

2024 BeHeard Survey

Cabinet Office

Presented by:

Organisation Effectiveness Team (People Services)

Executive Summary

The Cabinet Office factor scores all exceeded the benchmark score of 4+

The Leadership factor score improved year on year, as did Fair Deal.

The Best Companies Index (BCI) which is a recognised metric for engagement decreased year on year, but the department remains firmly in the 'Ones To Watch' category, making the Cabinet Office a 'good' place to work.

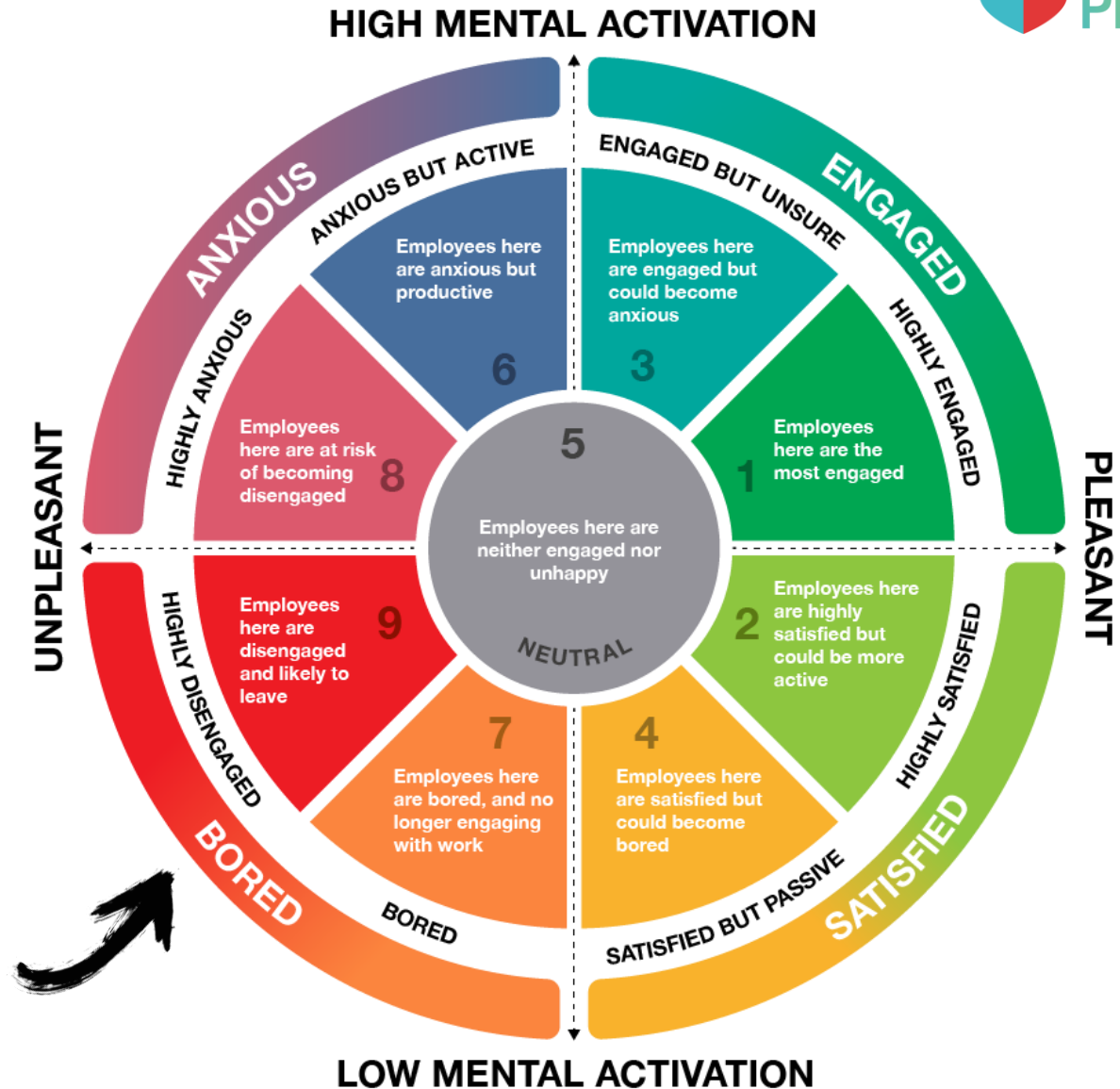
The most significant negative movement in factor scores were My Team and My Manager. This is unsurprising, as the survey was conducted while several affected teams were in consultation for redundancies. As a result, morale and team togetherness were expected to be lower.

Work is underway to support the affected teams return to a place of satisfaction and engagement.

