

2023 BeHeard Survey

Law Officers' Department

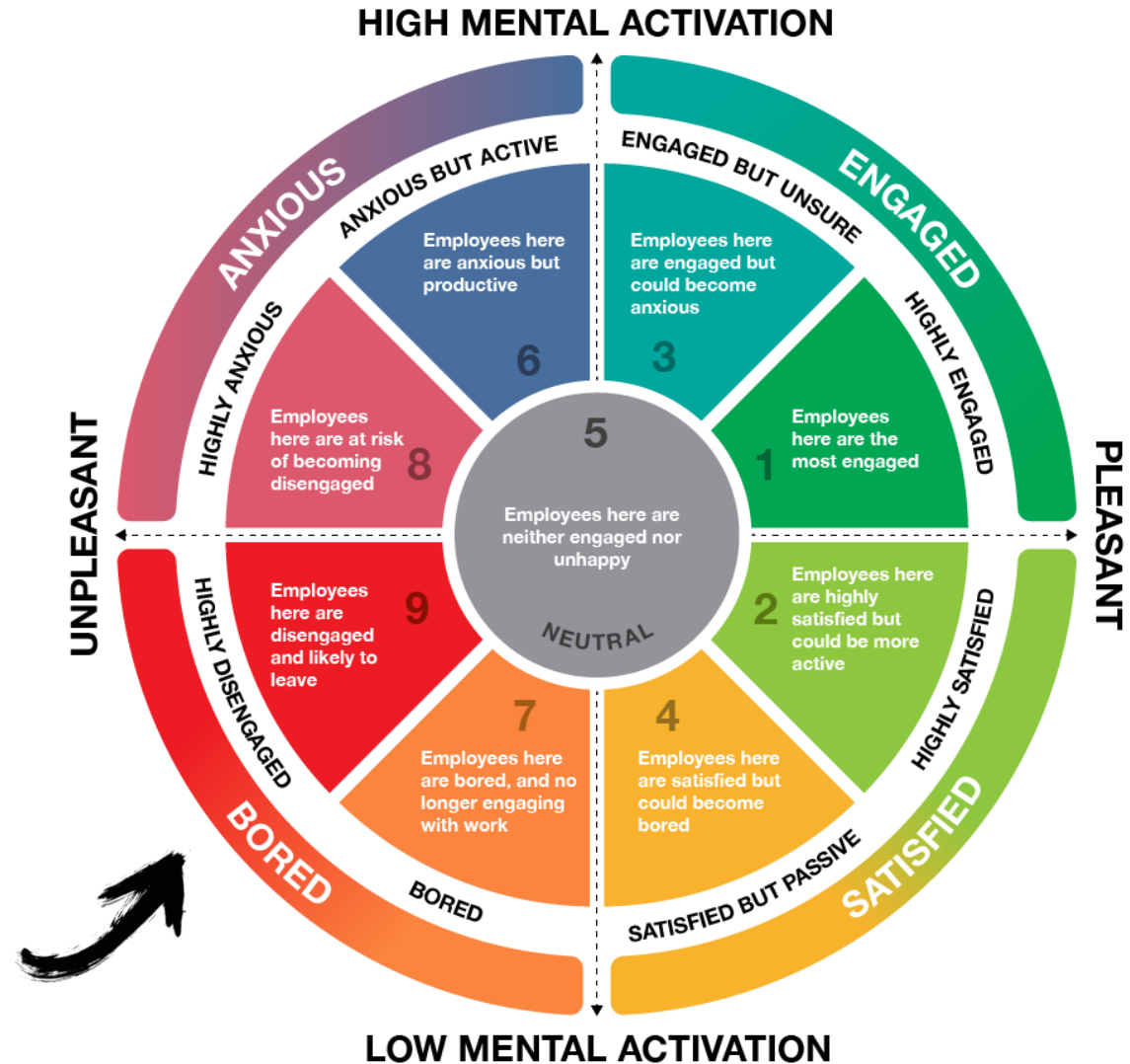
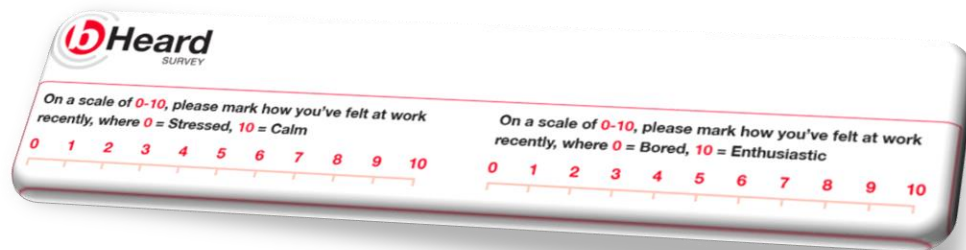
Presented July 2023

