc)	82	% strongly agree or agree			
Resources and workload	B30 In my job, I am clear what is expected of me	90	% strongly agree or agree	75	72	73
	B31 I get the information I need to do my job well	68	% strongly agree or agree			
	B32 I have clear work objectives	82	% strongly agree or agree			
	B33 I have the skills I need to do my job effectively	92	% strongly agree or agree			
	B34 I have the tools I need to do my job effectively	72	% strongly agree or agree			
	B35 I have an acceptable workload	56	% strongly agree or agree			
B36 I achieve a good balance between my work life and my private life	66	% strongly agree or agree				

Theme	Question			HFEA %	DH %	CS %
Pay and benefits	B37 I feel that my pay adequately reflects my performance	32	% strongly agree or agree	33	32	30
	B38 I am satisfied with the total benefits package	44	% strongly agree or agree			
	B39 Compared to people doing a similar job in other organisations I feel my pay is reasonable	24	% strongly agree or agree			
Leadership and managing change	B40 I feel that the HFEA as a whole is managed well	72	% strongly agree or agree	66	38	43
	B41 SMT in the HFEA are sufficiently visible	82	% strongly agree or agree			
	B42 I believe the actions of SMT are consistent with HFEA's values	72	% strongly agree or agree			
	B43 I believe that the Authority has a clear vision for the future of the HFEA	70	% strongly agree or agree			
	B44 Overall, I have confidence in the decisions made by the HFEA's SMT	70	% strongly agree or agree			
	B45 I feel that change is managed well in the HFEA	42	% strongly agree or agree			
	B46 When changes are made in the HFEA they are usually for the better	52	% strongly agree or agree			
	B47 The HFEA keeps me informed about matters that affect me	76	% strongly agree or agree			
	B48 I have the opportunity to contribute my views before decisions are made that affect me	60	% strongly agree or agree			
B49 I think it is safe to challenge the way things are done in the HFEA	66	% strongly agree or agree				

Theme	Question			HFEA %	DH %	CS %
Employee Engagement	B50	I am proud when I tell others I am part of the HFEA	76	% strongly agree or agree		
	B51	I would recommend the HFEA as a great place to work	80	% strongly agree or agree		
	B52	I feel a strong personal attachment to the HFEA	60	% strongly agree or agree		
	B53	The HFEA inspires me to do the best in my job	50	% strongly agree or agree		
	B54	The HFEA motivates me to help it achieve its objectives	50	% strongly agree or agree		
Taking action	B55	I believe that SMT in the HFEA will take action on the results from this survey	48	% strongly agree or agree		
	B56	I believe that managers where I work will take action on the results from this survey	58	% strongly agree or agree	67	56 57
	B57	Where I work, I think effective action has been taken on the results of the last survey	32	% strongly agree or agree		
Organisational culture	B58	I am trusted to carry out my job effectively	90	% strongly agree or agree		
	B59	I believe I would be supported if I try a new idea, even if it may not work	76	% strongly agree or agree		
	B60	My performance is evaluated based on whether I get things done, rather than solely follow process	82	% strongly agree or agree		
	B61	When I talk about the HFEA I say "we" rather than "they"	84	% strongly agree or agree		
	B62	I have some really good friendships at work	80	% strongly agree or agree		

Theme	Question			HFEA %	DH %	CS %
Discrimination, bullying and harassment	E01 During the past 12 months have you personally experienced discrimination at work?	4	% yes	4	11	11
	E03 During the past 12 months have you personally experienced bullying or harassment at work?	8	% yes	8	11	10
Subjective wellbeing	W01 Overall, how satisfied are you with your life nowadays? (0=Not at all, 10=Completely satisfied)	63	% 7-10	63	64	65
	W02 Overall, to what extent do you feel the things you do in your life are worthwhile? (0=Not at all, 10=Completely worthwhile)	77	% 7-10	77	72	71
	W03 Overall, how happy did you feel yesterday? (0=Not at all, 10=Completely happy)	48	% 7-10	48	62	62
	W04 Overall, how anxious did you feel yesterday? (0=Not at all, 10=Completely anxious)	40	% 0-3	40	49	50
Future intentions	C01 <i>I want to leave the HFEA as soon as possible</i>	6	%	6		
	C02 <i>I want to leave the HFEA within the next 12 months</i>	38	%	38		
	C03 <i>I want to stay working for the HFEA for at least the next year</i>	35	%	35		
	C04 <i>I want to stay working for the HFEA for at least the next 3 years</i>	21	%	21		