

2024 BeHeard Survey

Economy

Presented by:

Organisation Effectiveness Team (People Services)

Executive Summary

74% of Economy colleagues reported an overall pleasant working experience, this is up by 27% from last year.

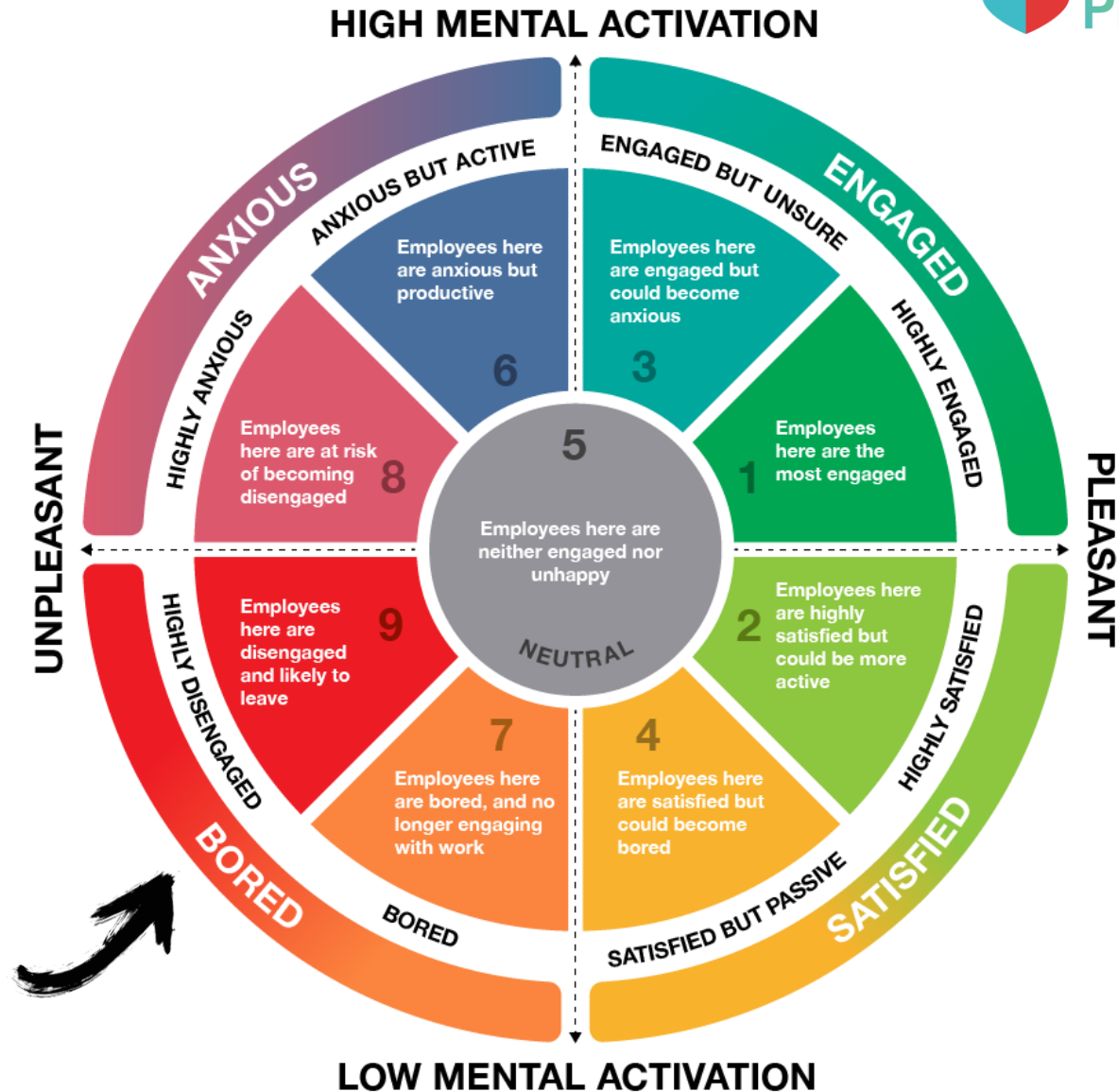
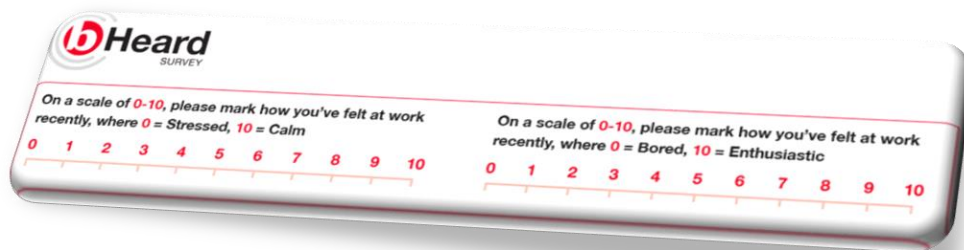
The Best Companies Index (BCI) score increased by over 65 points from last year, placing Economy for the first time in the 'ones to watch' category, meaning that Economy is a 'good' place to work.

Economy saw improvements across all eight factors of engagement, most notably 'Wellbeing', which increased by 16 percentage points.