Organisation Effectiveness Team (P&CS), Cabinet Office

Employee Engagement

Overview

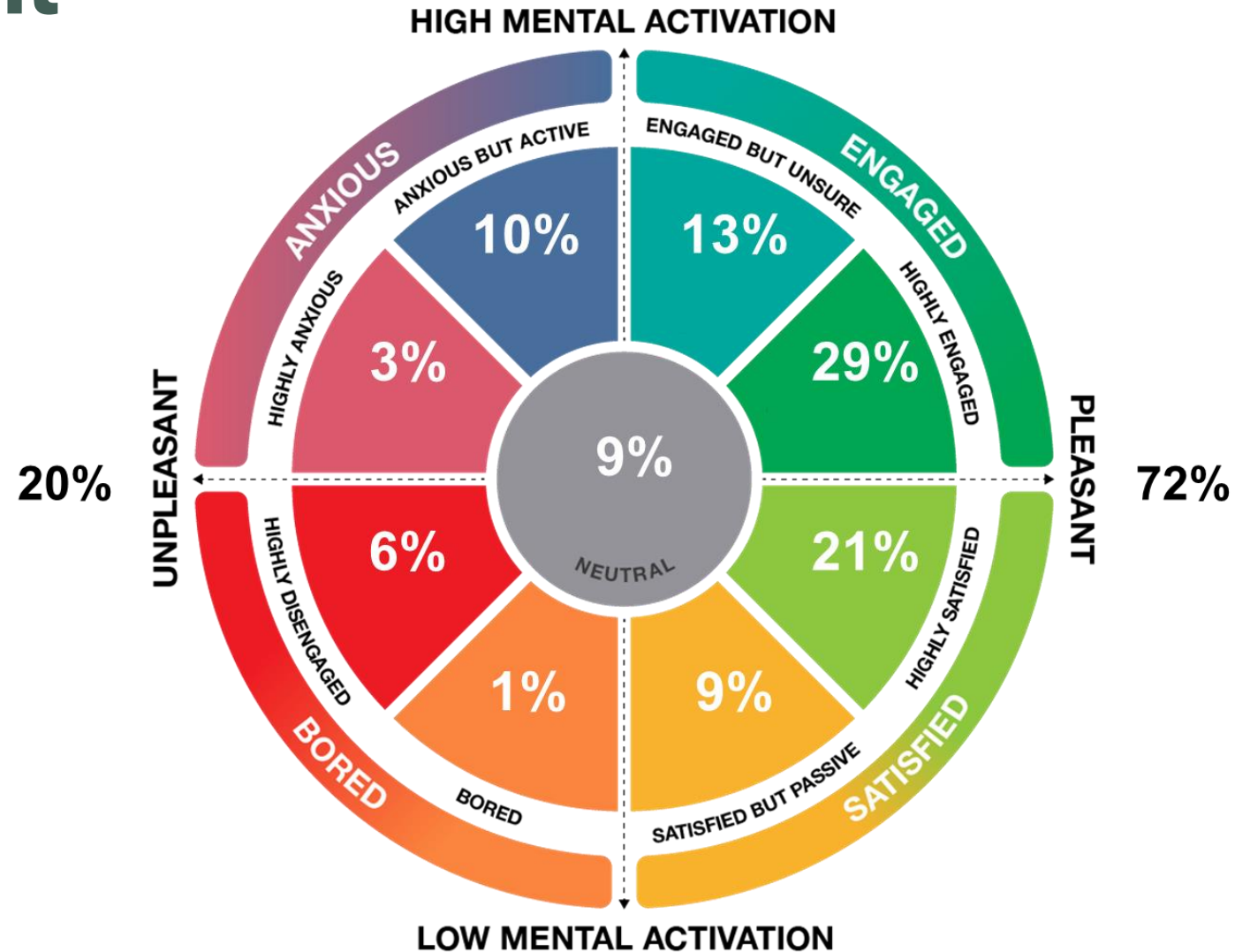
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- This chart is not based on the 8 factors of engagement scores



Employee Engagement

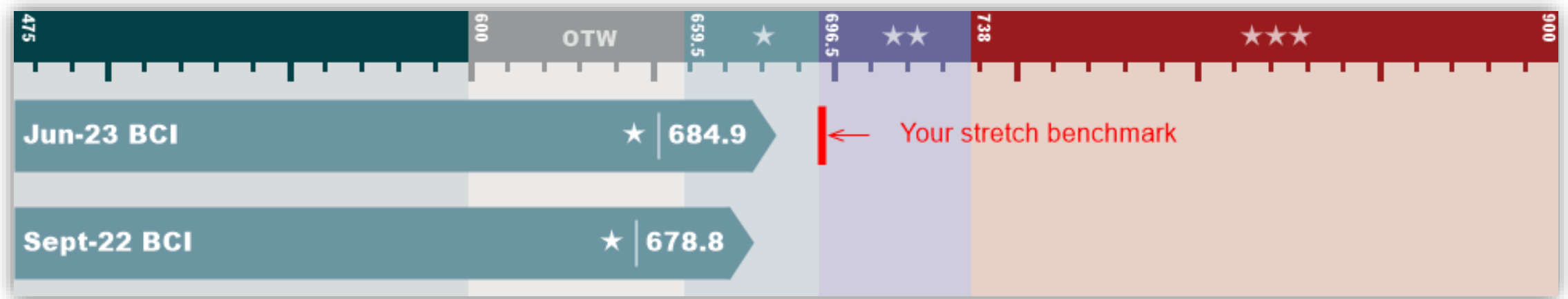
Law Officers' Department

- 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
- 72% of respondents within LOD reported an overall pleasant experience in the workplace
- This chart is not based on the 8 factors of engagement scores



BCI Score

Law Officers' Department



- 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
- The Law Officers' Department once again reached a 1★ rating in 2023

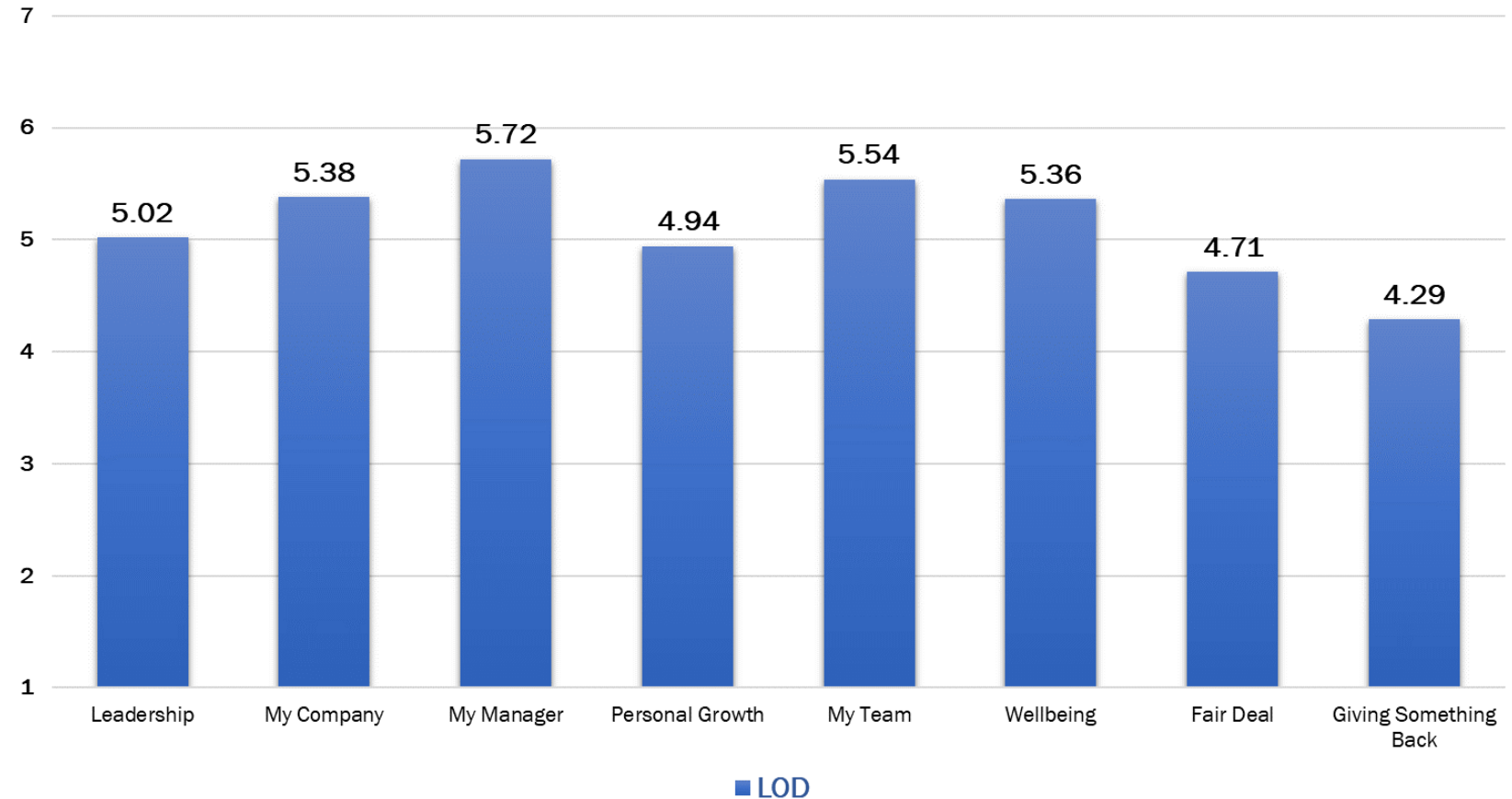
OTW is Good
 ★ is Very Good
 ★★ is Outstanding
 ★★★ is World Class