Employee Engagement

Overview

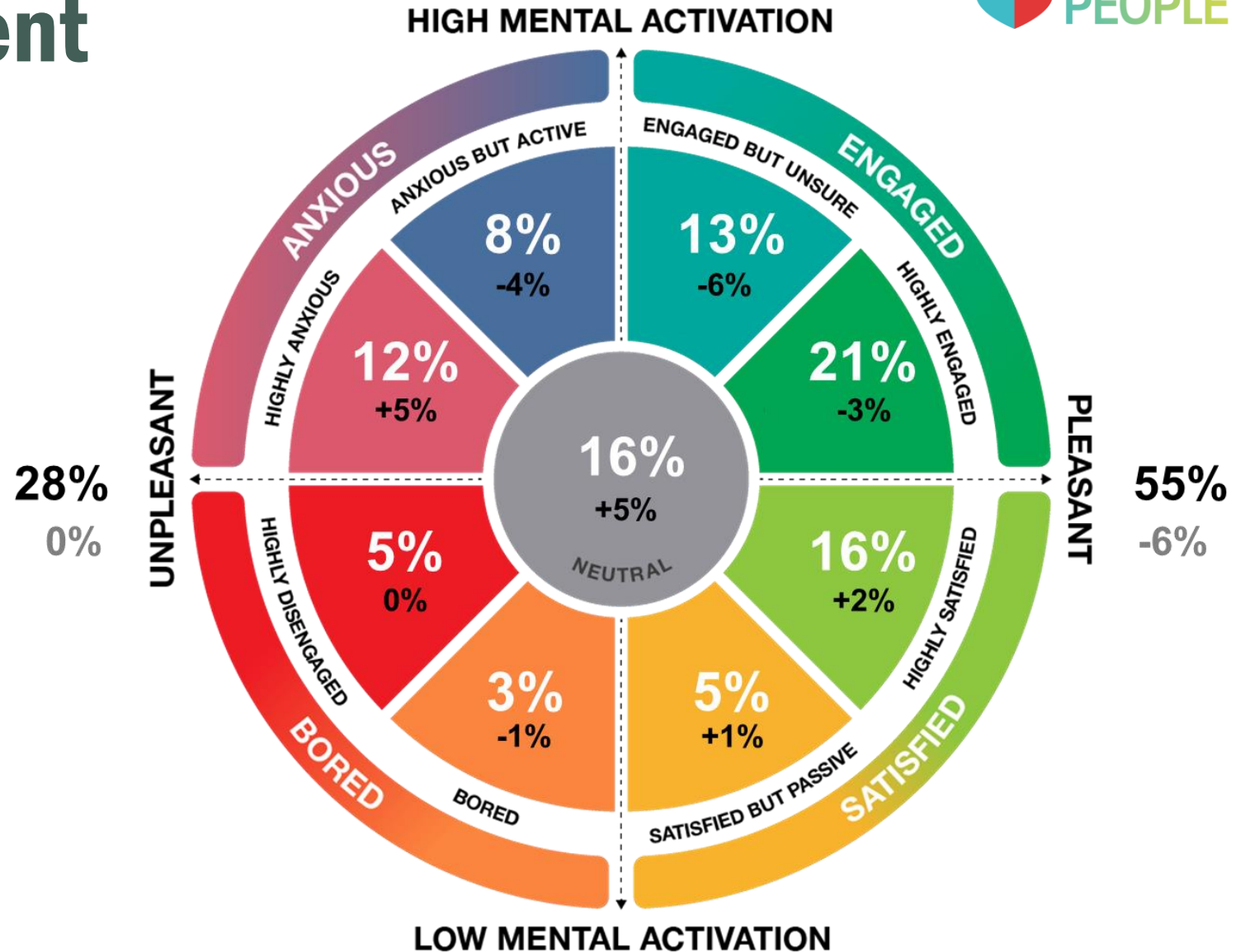
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- This chart is not based on the 8 factors of engagement scores



Employee Engagement

Cabinet Office

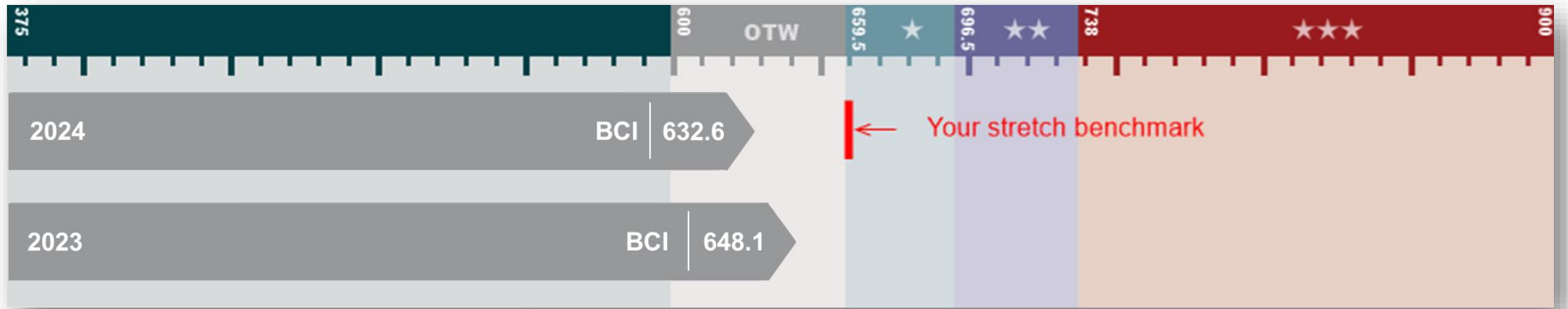
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- 55% of respondents within the Cabinet Office reported an overall pleasant experience in the workplace
- This chart is not based on the 8 factors of engagement scores



