

2024 BeHeard Survey

Justice and Home Affairs

Presented by:

Organisation Effectiveness Team (People Services)

Executive Summary

More Justice and Home Affairs colleagues report being 'satisfied and engaged' with 65% feeling that JHA is a pleasant place to work.

The Best Companies Index (BCI) score, which is a recognised measure for engagement improved by 23.1 points.

The department remains in the 'ones to watch' category, making Justice and Home Affairs a 'good' place to work.

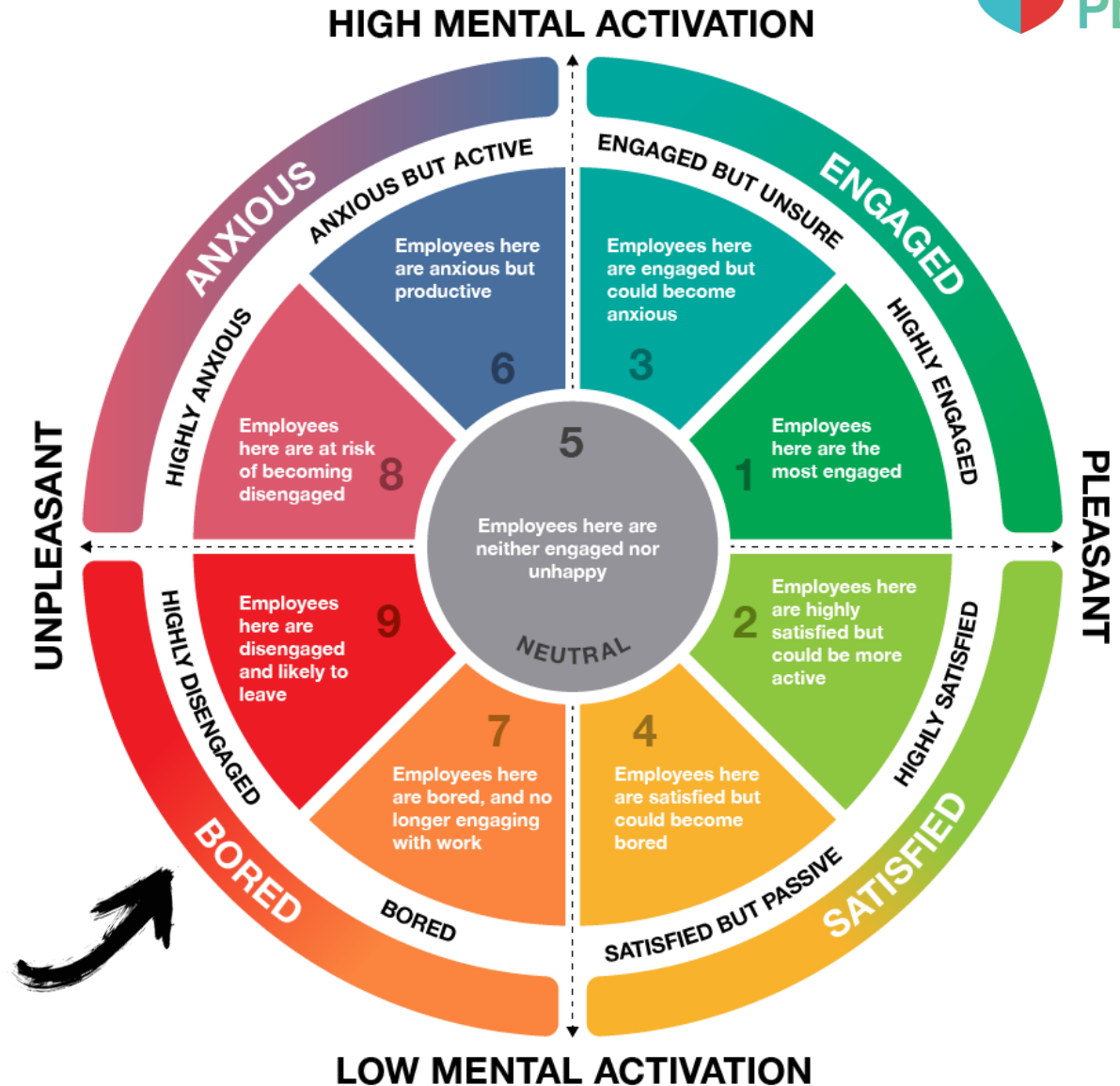
Six of the eight factors of engagement improved in 2024, with the remaining two factors maintaining their scores year on year.

The greatest improvement for JHA was seen in the My Company, My Team and Fair Deal factors