8 Factors of Engagement



Law Officers' Department

- 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

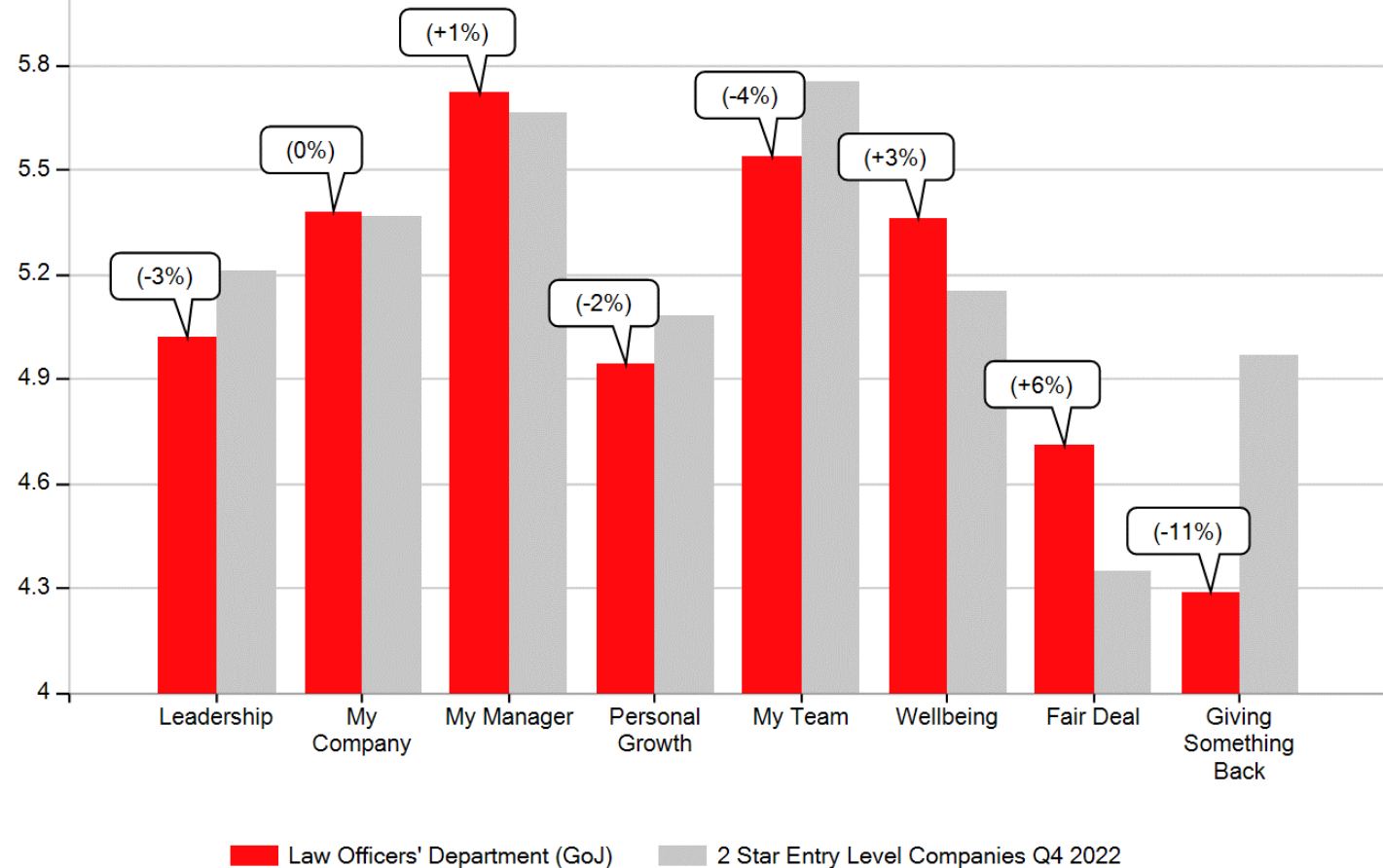


8 Factors of Engagement



Law Officers' Department vs 2★ Organisations

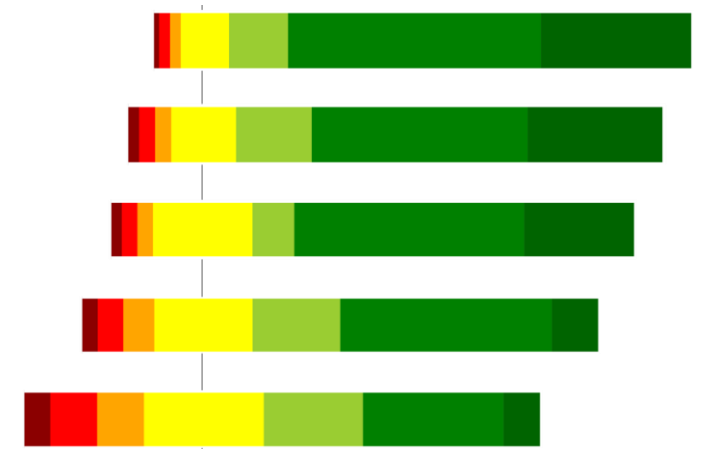
- The 8 factor scores are based on the core 24 statements in the survey
- Each factor is scored on a scale of 1 to 7
- The chart shows 2023 scores compared against 2★ organisation scores
- Giving Something Back scores are the biggest area of development for LOD to reach a 2★ rating