BCI Score



Cabinet Office



- The BCI score is a recognised standard for employee engagement calculated by combining the responses to the core statements in the survey, relating to the 8 Factors of Engagement
- The score is on a scale of 0-1000, although most companies fall between 475 and 900

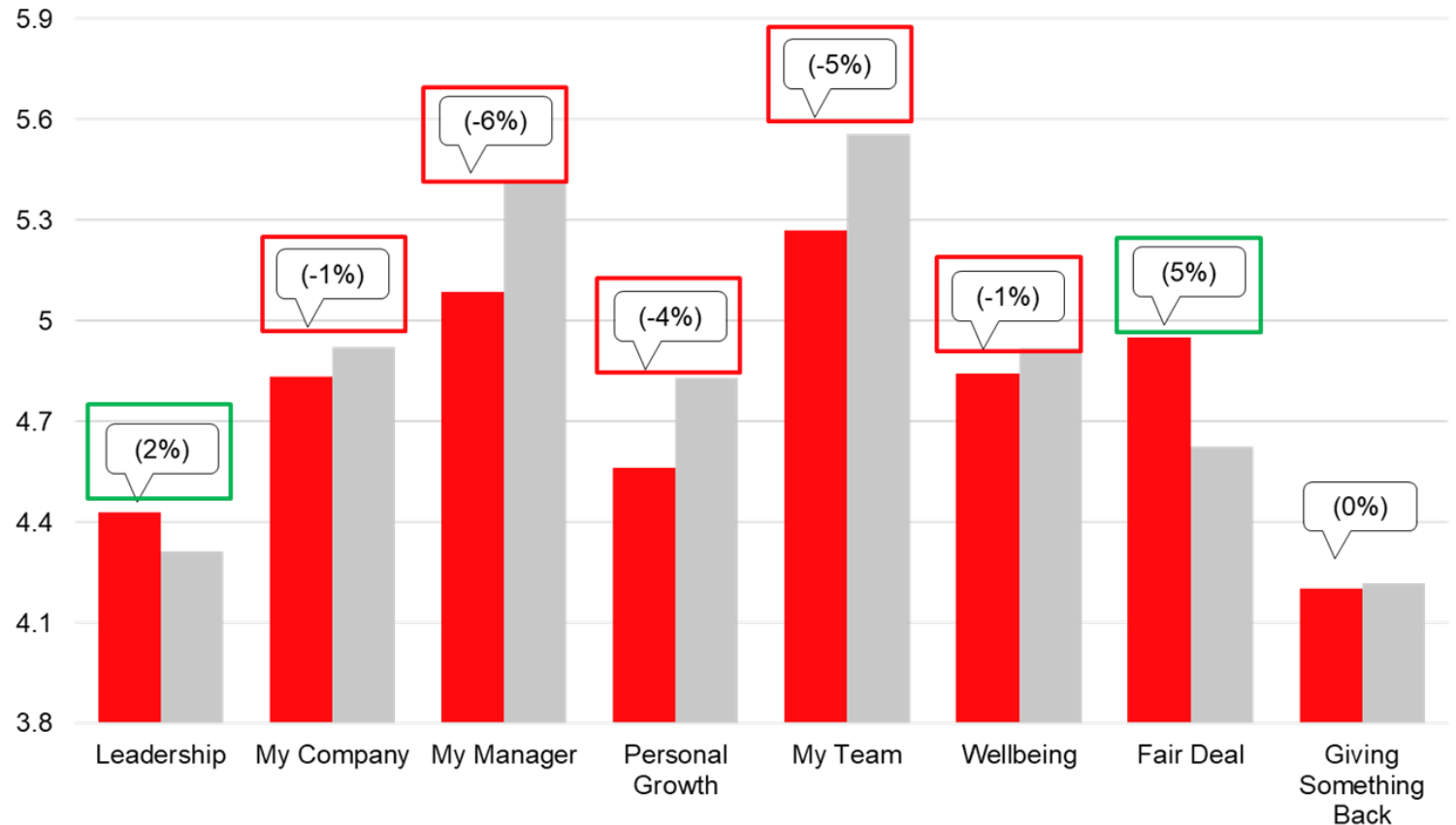
OTW is Good
★ is Very Good
★★ is Outstanding
★★★ is World Class

8 Factors of Engagement



Comparison against previous survey

- The chart on this slide shows the difference in scores since the last survey in June 2023
- The differences are shown as percentage point differences
- An increase from 2 to 4 on a 7-point scale can be expressed as either 100% (relative change) or 33 percentage points (absolute change)