Employee Engagement

Overview

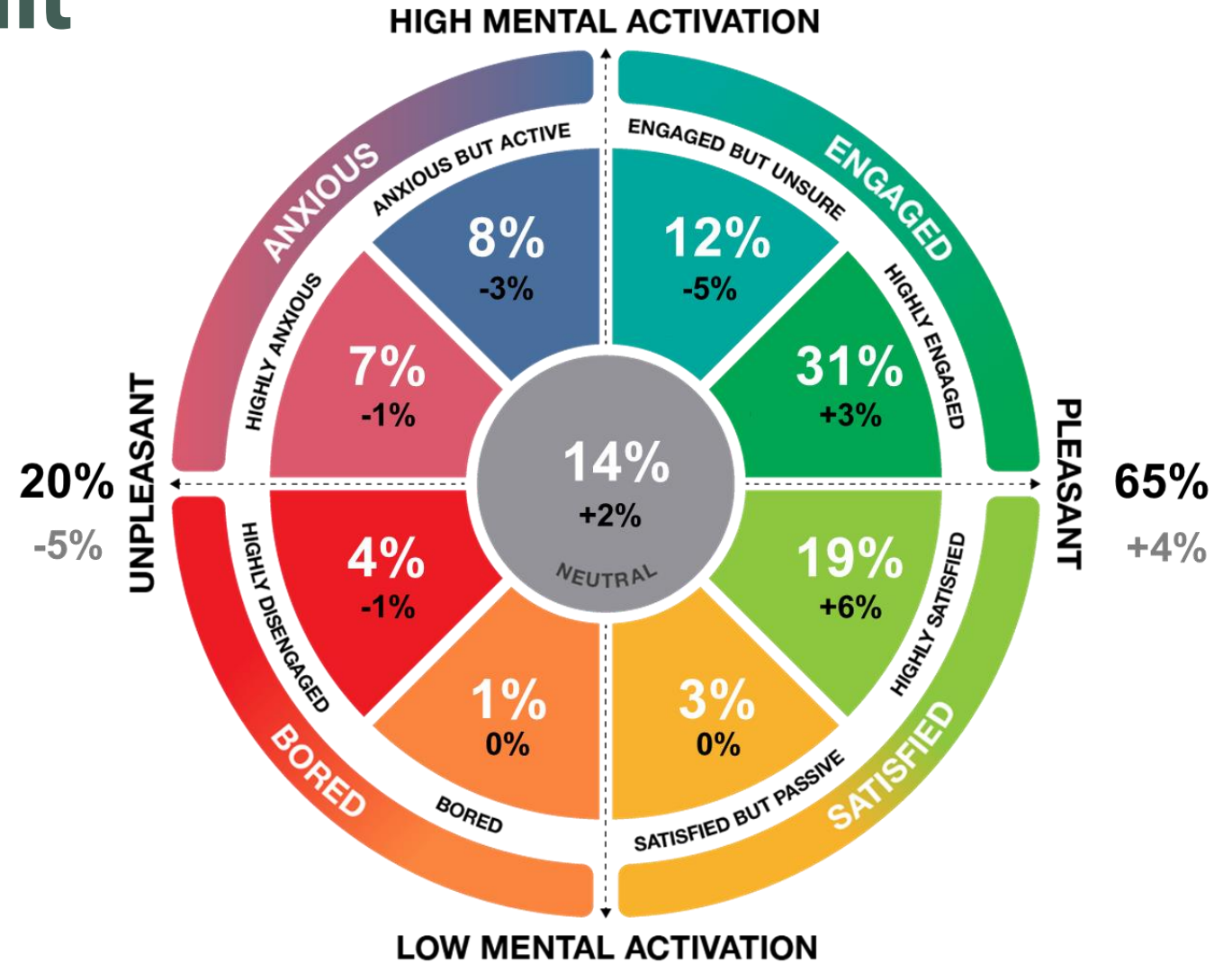
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- This chart is not based on the 8 factors of engagement scores



Employee Engagement

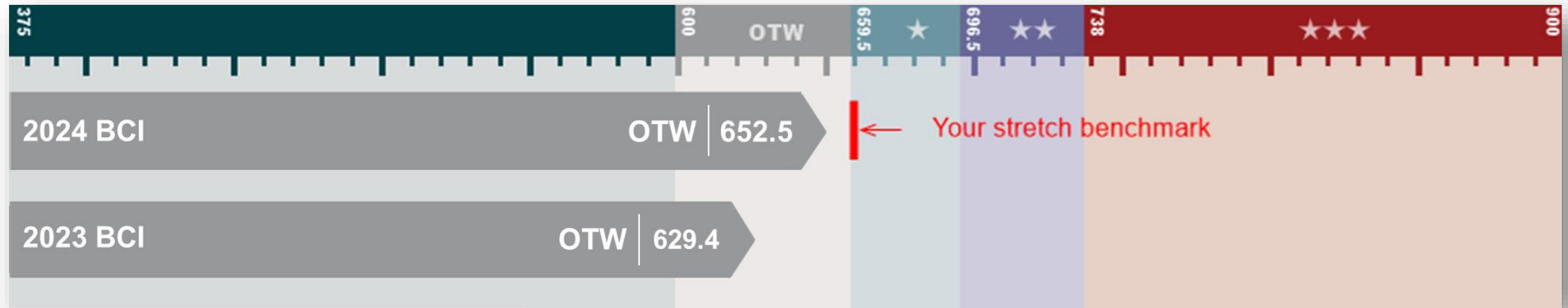
Justice and Home Affairs

- 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
- 65% of respondents within Justice and Home Affairs reported an overall pleasant experience in the workplace
- This chart is not based on the 8 factors of engagement scores