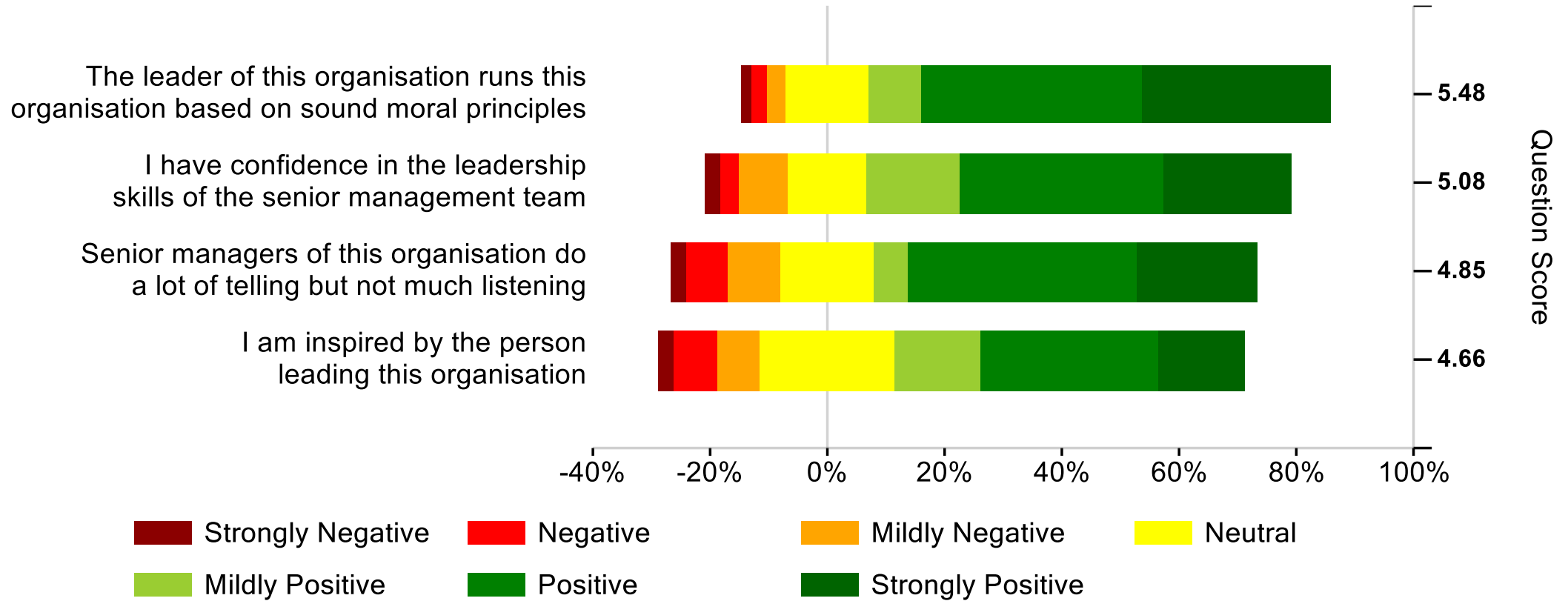
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Introduction to heatmaps

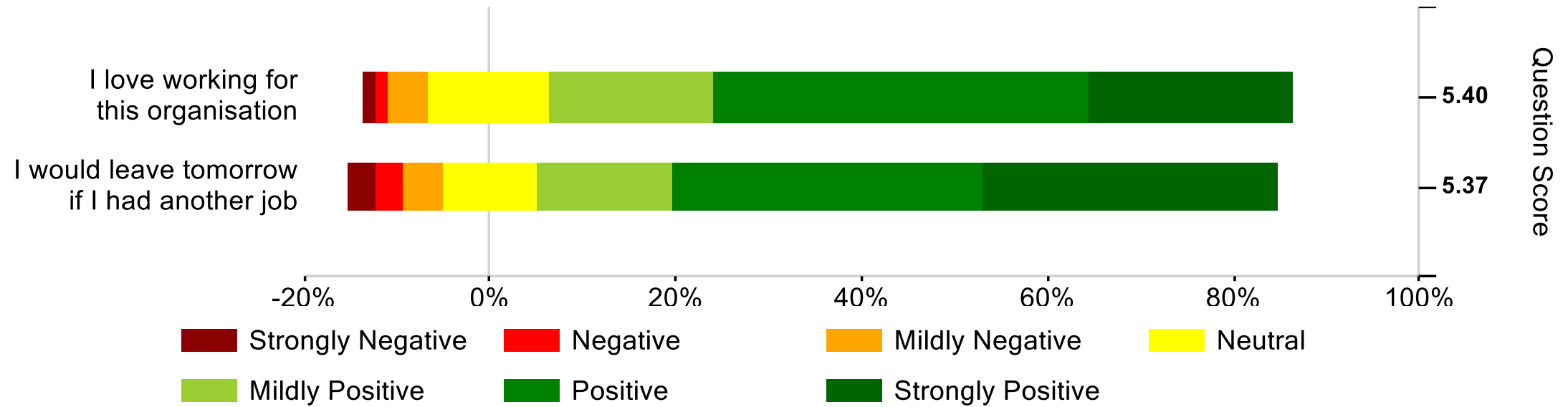
- The heatmaps show a breakdown of responses to statements in each factor
- Regardless of the wording of statements (positive or negative) 1 is always the lowest and 7 the highest
- Green portions of the heatmaps on the right-hand side are positive even if the statement is worded negatively
- The statements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