2024

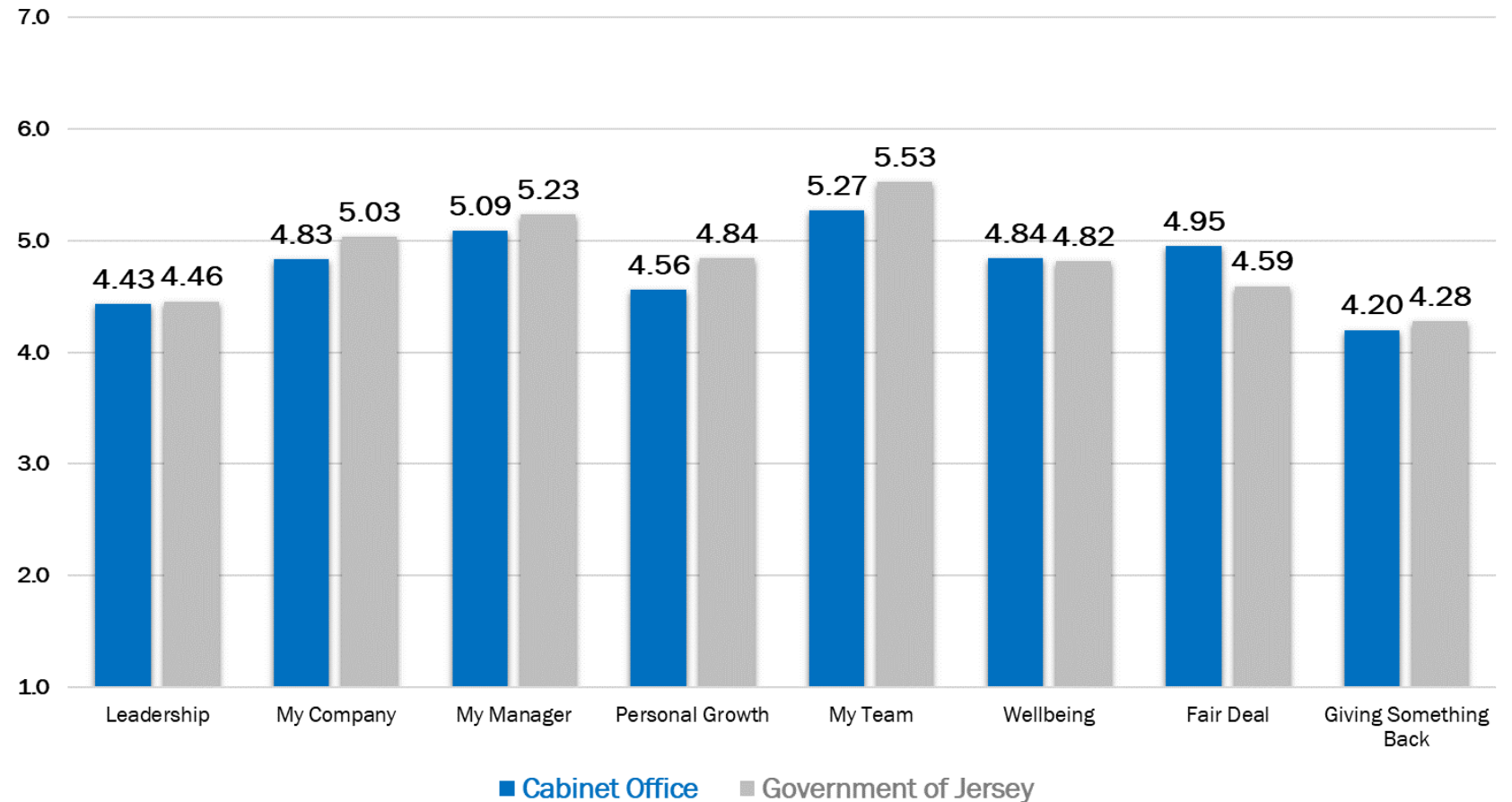
2023

8 Factors of Engagement



Cabinet Office vs GoJ

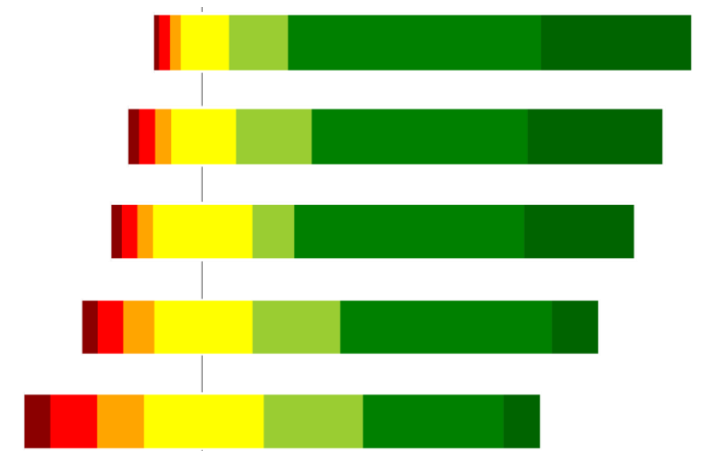
- The 8 factor scores are based on the core 24 statements in the survey
- Each factor is scored on a scale of 1 to 7