BCI Score

Justice and Home Affairs



- 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

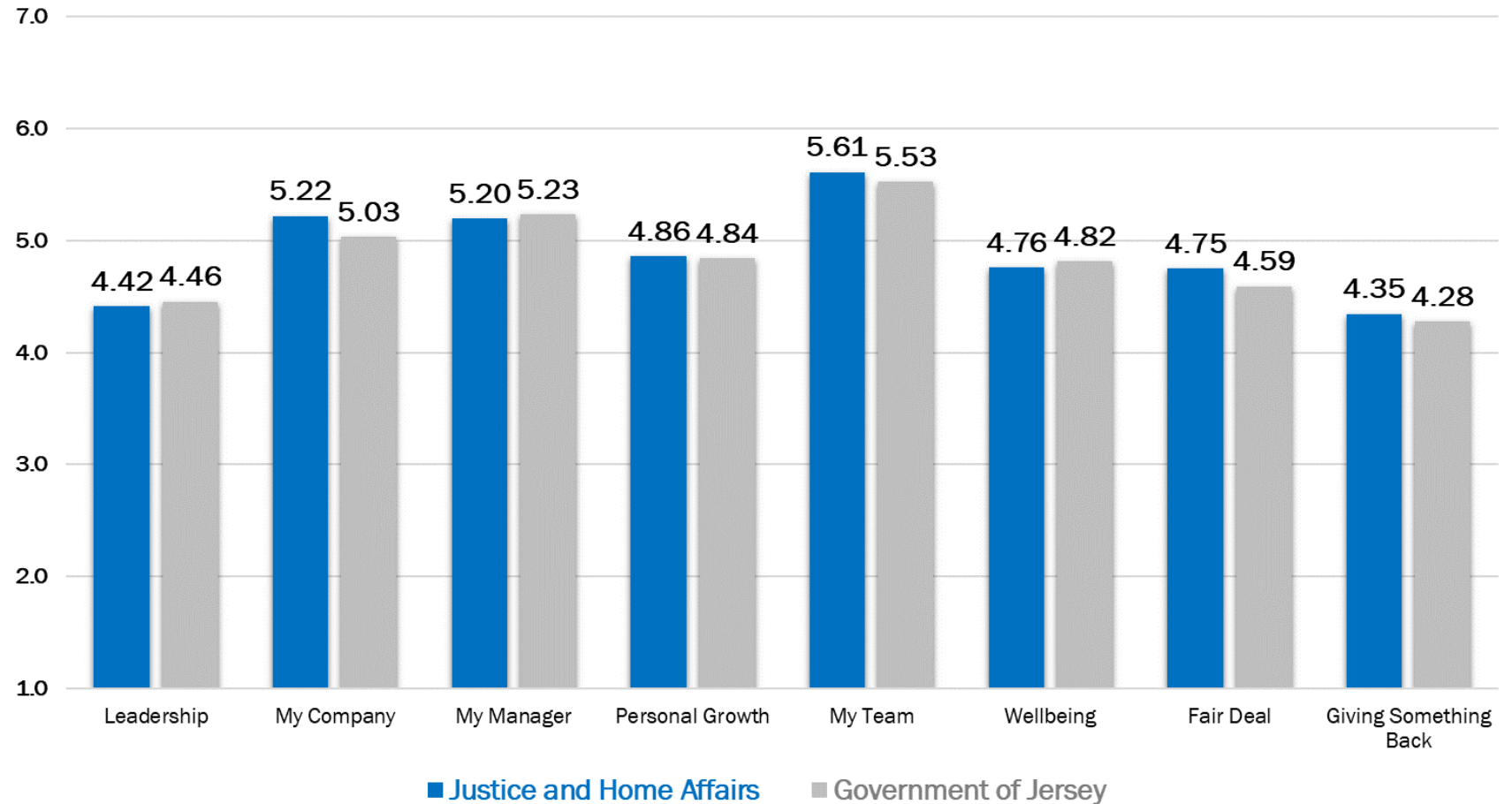
OTW is Good
 ★ is Very Good
 ★★ is Outstanding
 ★★★ is World Class