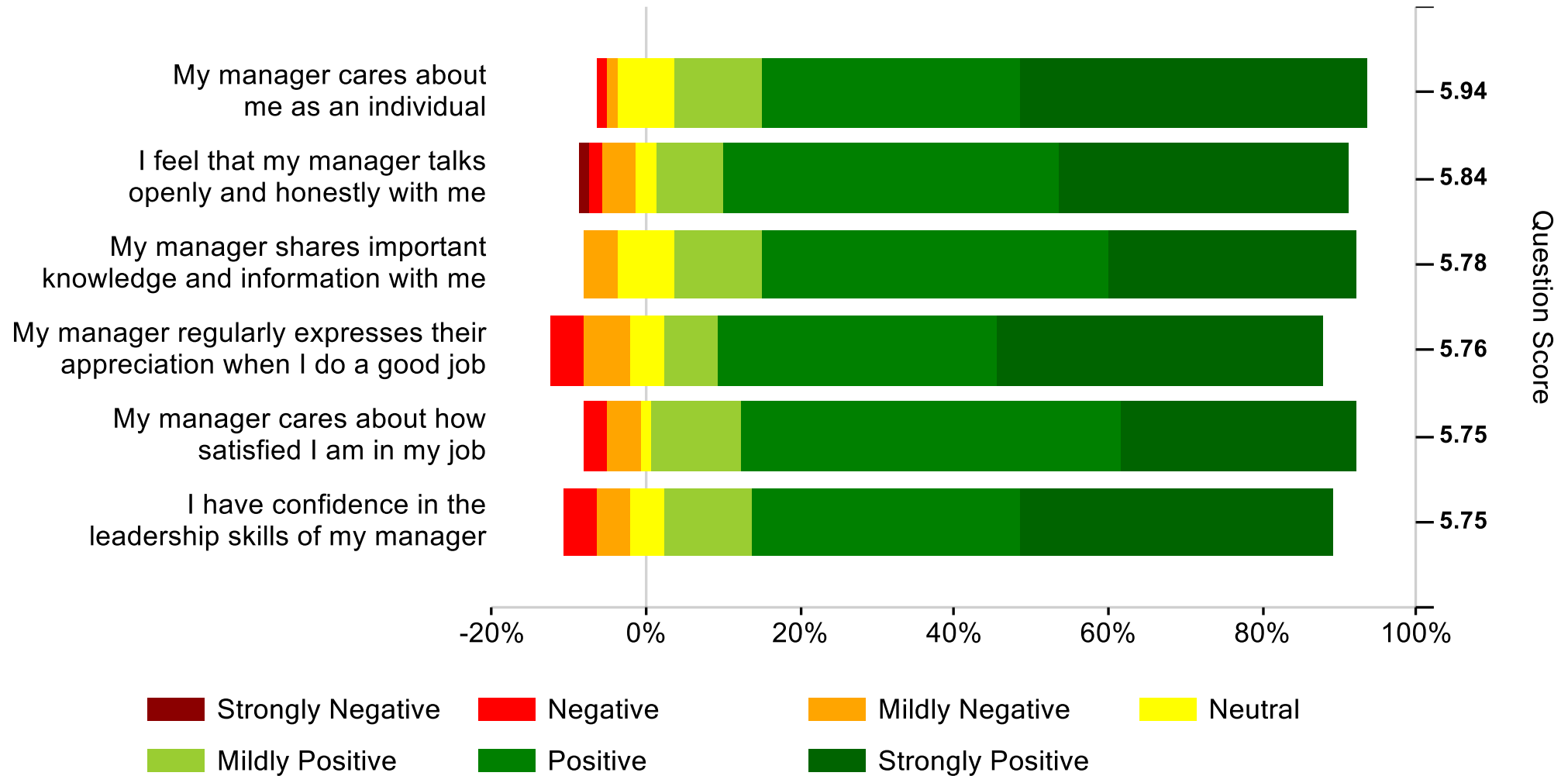
Leadership



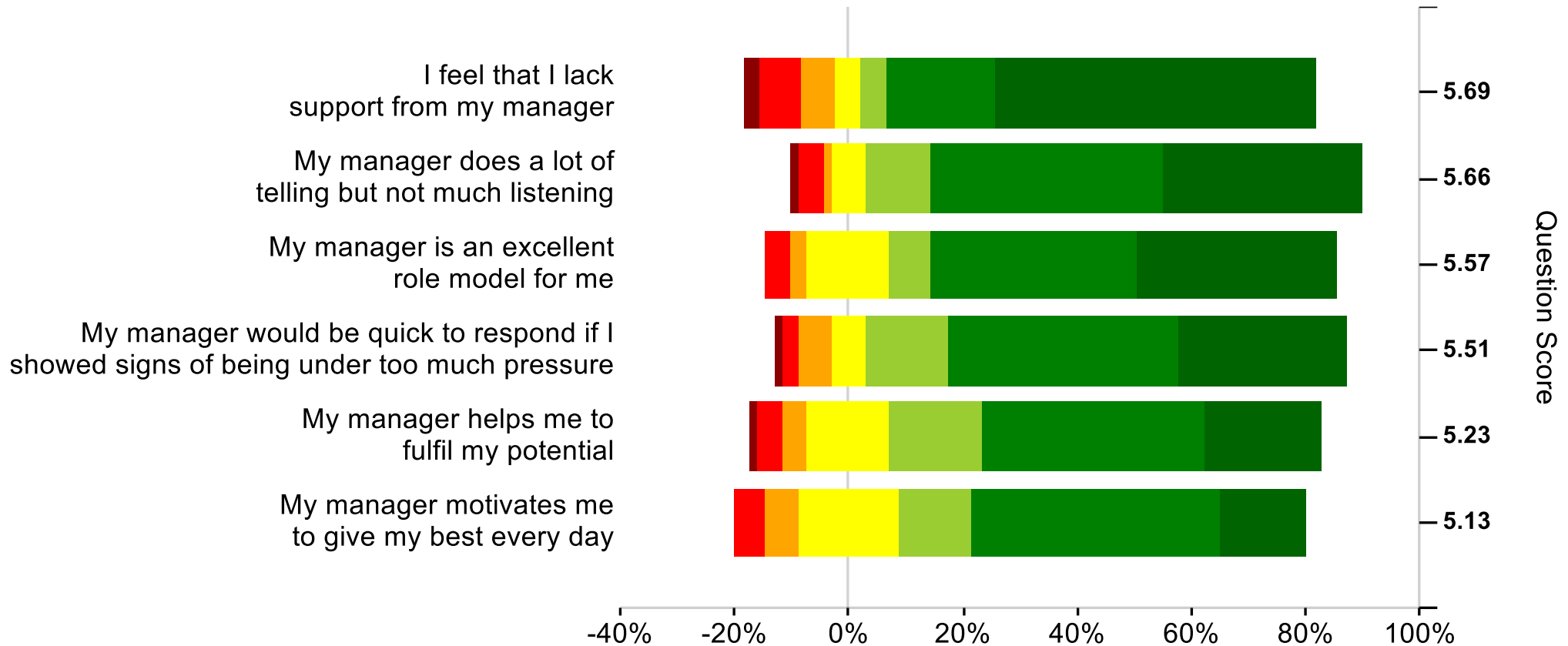
My Company