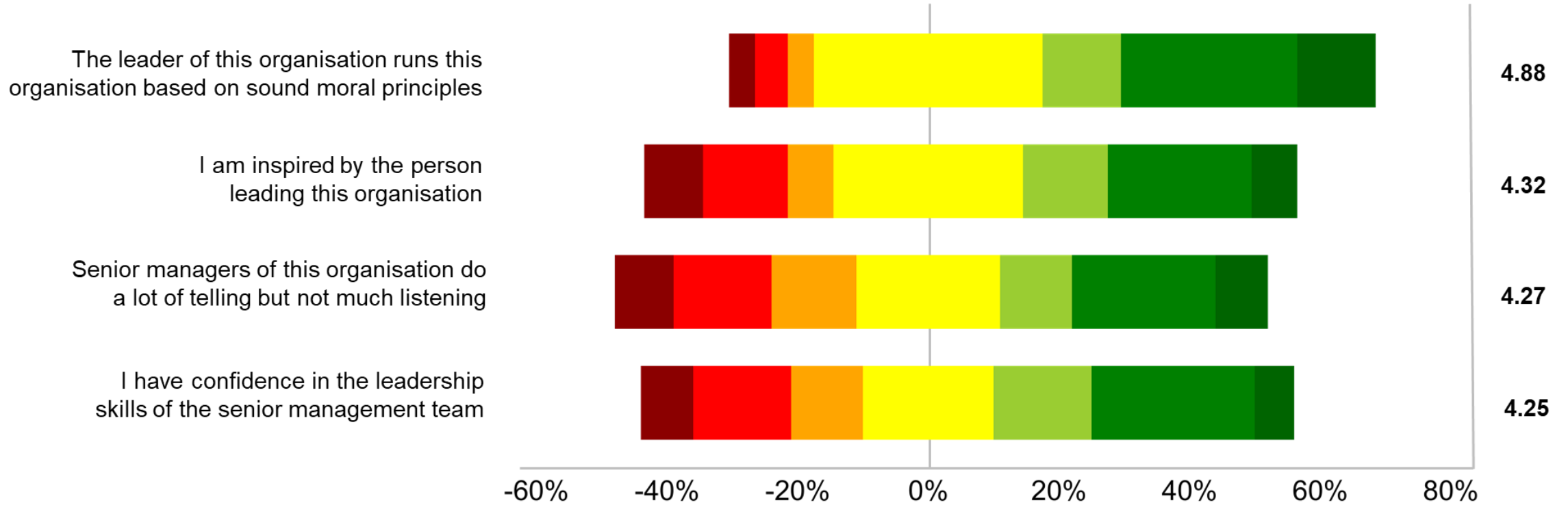
2024 BeHeard Survey

Introduction to heatmaps

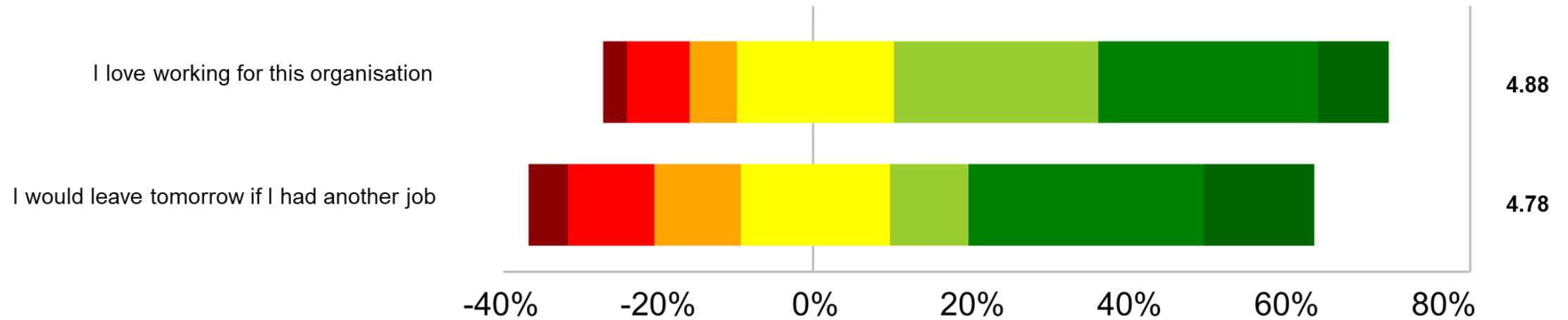
- The heatmaps show a breakdown of responses to statements in each factor
- Regardless of the wording of statements (positive or negative) 1 is always the lowest and 7 the highest
- Green portions of the heatmaps on the right-hand side are positive even if the statement is worded negatively
- The statements are shown in order of highest to lowest scores