8 Factors of Engagement



Justice and Home Affairs vs GoJ

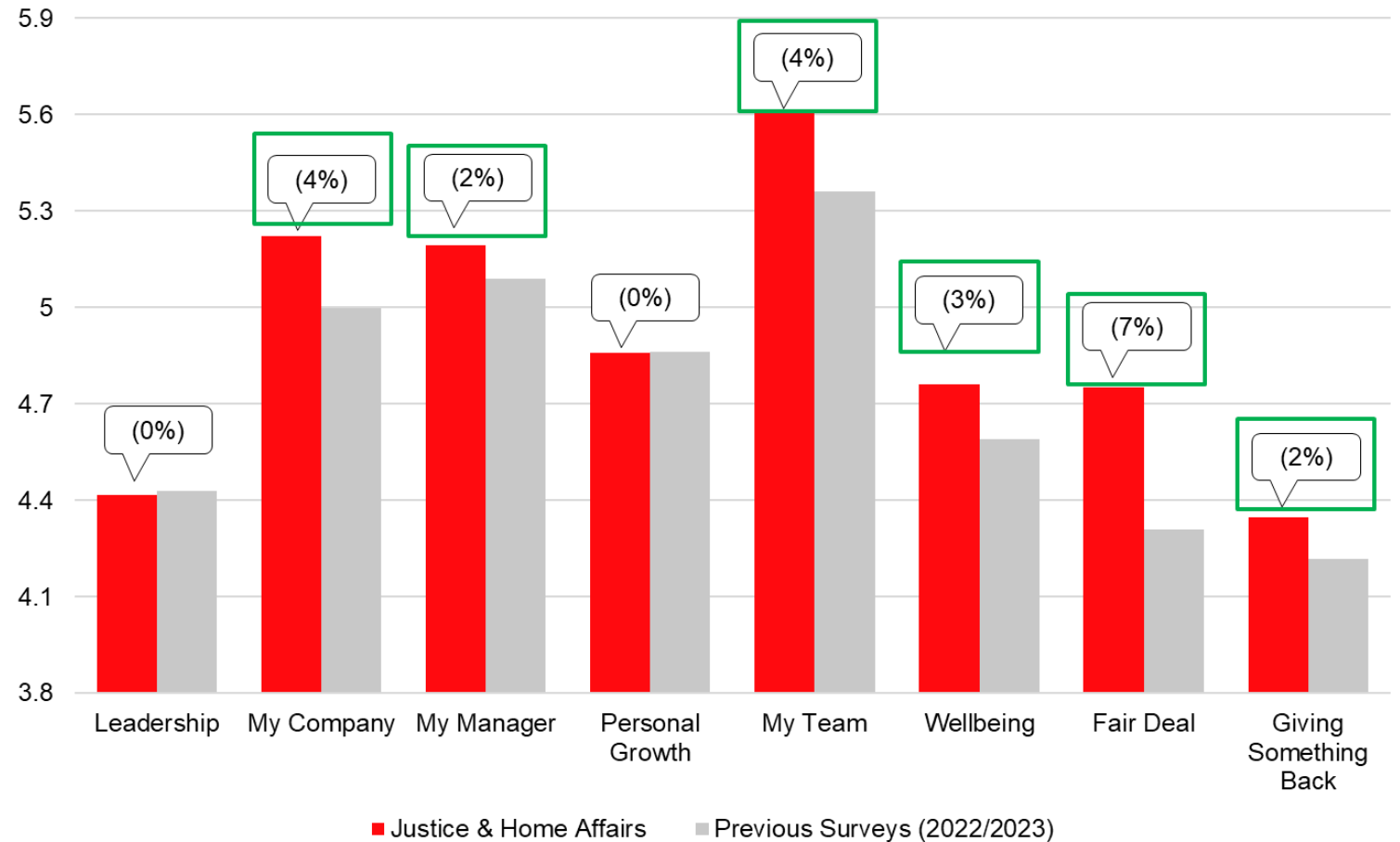
- The 8 factor scores are based on the core 24 statements in the survey
- Each factor is scored on a scale of 1 to 7



8 Factors of Engagement

Comparison against previous survey

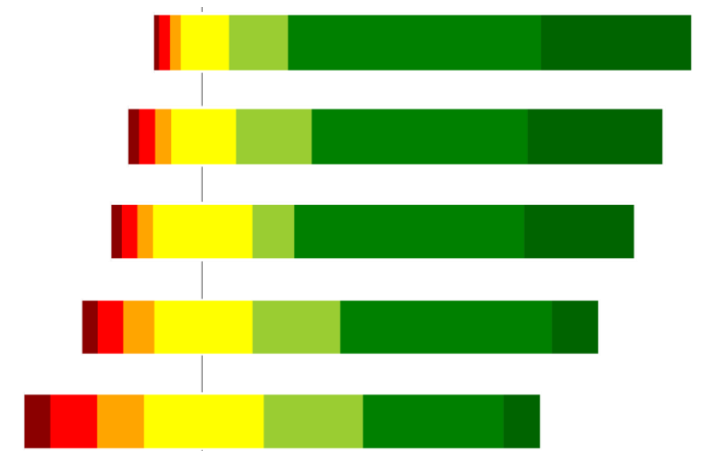
- The chart on this slide shows the difference in scores since the last survey in June 2023
- The differences are shown as percentage point differences
- An increase from 2 to 4 on a 7-point scale can be expressed as either 100% (relative change) or 33 percentage points (absolute change)