Employee Engagement

Overview

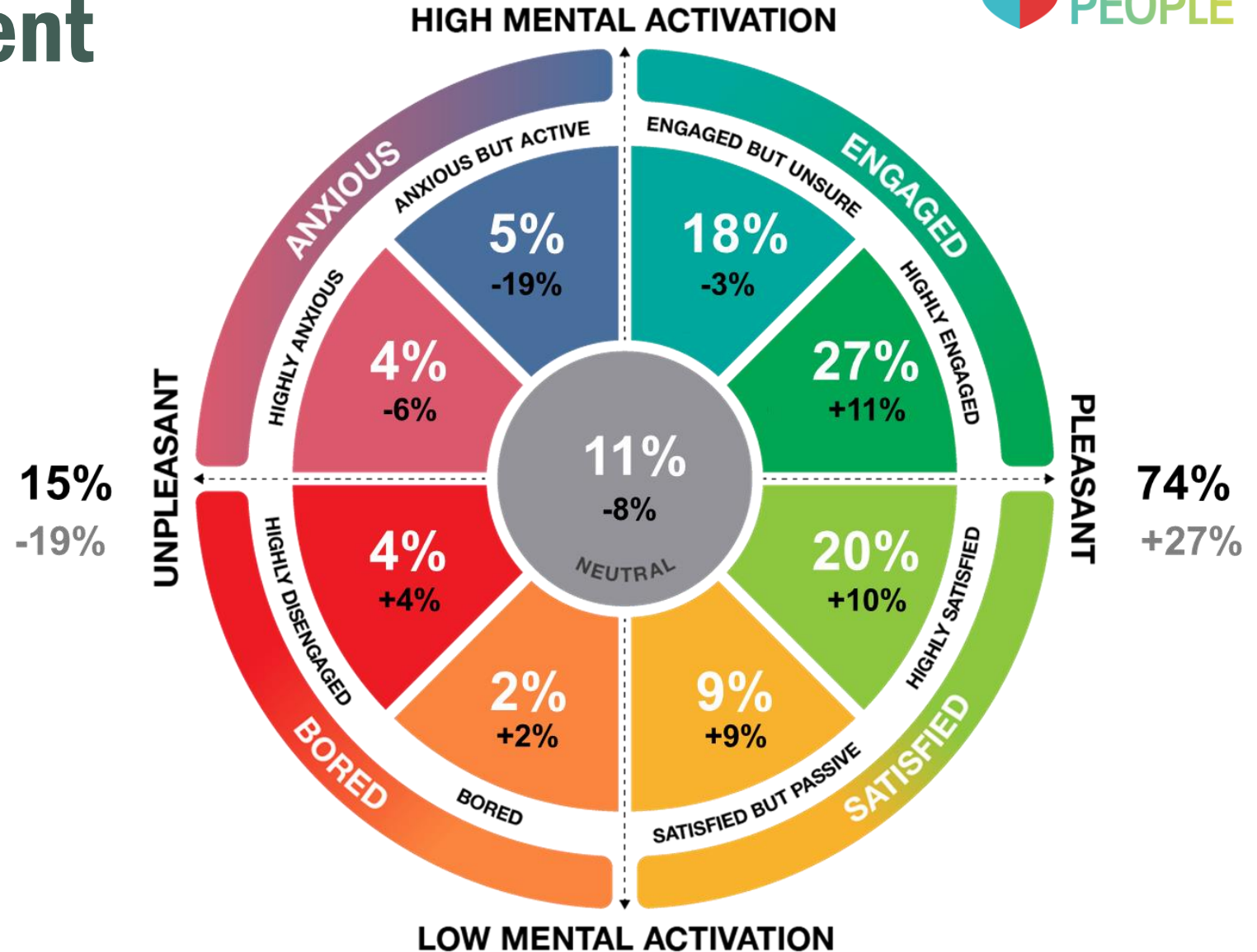
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- This chart is not based on the 8 factors of engagement scores



Employee Engagement

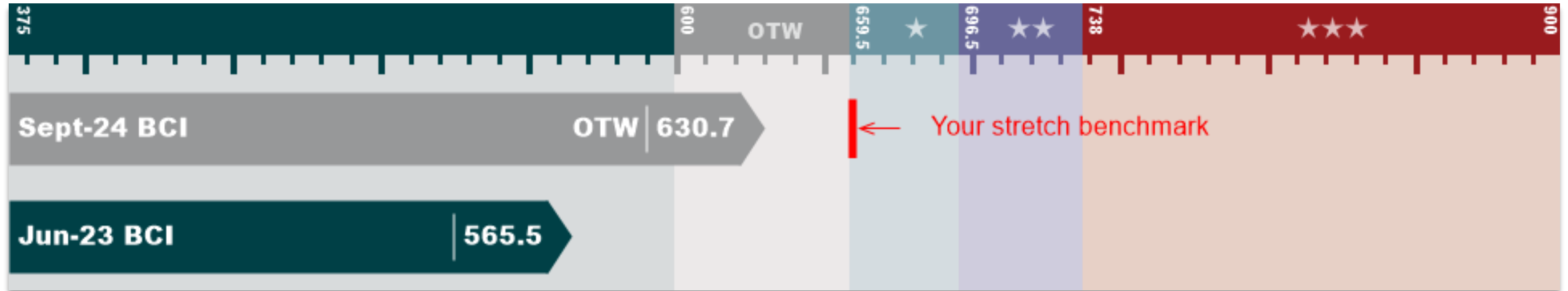
Economy

- 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
- 74% of respondents within Economy reported an overall pleasant experience in the workplace
- This chart is not based on the 8 factors of engagement scores



BCI Score

Economy



- 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

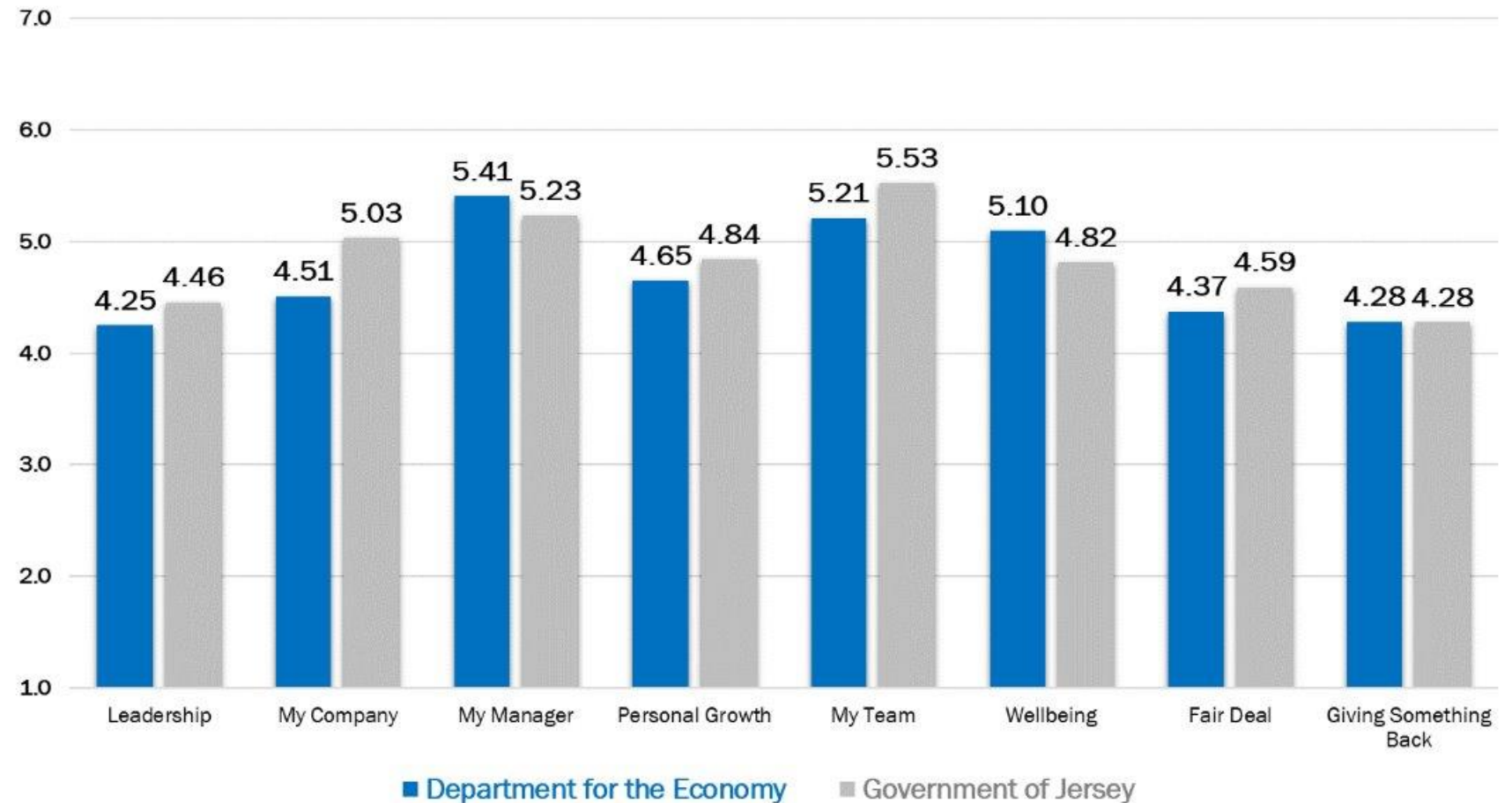
OTW is Good
 ★ is Very Good
 ★★ is Outstanding
 ★★★ is World Class