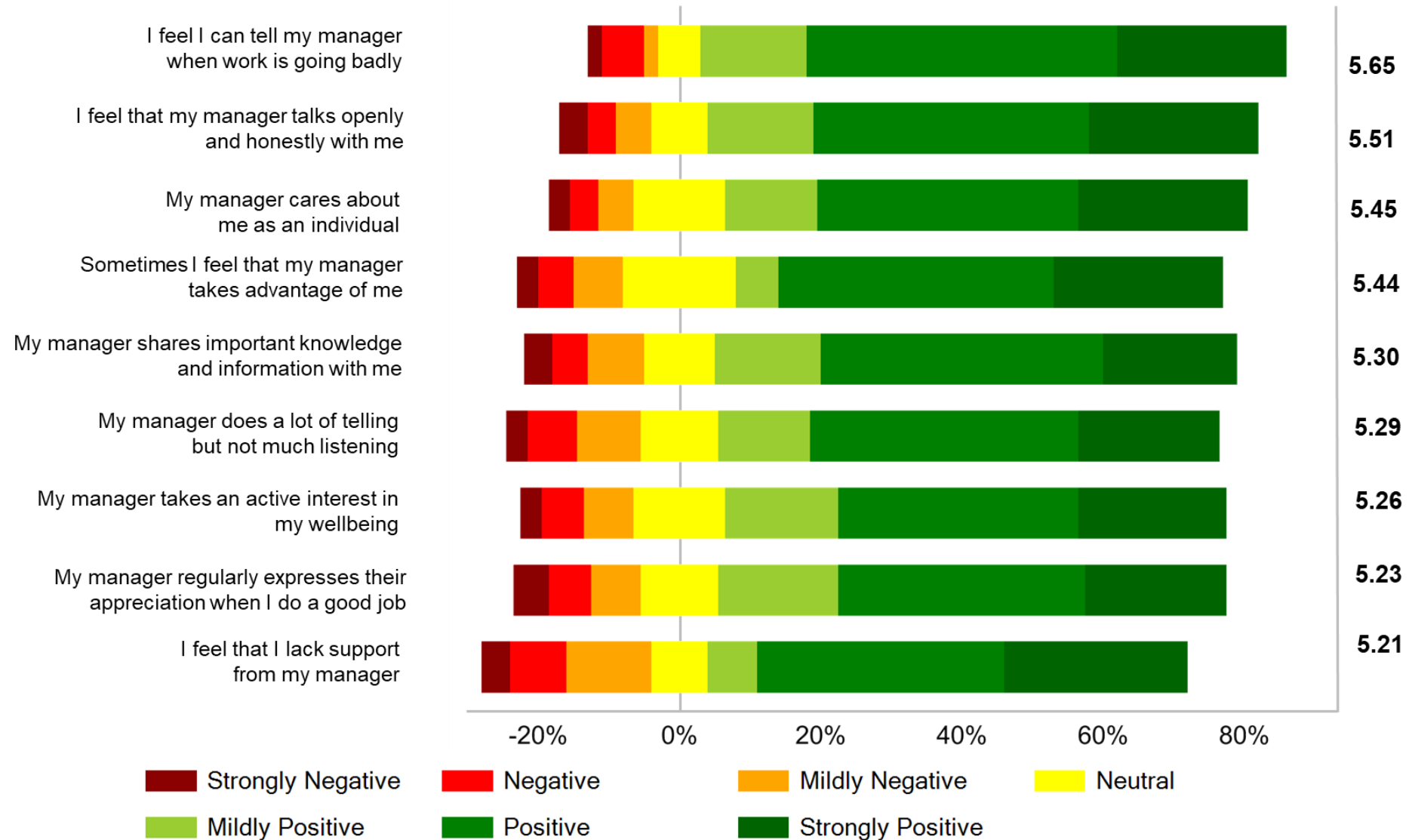
Leadership



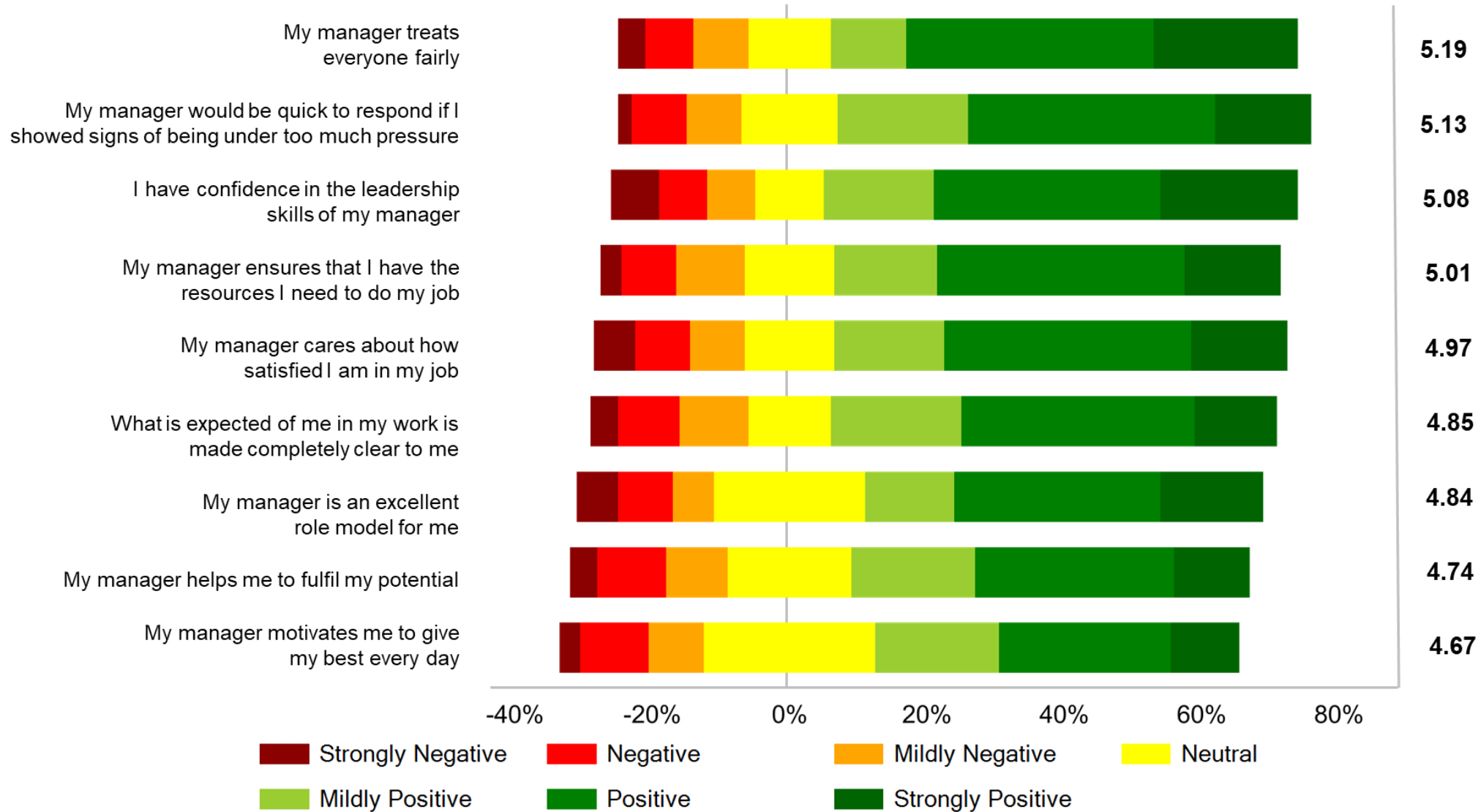