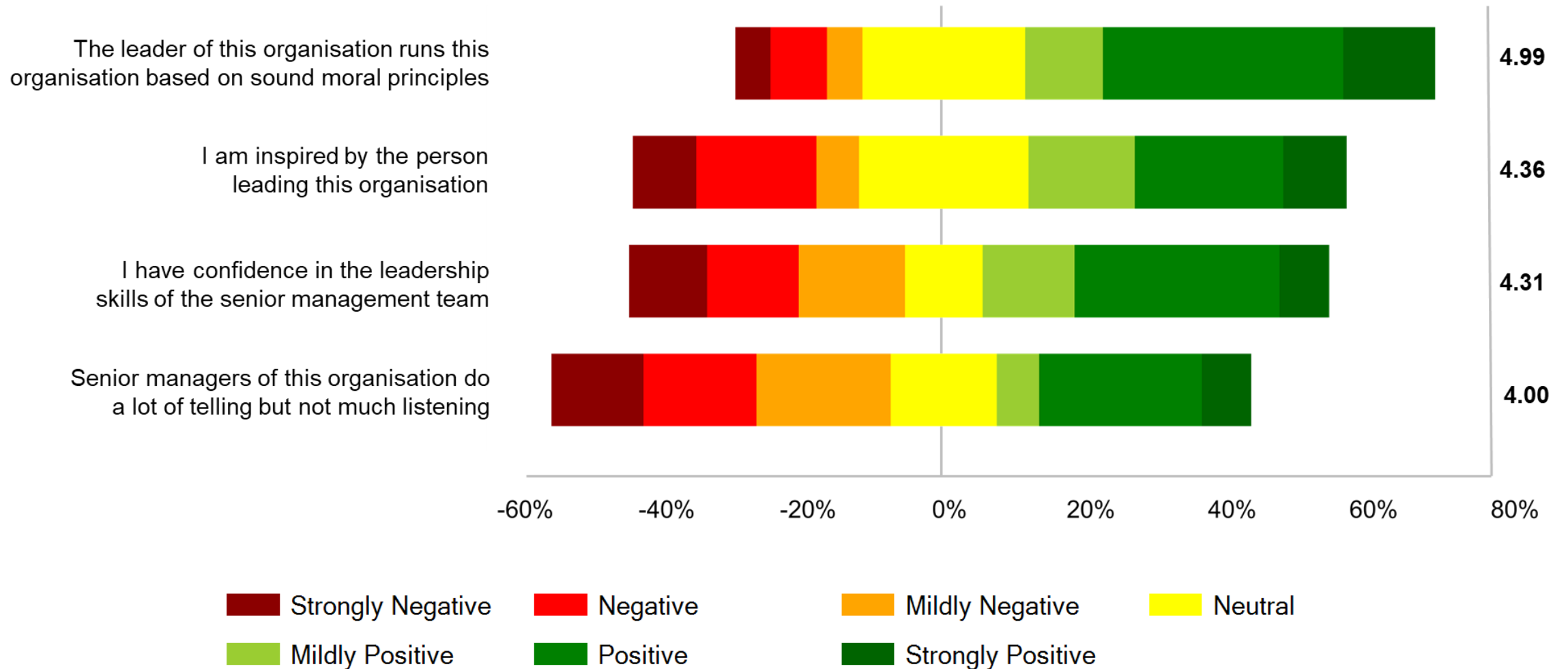
2024 BeHeard Survey

Introduction to heatmaps

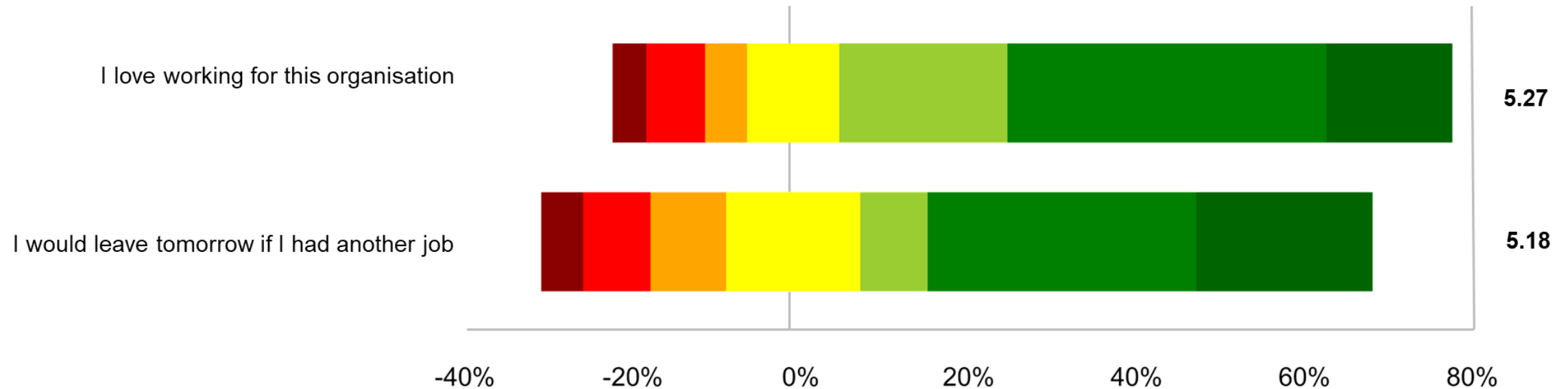
- The heatmaps show a breakdown of responses to statements in each factor
- Regardless of the wording of statements (positive or negative) 1 is always the lowest and 7 the highest
- Green portions of the heatmaps on the right-hand side are positive even if the statement is worded negatively
- The statements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