8 Factors of Engagement



Economy 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

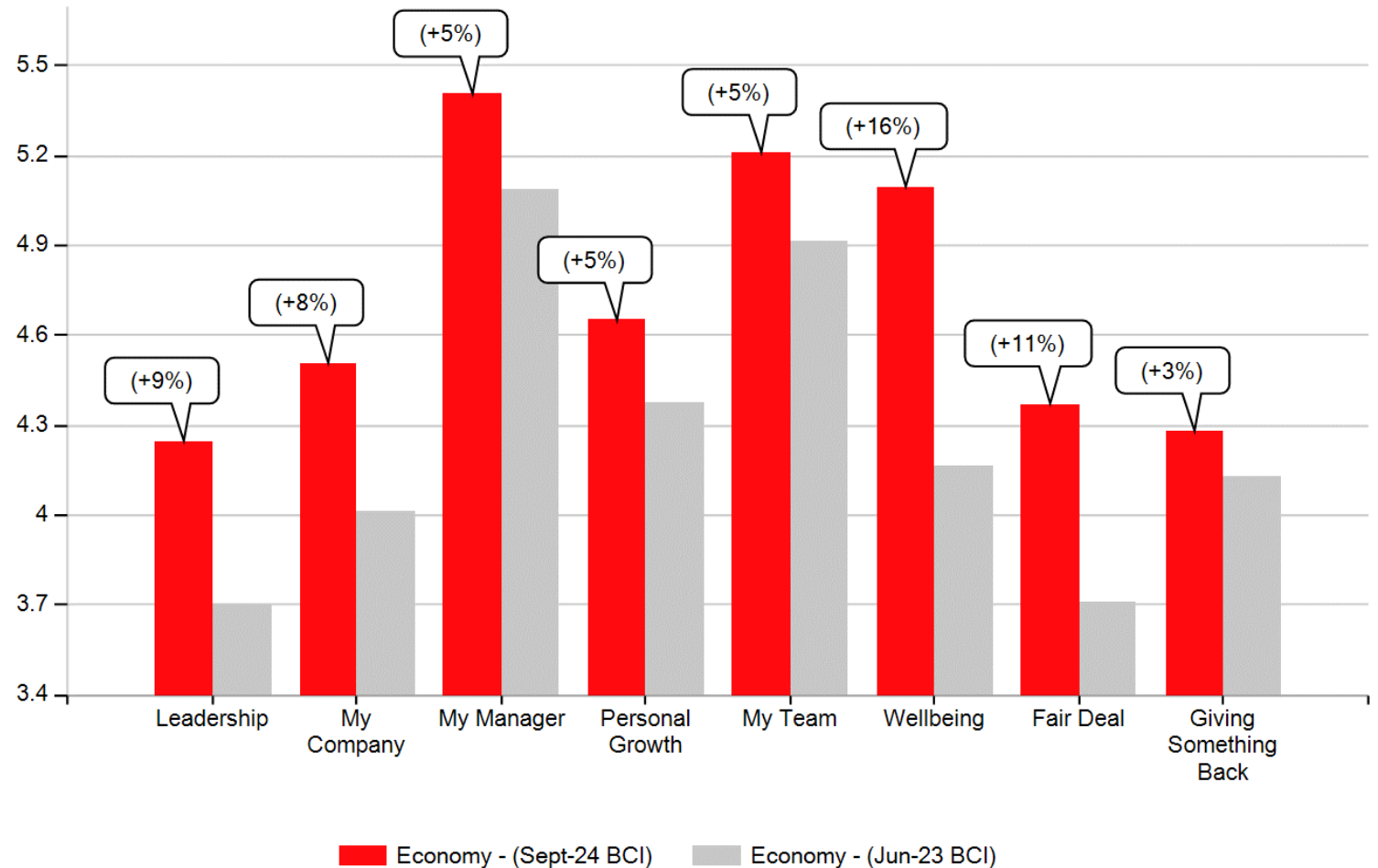


8 Factors of Engagement



Comparison against previous survey

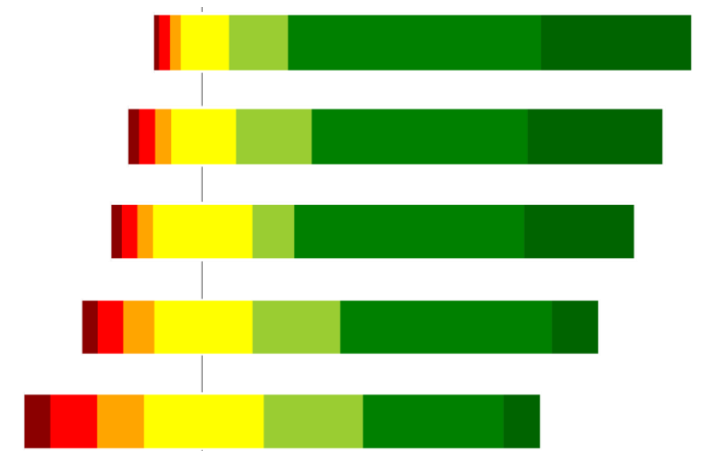
- The chart on this slide shows the difference in scores since the last survey in June 2023
- The differences are shown as percentage point differences
- An increase from 2 to 4 on a 7-point scale can be expressed as either 100% (relative change) or 33 percentage points (absolute change)