My Company



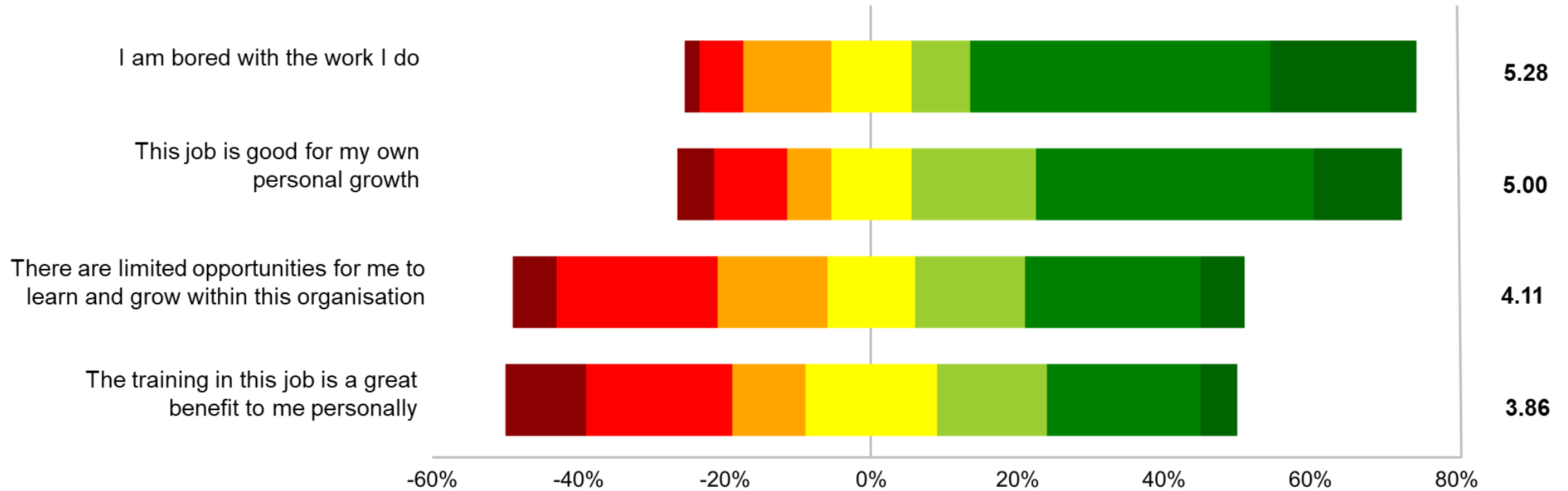
My Manager (1 of 2)