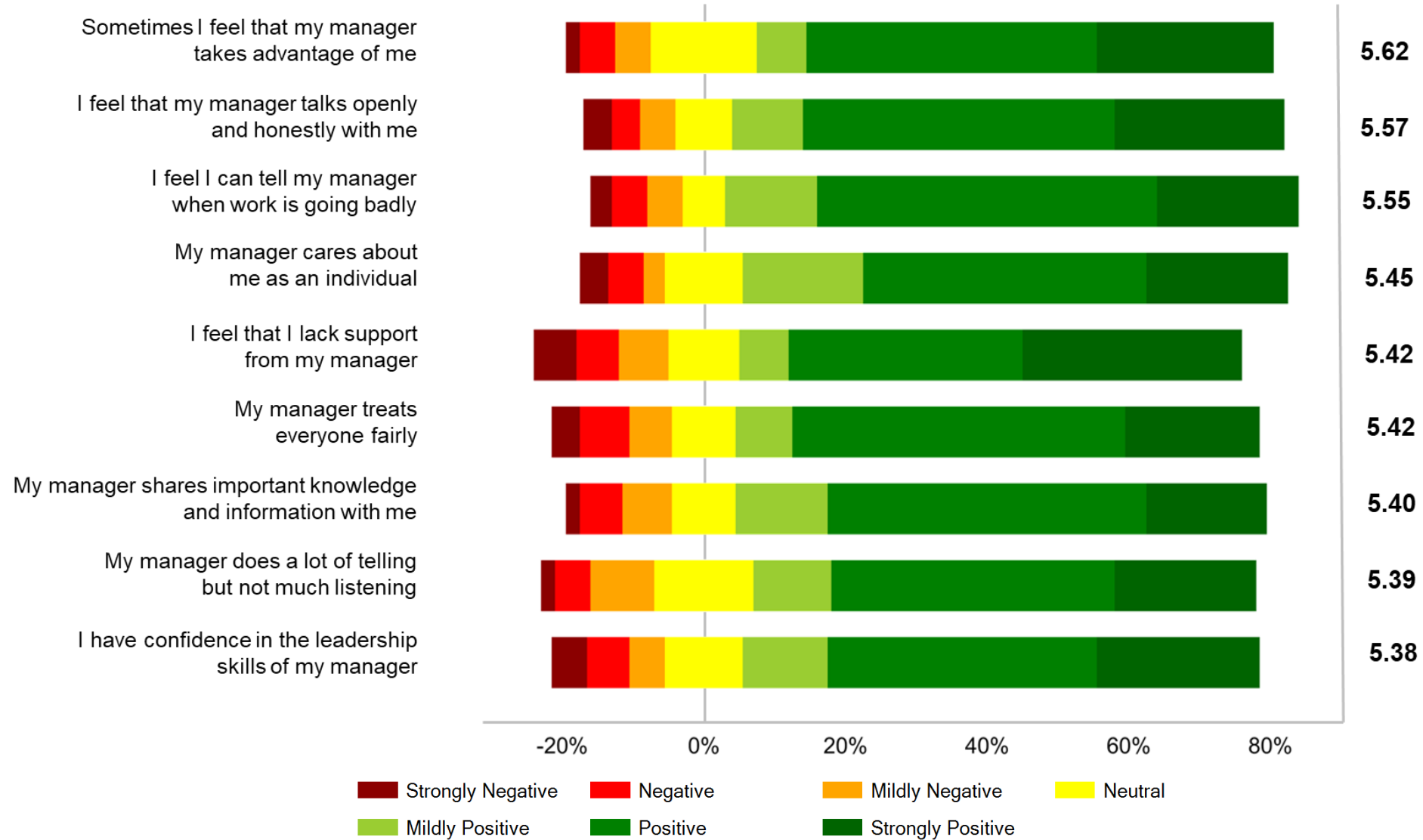
Leadership



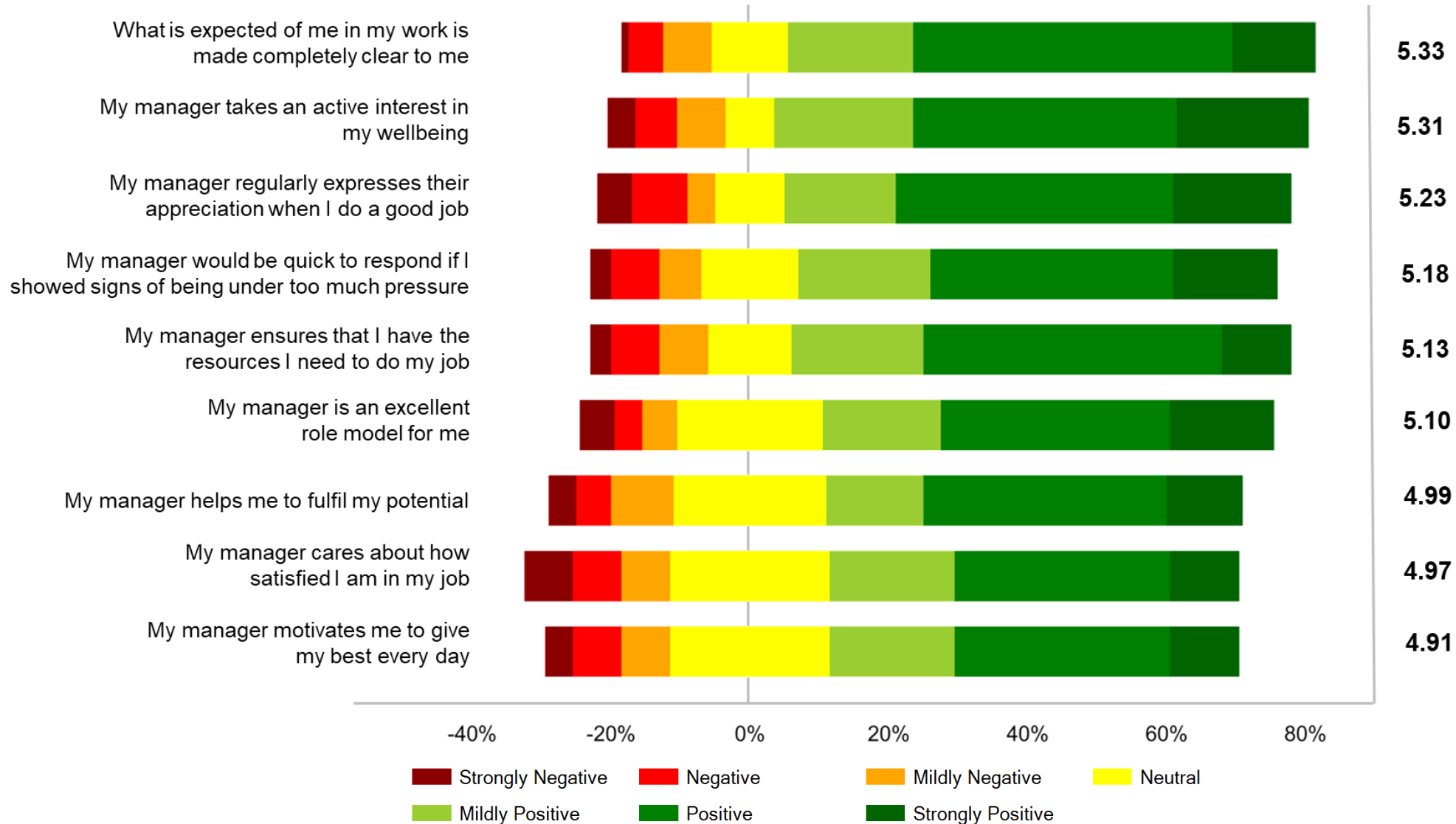
My Company