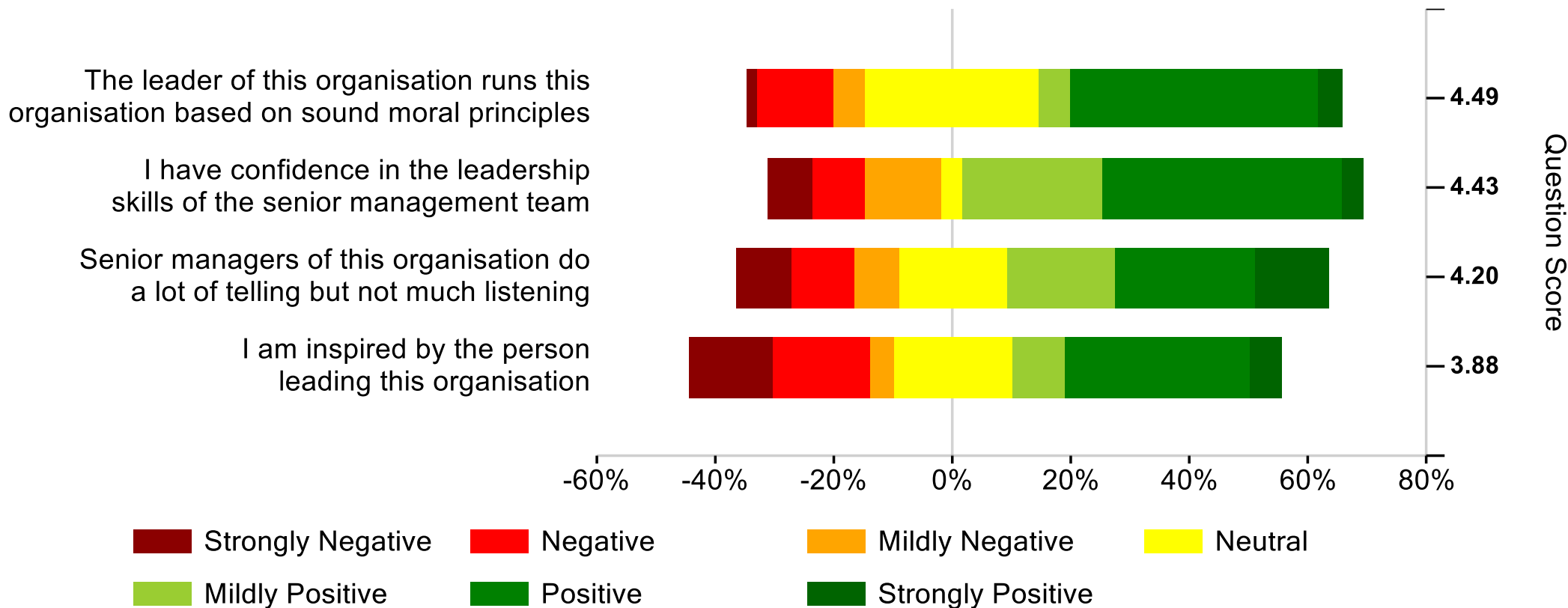
2024 BeHeard Survey

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

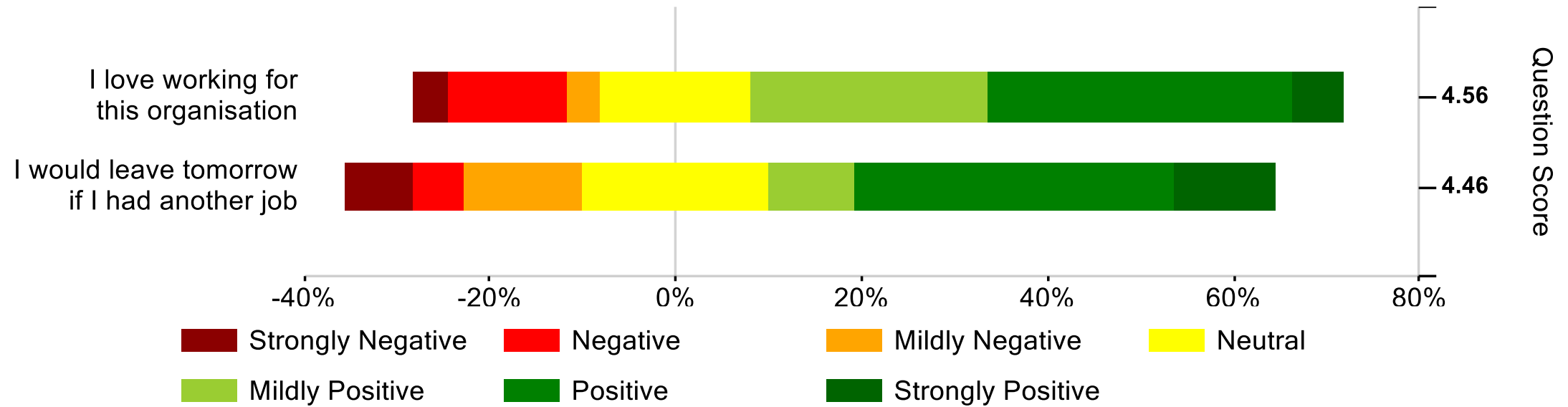


Leadership

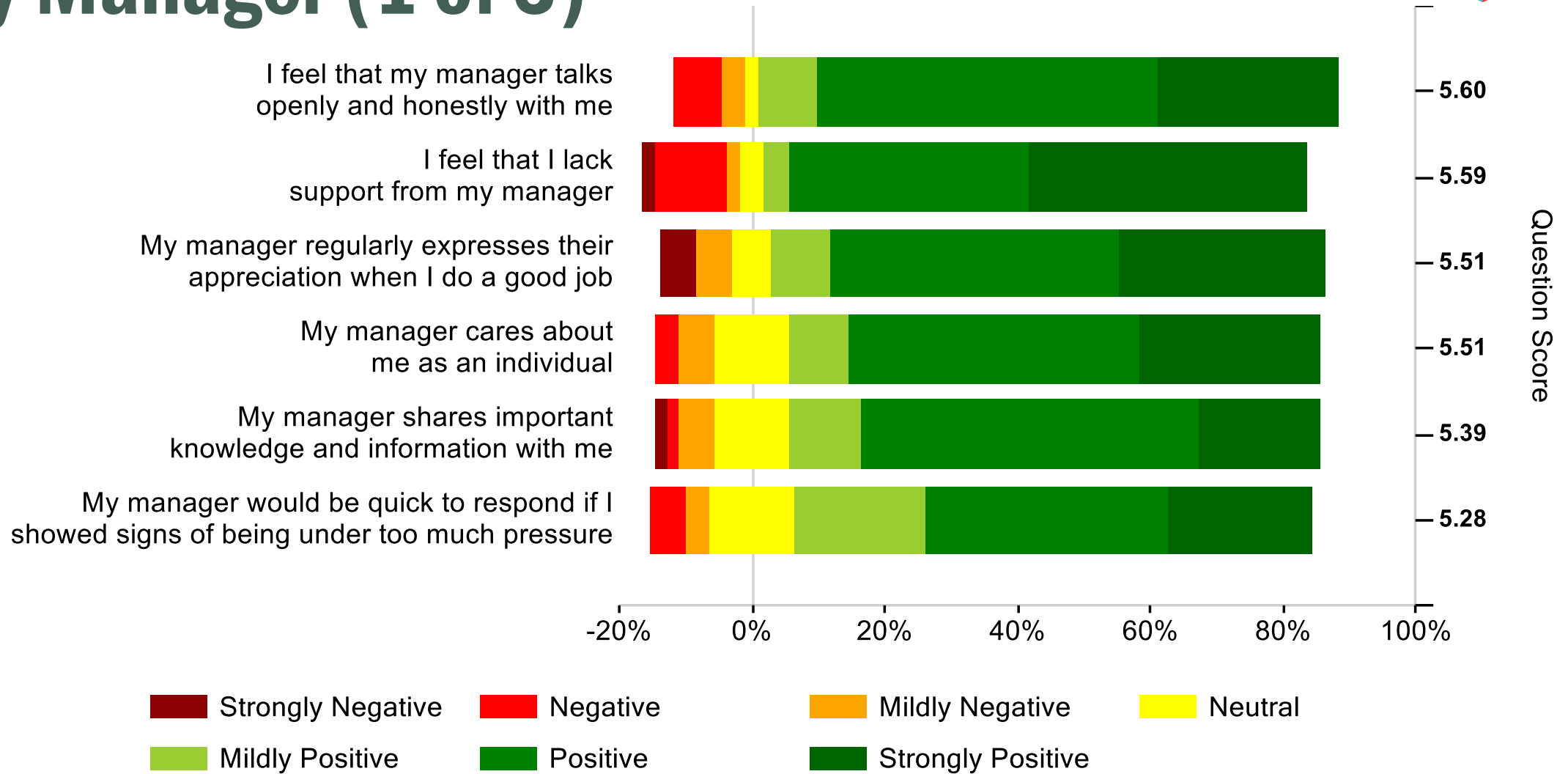


Leadership questions related to For Economy please relate your answers to Richard Corrigan. For FIU, please relate your answers to Jonathan Groom
 Senior Managers questions related to: For Economy - Senior Leaders: Department Management Team (DMT): Comprising of Chief Officer, Group Director, Director Financial Services, Director Financial Crime Strategy, Head of Business Management & Governance (HBM&G), Head of Local Economy (HoLE), Head of Digital Economy (HoDE), Chief Economist. For FIU - the FIU Senior Leadership Team