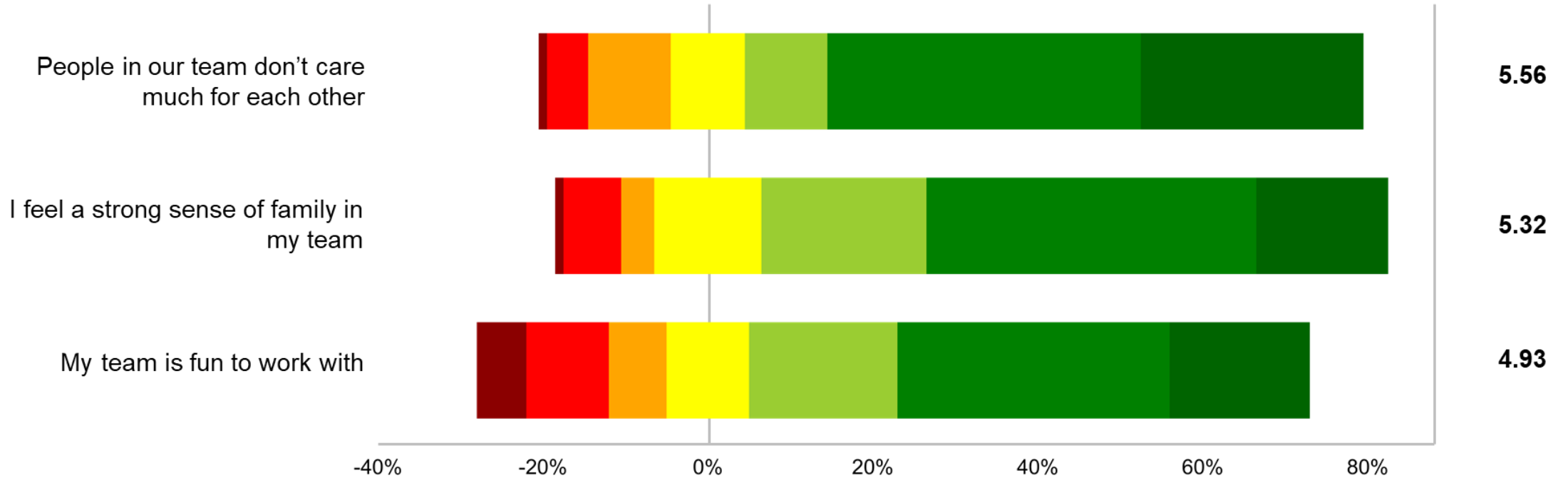
My Manager (2 of 2)



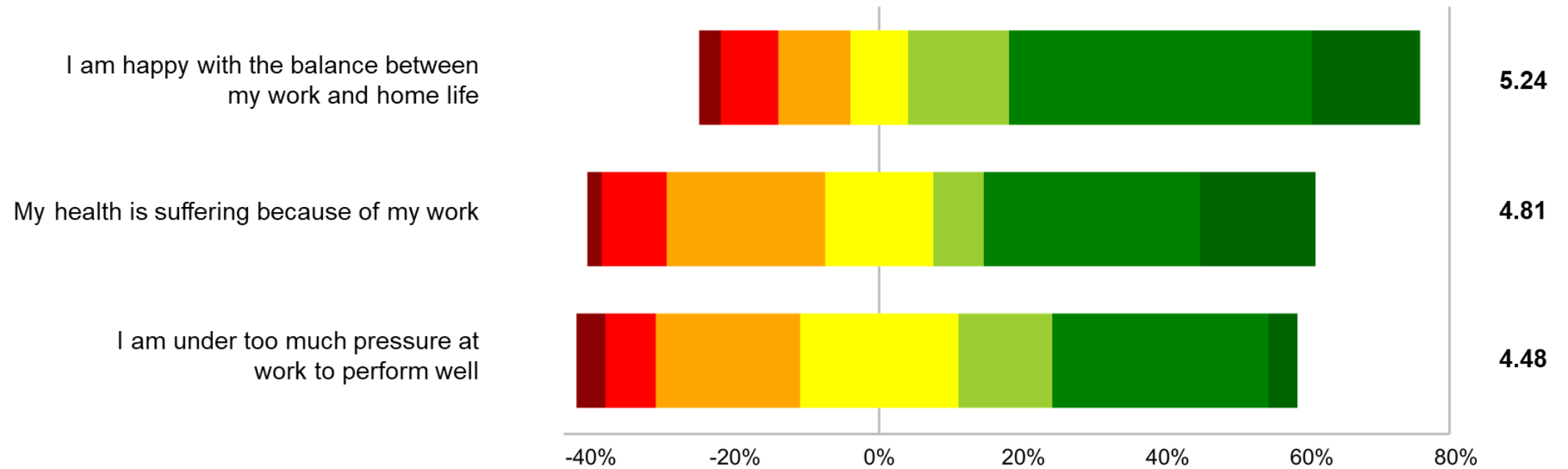
Personal Growth



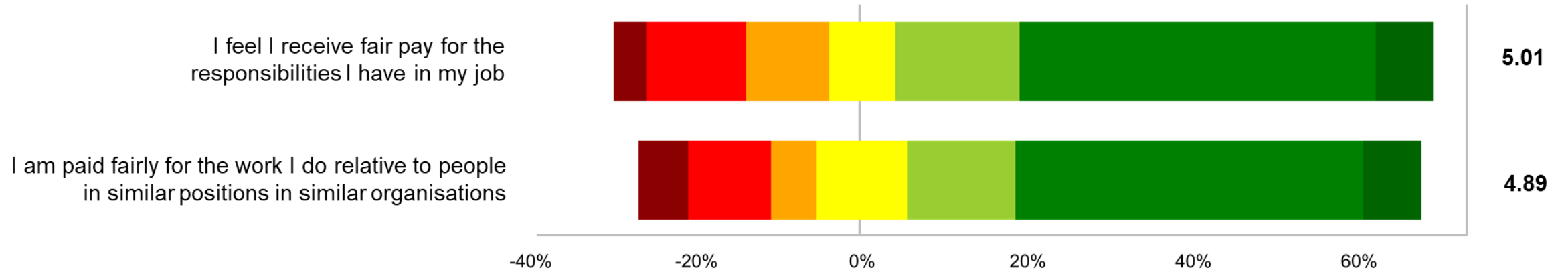
My Team



Wellbeing



Fair Deal



Giving Something Back