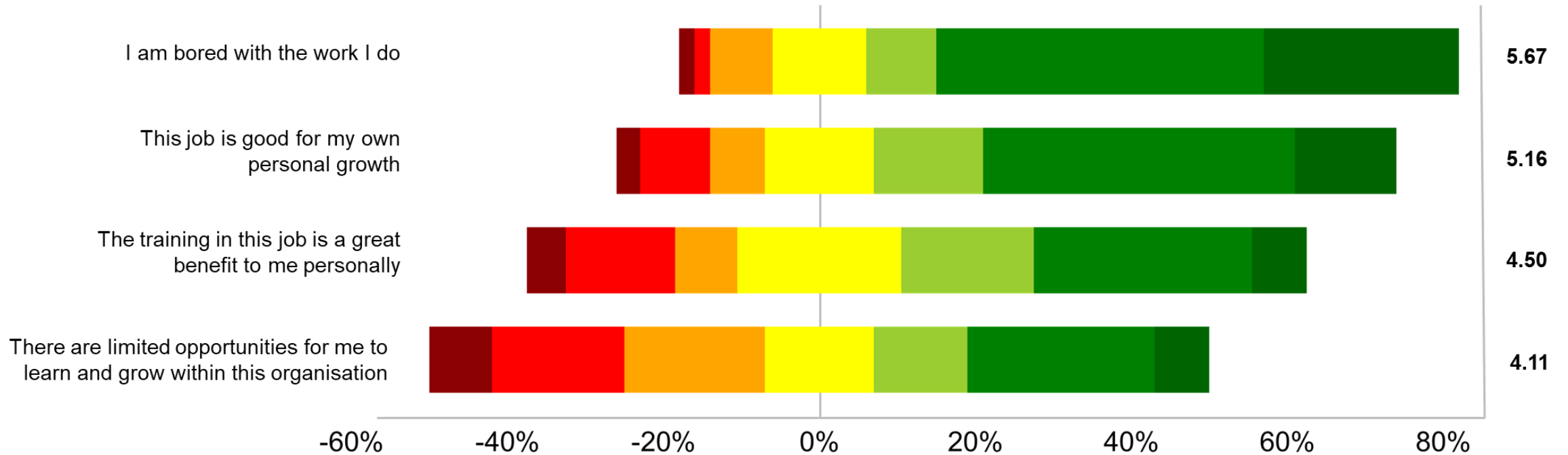
My Manager (1 of 2)



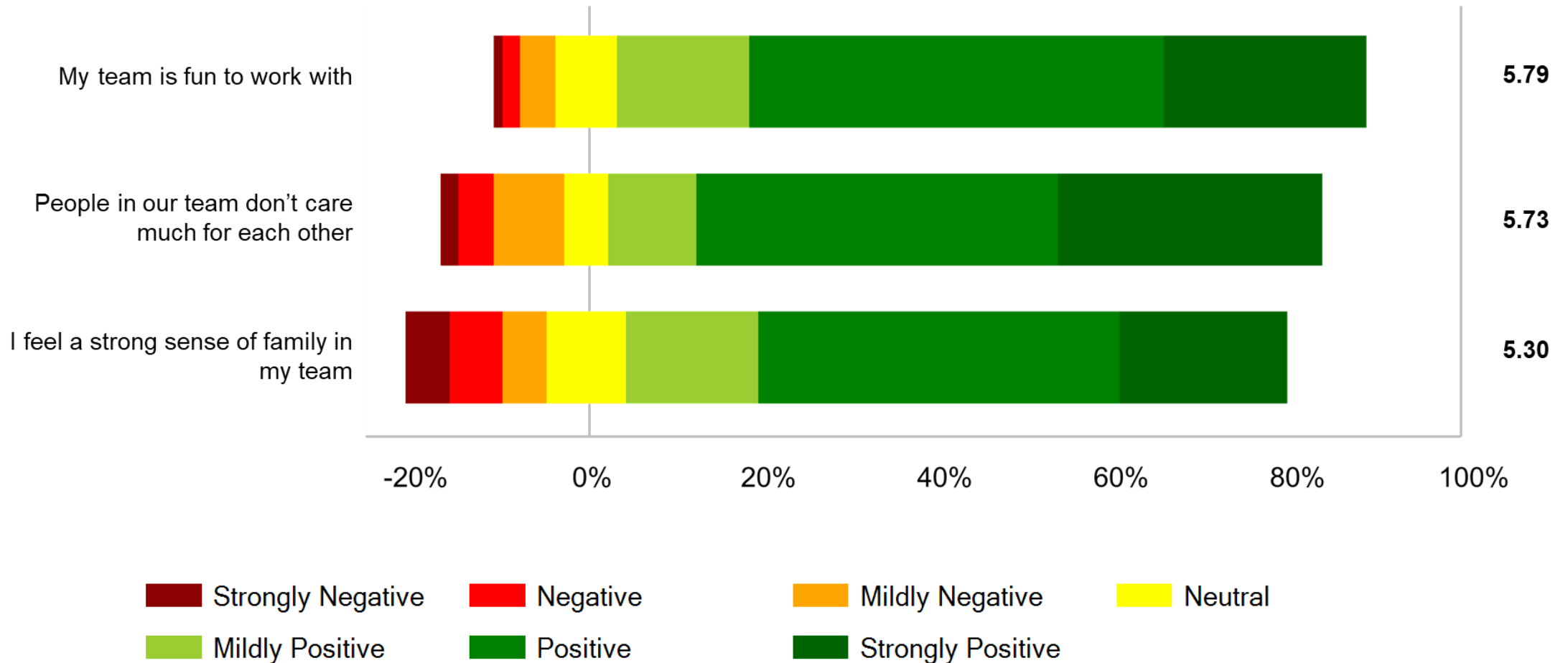
My Manager (2 of 2)



