



MOD yoursay
2009

Headline Results

Part of the Civil Service People Survey



MINISTRY OF DEFENCE

Theme	CSPS QNo.	CSPS Question Text	MOD 2009 Score
My Work	B01	I am interested in my work	90% Positive
	B02	I am sufficiently challenged by my work	76% Positive
	B03	My work gives me a sense of personal accomplishment	74% Positive
	B04	I feel involved in decisions that affect my work	58% Positive
	B05	I have a choice in deciding how I do my work	75% Positive
Organisational Objectives & Purpose	B07	I have a clear understanding of [organisation] purpose	81% Positive
	B08	I have a clear understanding of [organisation] objectives	74% Positive
	B09	I understand how my work contributes to [organisation] objectives	78% Positive
Resources & Workload	B06	In my job, I am clear what is expected of me	82% Positive
	B10	I get the information I need to do my job well	59% Positive
	B11	I have clear work objectives	72% Positive
	B25	I have the skills I need to do my job effectively	87% Positive
	B34	I have the tools I need to do my job effectively	65% Positive
	B35	I have an acceptable workload	62% Positive
Line Management	B36	I achieve a good balance between my work life and my private life	68% Positive
	B12	My manager motivates me to be more effective in my job	58% Positive
	B13	My manager is considerate of my life outside work	74% Positive
	B14	My manager is open to my ideas	77% Positive
	B15	My manager helps me to understand how I contribute to [organisation] objectives	51% Positive
	B16	Overall, I have confidence in the decisions made by my manager	68% Positive
	B17	My manager recognises when I have done my job well	74% Positive
	B18	I receive regular feedback on my performance	53% Positive
	B19	The feedback I receive helps me to improve my performance	52% Positive
	B20	I think that my performance is evaluated fairly	62% Positive
	B21	Poor performance is dealt with effectively in my team	41% Positive
Teamwork	B22	The people in my team can be relied upon to help when things get difficult in my job	79% Positive
	B23	The people in my team work together to find ways to improve the service we provide	76% Positive
	B24	The people in my team are encouraged to come up with new and better ways of doing things	69% Positive
Learning & Career Development	B26	I am able to access the right learning and development opportunities when I need to	71% Positive

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	B27	Learning and development activities I have completed in the past 12 months have helped to improve my performance	53% Positive
	B28	There are opportunities for me to develop my career in [organisation]	53% Positive
	B29	Learning and development activities I have completed while working for [organisation] are helping me to develop my career	53% Positive
Inclusion & Fair Treatment	B30	I am treated fairly at work	83% Positive
	B31	I am treated with respect by the people I work with	85% Positive
	B32	I feel valued for the work I do	63% Positive
	B33	I think that [organisation] respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc)	70% Positive
Pay & Benefits	B37	I feel that my pay adequately reflects my performance	41% Positive
	B38	I am satisfied with the total benefits package	44% Positive
	B39	Compared to people doing a similar job in other organisations I feel my pay is reasonable	34% Positive
Leadership & Change Management	B40	I feel [organisation] as a whole is managed well	26% Positive
	B41	[senior managers] in [organisation] are sufficiently visible	25% Positive
	B42	I believe the actions of [senior managers] are consistent with [organisation] values	28% Positive
	B43	I believe [senior management] has a clear vision for the future of [organisation]	23% Positive
	B44	Overall, I have confidence in the decisions made by [organisation] [senior managers]	21% Positive
	B45	I feel that change is managed well in [organisation]	17% Positive
	B46	When changes are made in [organisation] they are usually for the better	13% Positive
	B47	[organisation] keeps me informed about matters that affect me	42% Positive
	B48	I have the opportunity to contribute my views before decisions are made that affect me	23% Positive
	B49	I think it is safe to challenge the way things are done in [organisation]	35% Positive
Engagement	B50	I am proud when I tell others I am part of [organisation]	58% Positive
	B51	I would recommend [organisation] as a great place to work	45% Positive
	B52	I feel a strong personal attachment to [organisation]	53% Positive
	B53	[organisation] inspires me to do the best in my job	39% Positive
	B54	[organisation] motivates me to help it achieve its objectives	34% Positive
Taking Action	B55	I believe that [senior managers] in [organisation] will take action on the results from this survey	22% Positive
	B56	I believe that managers where I work will take action on the results from this survey	31% Positive
Data Security	C01	I know where to go to find out about how to handle personal and sensitive information	86% Positive
	C02	In the past 12 months, have you received training on handling data and procedures to protect personal and sensitive information?	86% Yes

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Plans for the Future	C03	Which of the following statements most reflects your current thoughts about working for [the organisation]?	
	"	<i>I want to leave [the organisation] as soon as possible</i>	5% Yes
	"	<i>I want to leave [the organisation] within the next 12 months</i>	6% Yes
	"	<i>I want to stay working for [the organisation] for at least the next year</i>	17% Yes
	"	<i>I want to stay working for [the organisation] for at least the next three years</i>	72% Yes
Civil Service Code	C04	Are you aware of the Civil Service Code?	76% Yes
	C05	Are you aware of how to raise a concern under the Civil Service Code?	51% Yes
	C06	Are you confident that if you raised a concern under the Civil Service Code in [the organisation] it would be investigated properly?	54% Yes
MOD Engagement Index			59% ¹
Discrimination, Harassment & Bullying	C07	During the past 12 months, have you personally experienced discrimination at work?	11% Yes
		IF YES AT C07 THEN:	
	C08	On which of the following grounds have you personally experienced discrimination in the past 12 months? ²	
	"	<i>Age</i>	770 People Selected
	"	<i>Disability</i>	341 People Selected
	"	<i>Ethnic Background</i>	216 People Selected
	"	<i>Gender</i>	593 People Selected
	"	<i>Gender Reassignment or perceived gender</i>	30 People Selected
	"	<i>Religion or belief</i>	134 People Selected
	"	<i>Sexual Orientation</i>	160 People Selected
	"	<i>Any other grounds</i>	3160 People Selected
	C09	During the past 12 months, have you personally experienced bullying or harassment at work?	11% Yes
		IF YES AT C09 THEN:	
	C10	Who were you bullied or harassed by at work in the past 12 months? ²	
	"	<i>A colleague</i>	1270 People Selected
	"	<i>Your manager</i>	1349 People Selected
	"	<i>Another manager in your part of [organisation]</i>	833 People Selected
	"	<i>Someone you manage</i>	253 People Selected
"	<i>Someone who works for another part of [organisation]</i>	426 People Selected	
"	<i>A member of the public</i>	89 People Selected	
"	<i>Someone else</i>	181 People Selected	
"	<i>Prefer not to say</i>	666 People Selected	

1 The Engagement Index is not the average percentage positive score for the five engagement questions. Each of the five response options is given a weighting where strongly agree equals 100%, agree – 75%, neither agree/ disagree – 50%, disagree – 25% and strongly disagree – 0%

2 For these question multiple selection was allowed.