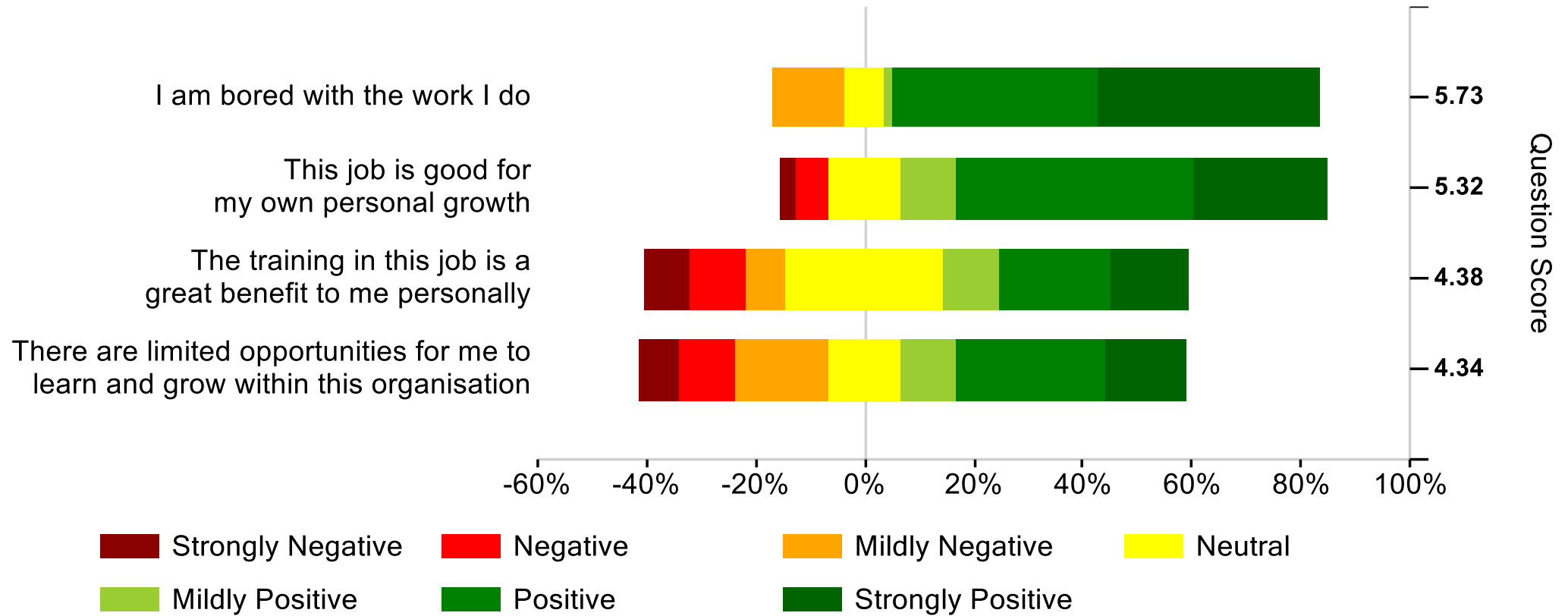
My Manager (1 of 2)



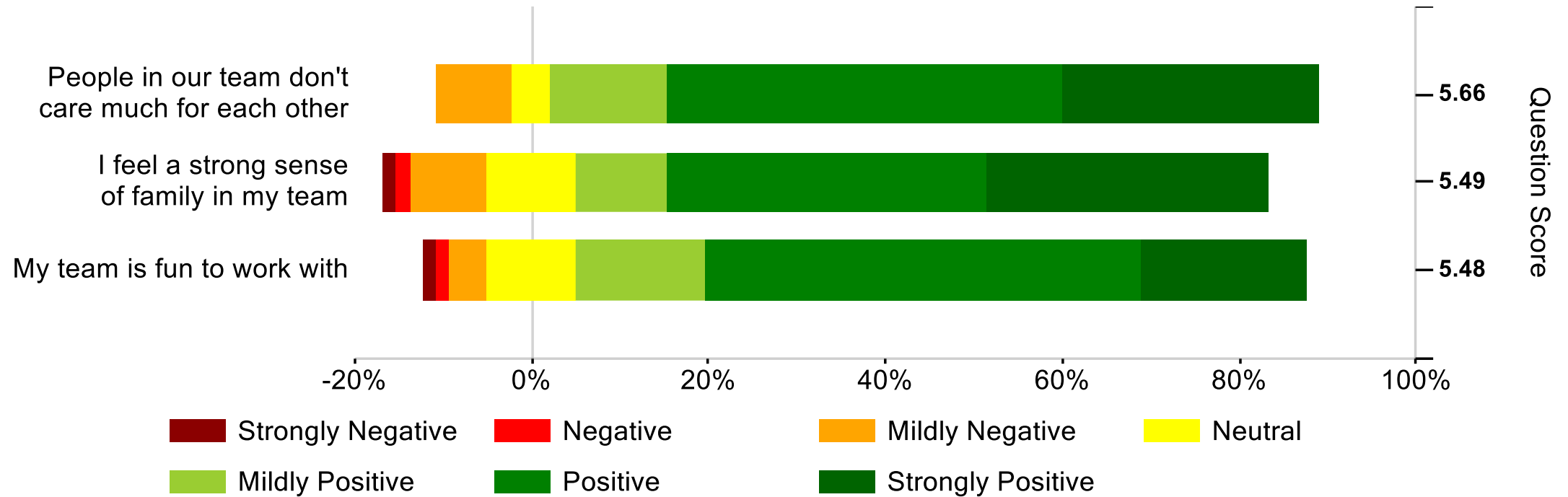
My Manager (2 of 2)