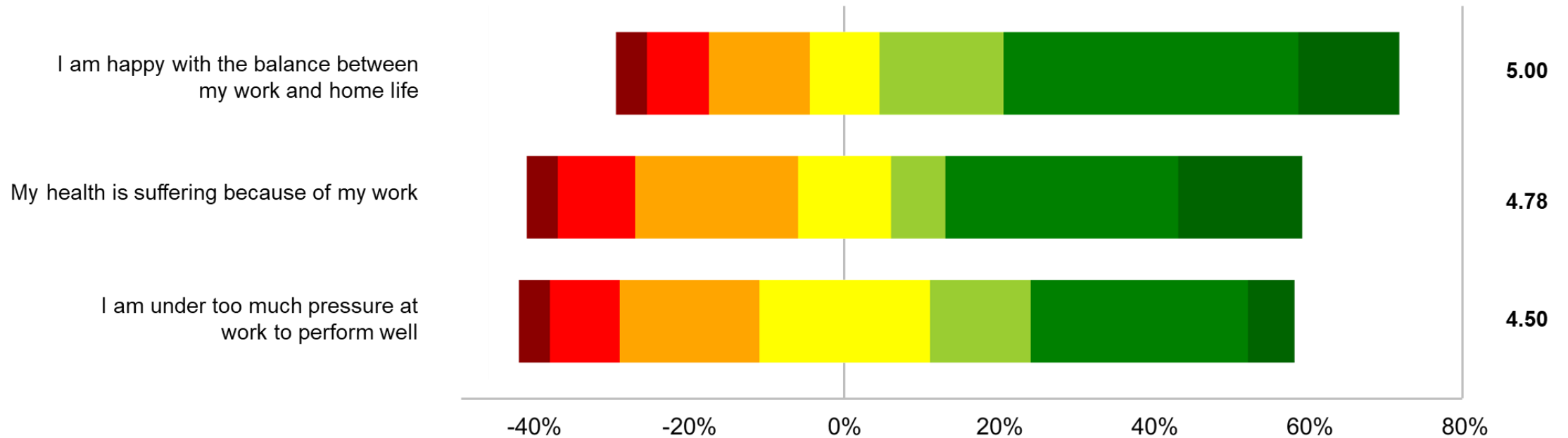
Personal Growth



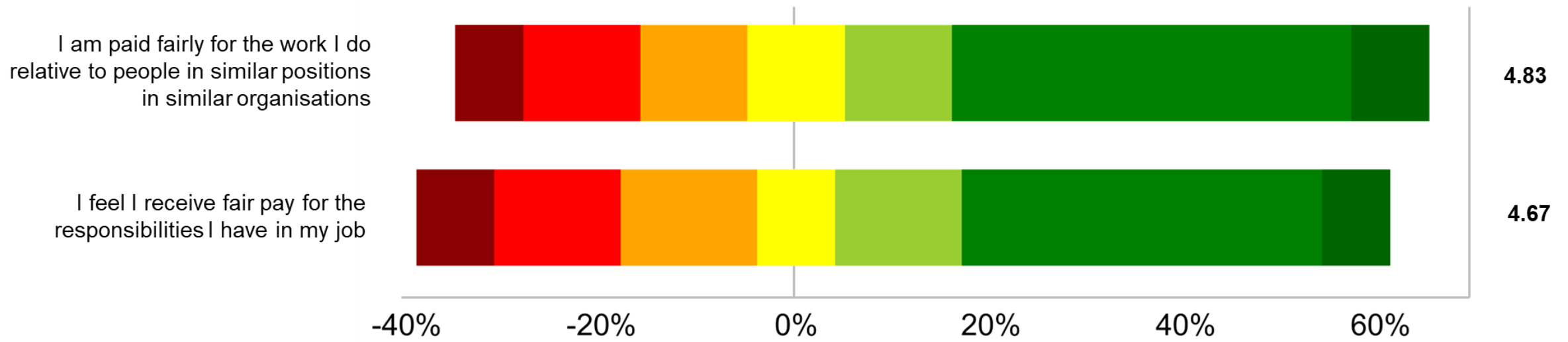
My Team



Wellbeing



Fair Deal



Giving Something Back