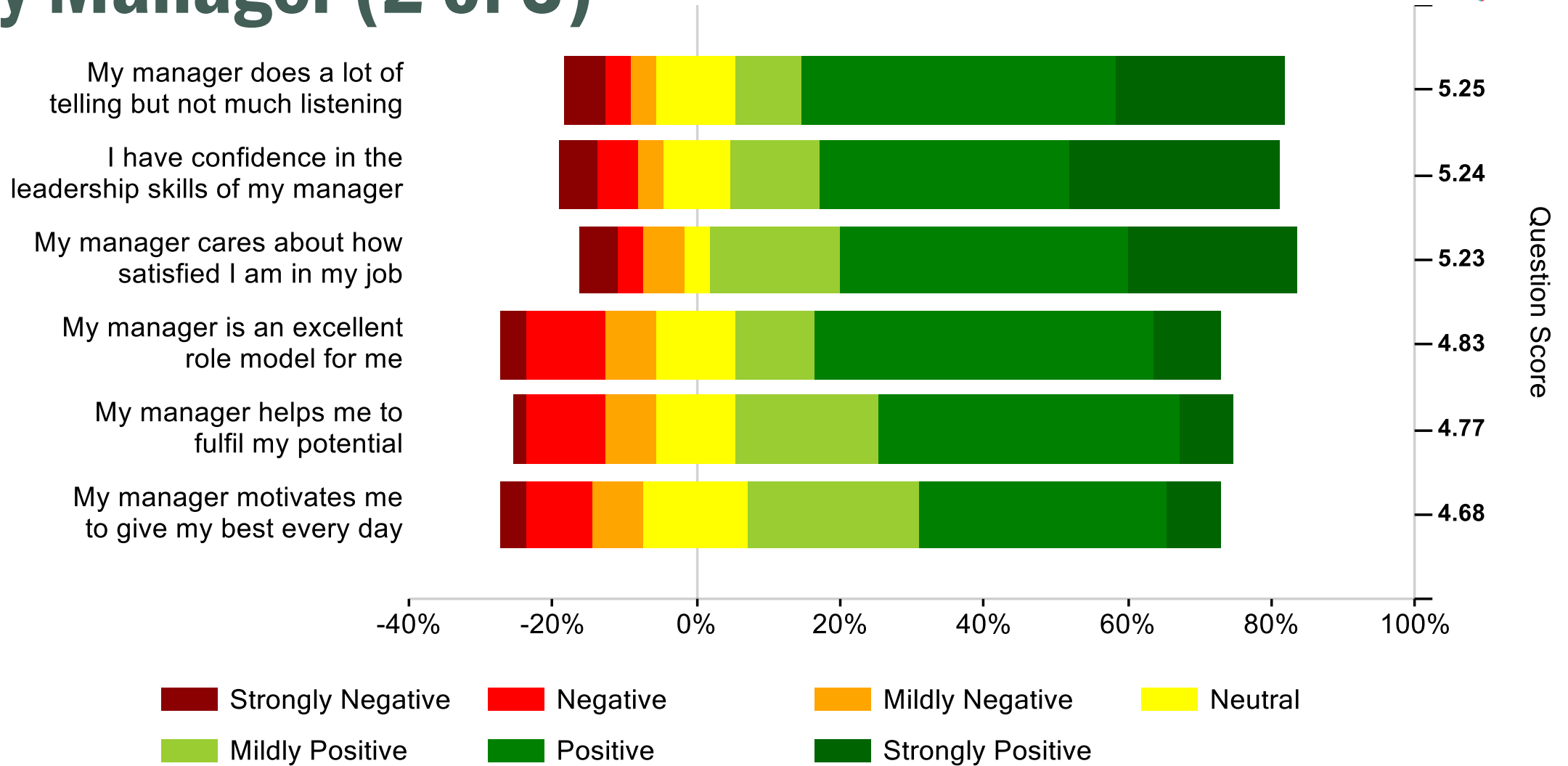
My Company



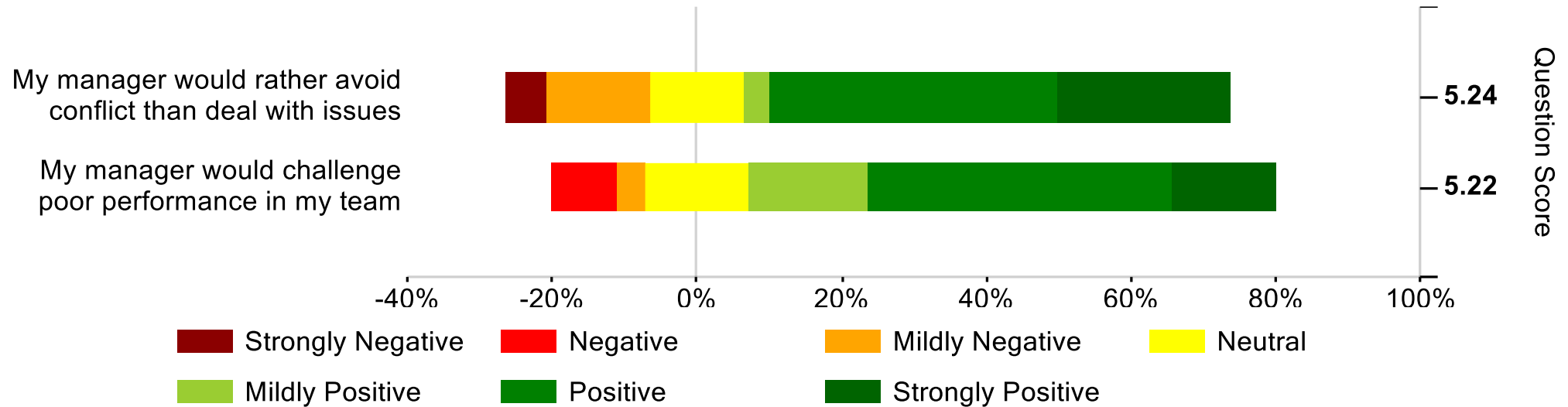
My Manager (1 of 3)



My Manager (2 of 3)

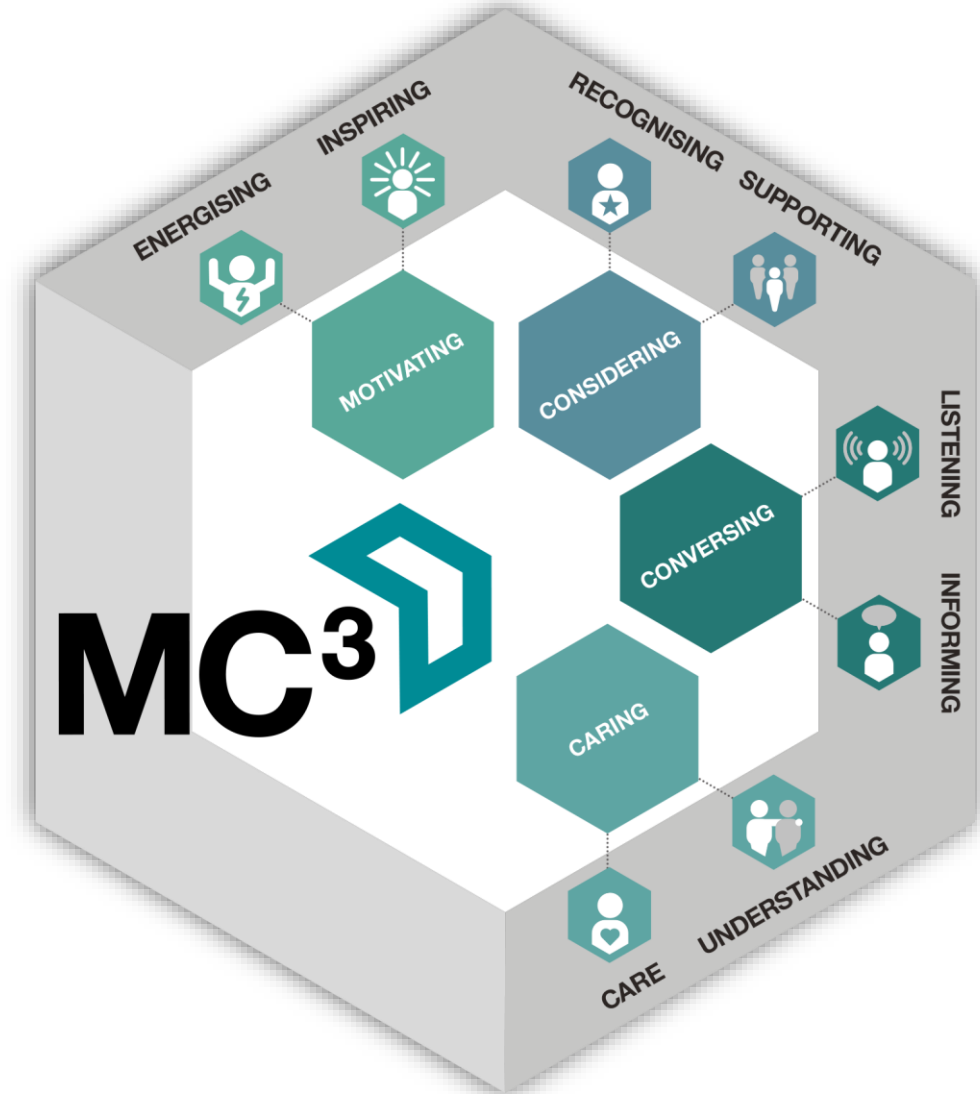


My Manager (3 of 3)



MC³

- MC³ allows all eligible managers to see how they scored in 4 key behaviour areas
- The scores are based on a manager's direct report's answers to 19 of the statements in the survey
- A manager needs a minimum of 3 responses from their direct reports in order to see their personal scores