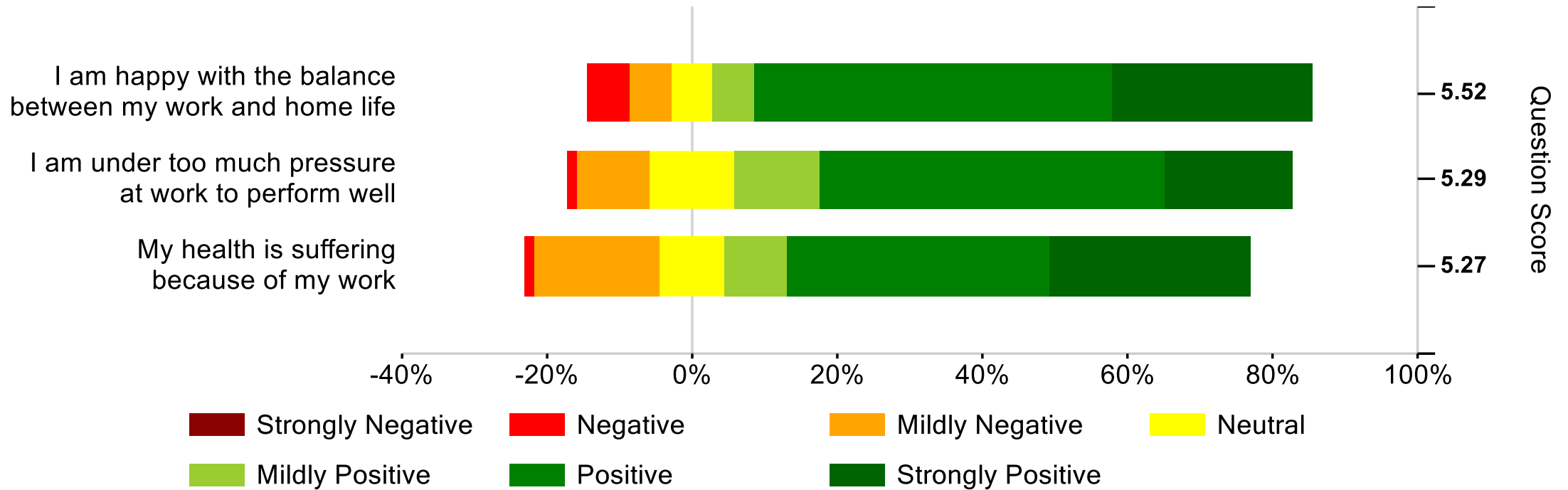
Personal Growth



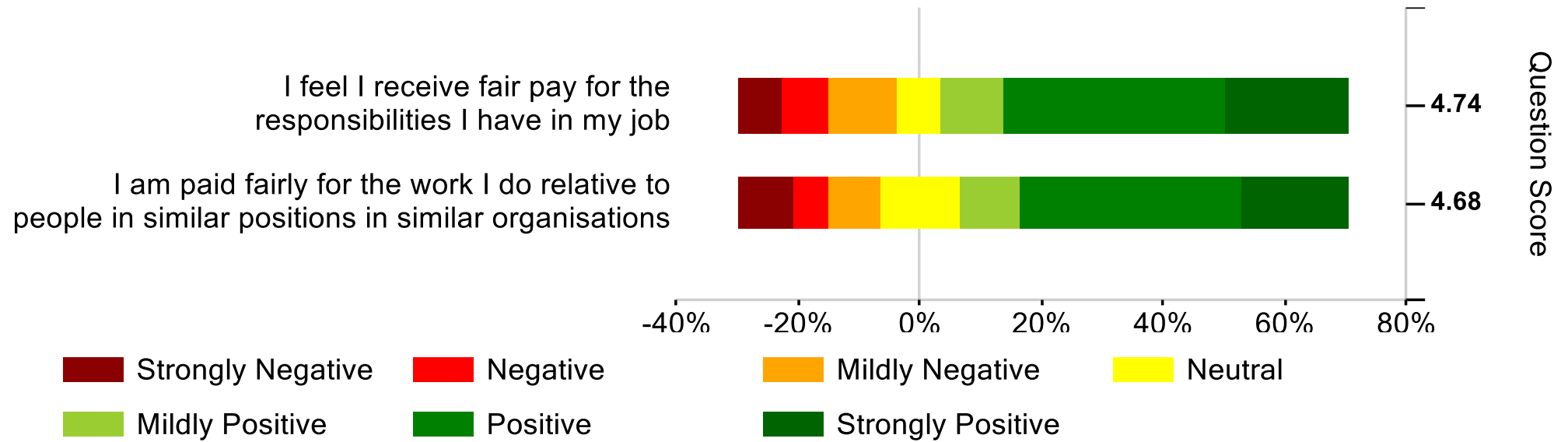
My Team



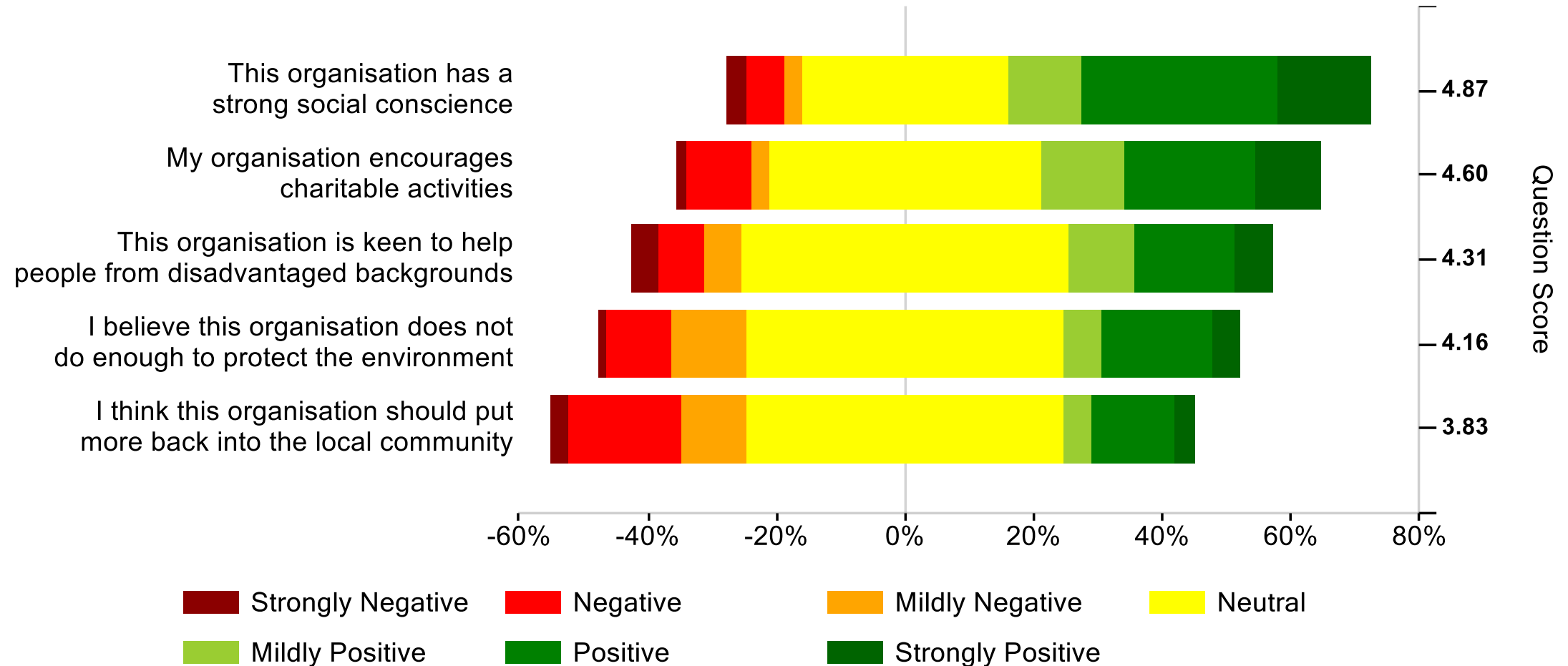