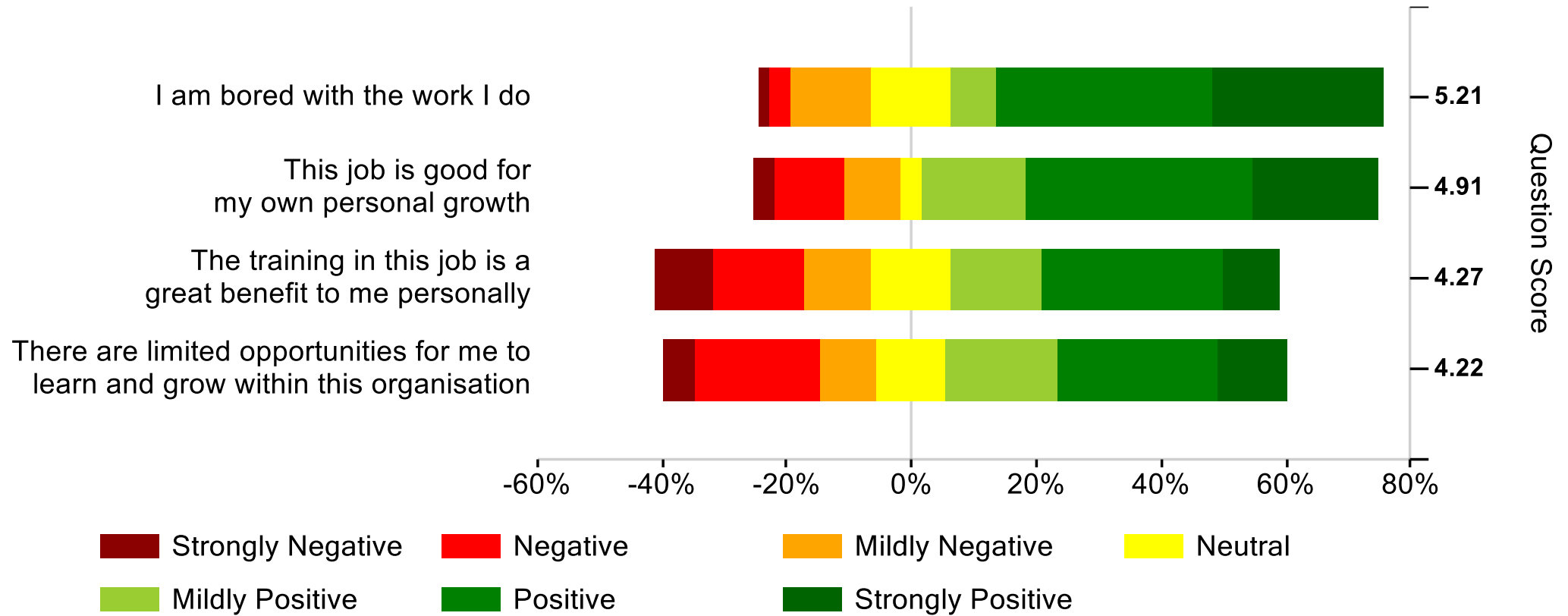
MC³



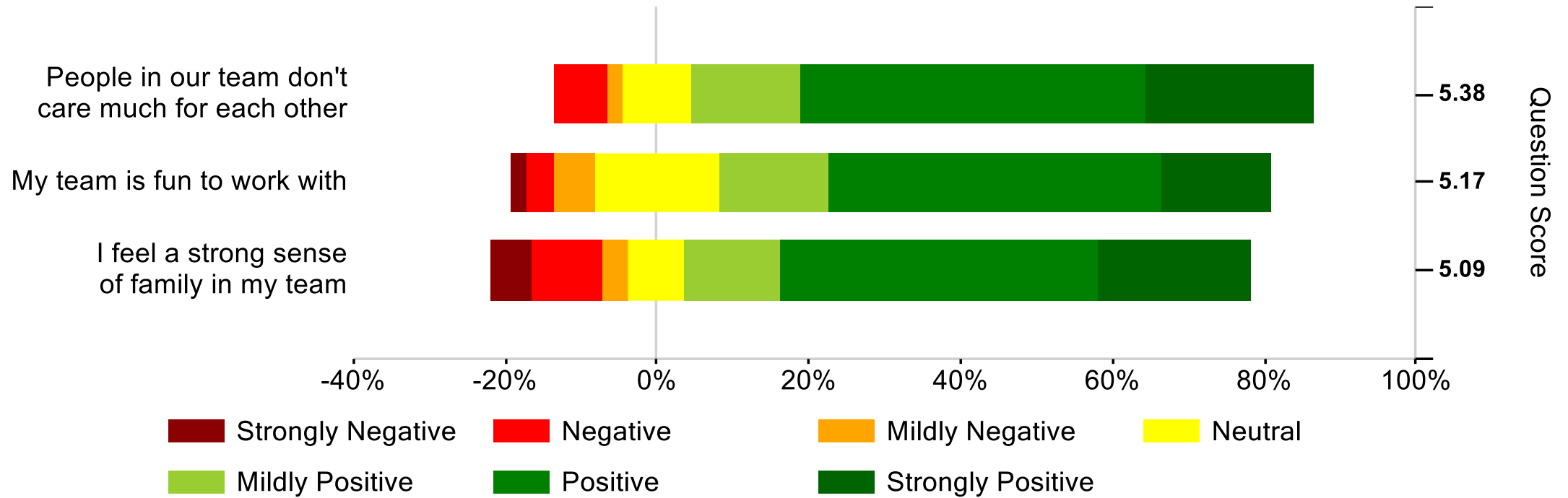
	MC3 Overall	Motivates	Inspiring	Energising	Considers	Recognising	Supporting	Converses	Listening	Informing	Cares	Understanding	Caring
3* Manager	82.58 -11	81.28 -14	82.22 -17	81.16 -13	83.33 -12	85.42 -12	83.33 -14	85.42 -12	84.79 -12	87.50 -13	84.00 -12	83.33 -11	84.72 -12
2* Manager	76.71 -6	74.99 -8	74.79 -10	75.02 -7	77.33 -6	79.17 -5	76.98 -8	80.00 -6	79.17 -6	81.67 -7	77.78 -5	77.38 -6	78.13 -5
1* Manager	71.46 0	69.67 -3	68.52 -3	70.04 -2	72.04 -1	72.73 1	72.07 -3	74.96 -1	73.33 0	76.34 -1	71.89 0	71.67 0	72.62 0
Economy	71.11	66.84	65.25	68.43	71.38	73.72	69.05	73.89	72.89	74.89	72.31	71.87	72.75
Ones to Watch Manager	65.34 6	62.59 4	59.33 6	67.88 1	66.88 5	63.19 11	62.80 6	67.06 7	63.28 10	65.40 9	64.09 8	66.28 6	67.02 6