Wellbeing



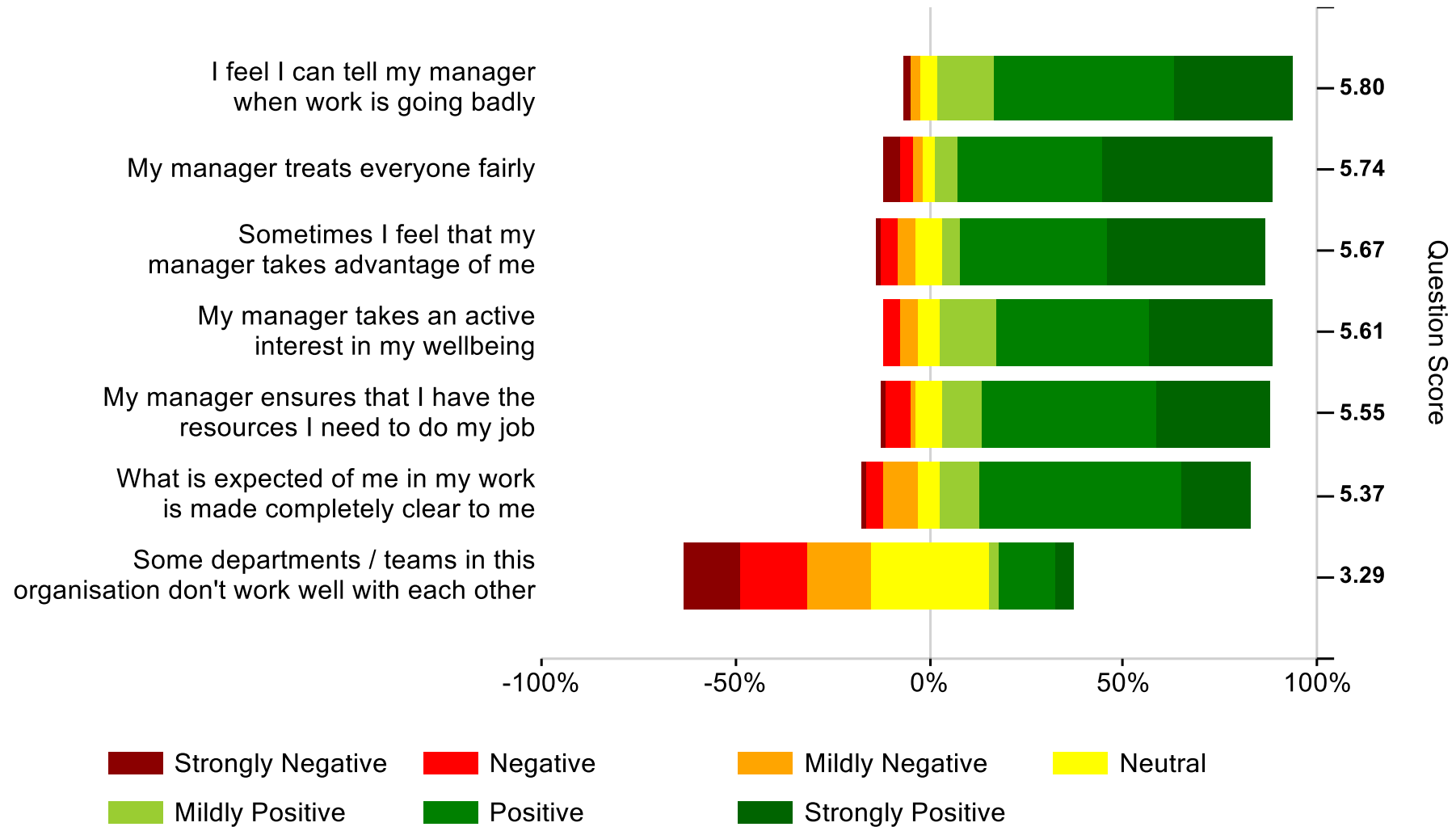
Fair Deal



Giving Something Back



Feedback



Bespoke