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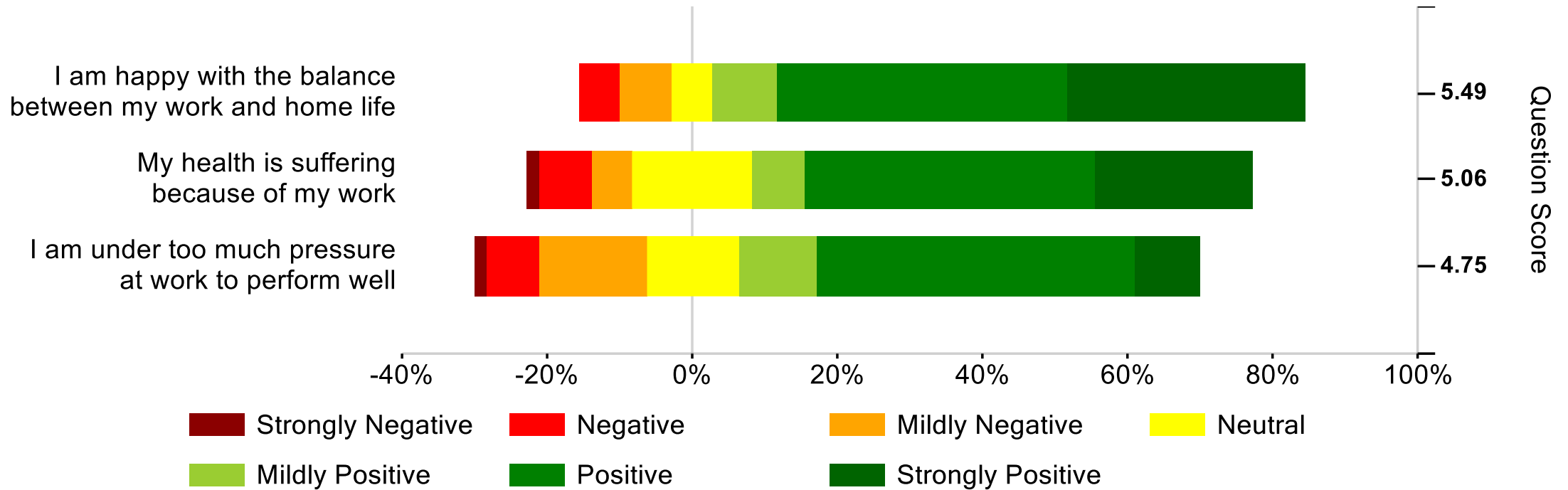
Personal Growth



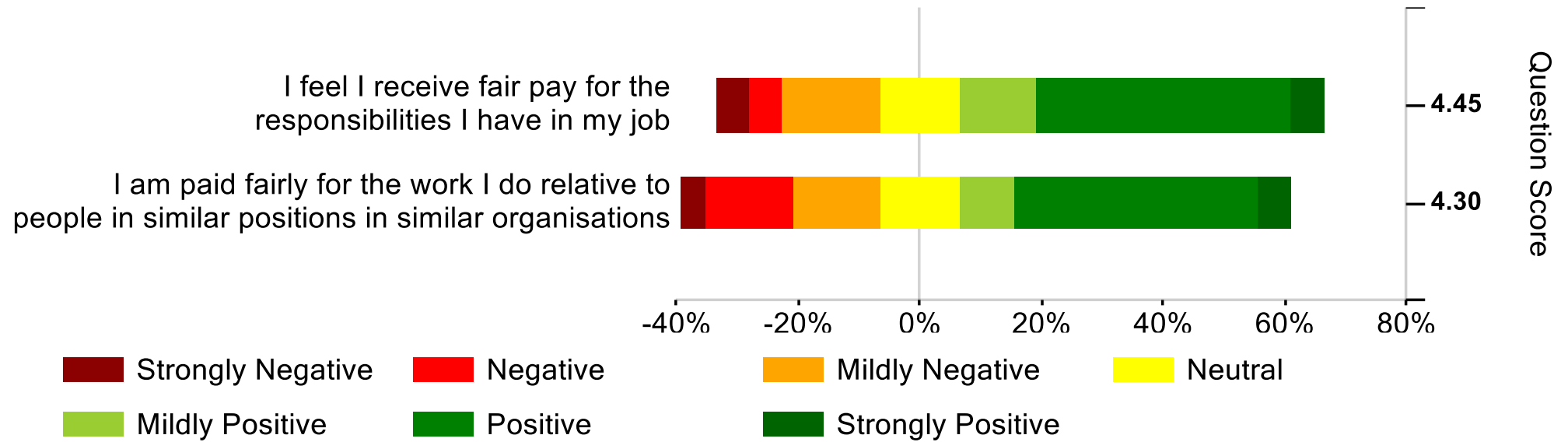
My Team



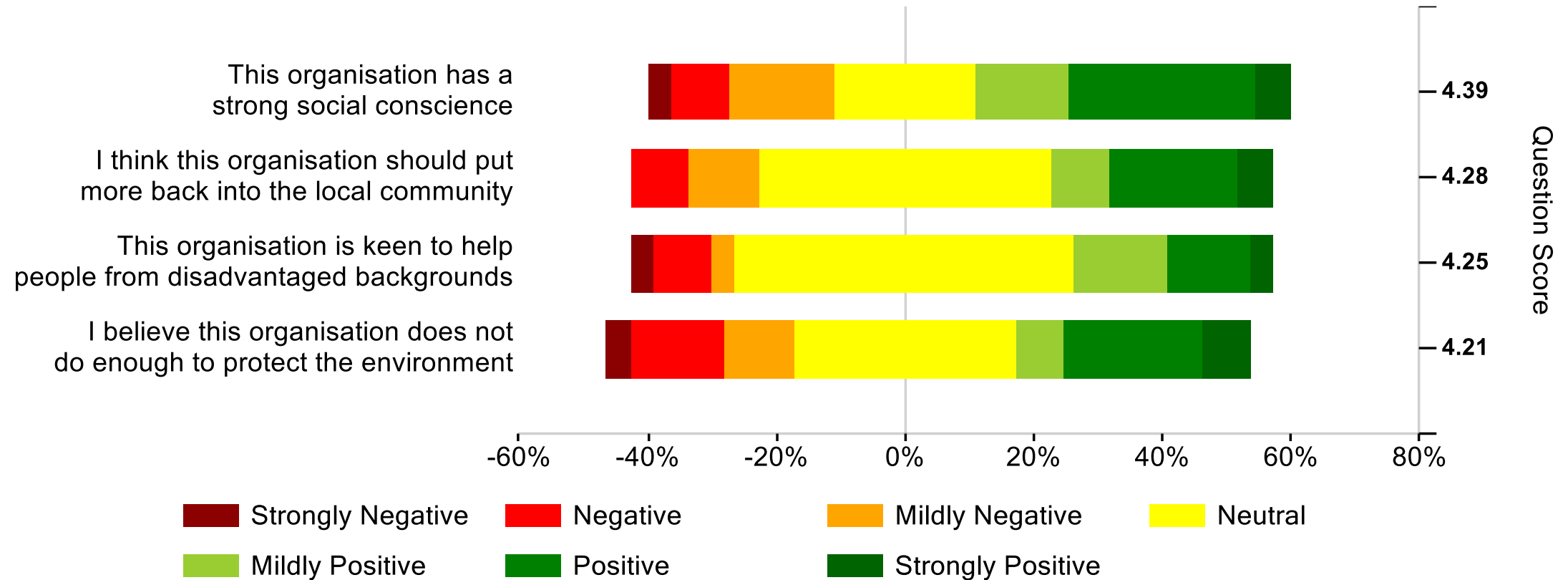
Wellbeing



Fair Deal



Giving Something Back



Feedback

