

2023 BeHeard Survey

Justice and Home Affairs

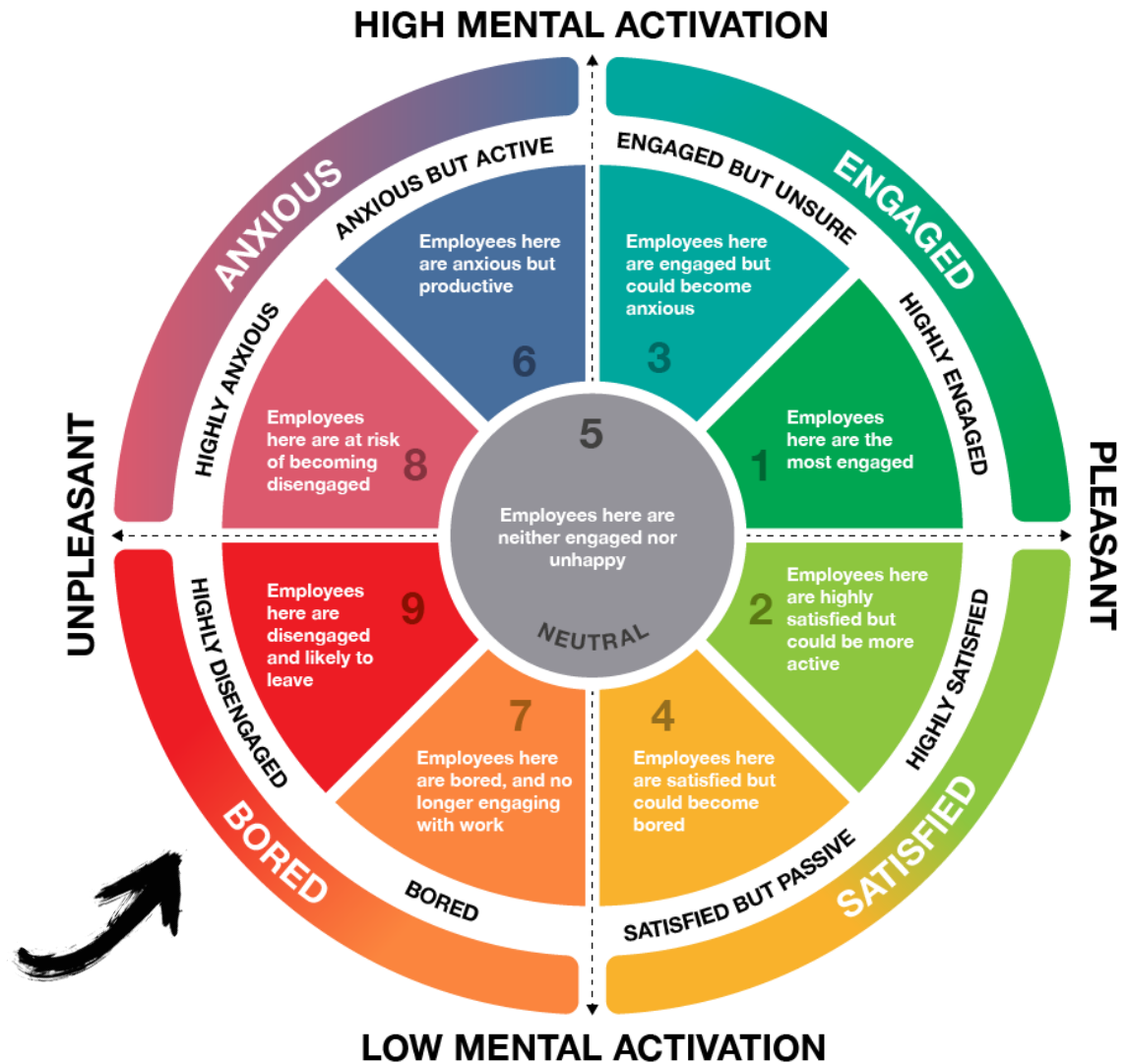
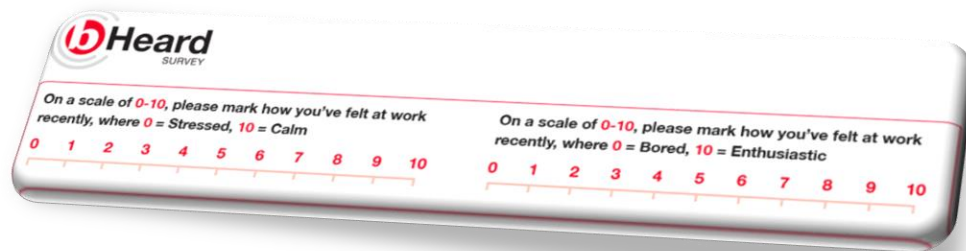
Presented July 2023

Organisation Effectiveness Team (P&CS), Cabinet Office

Employee Engagement

Overview

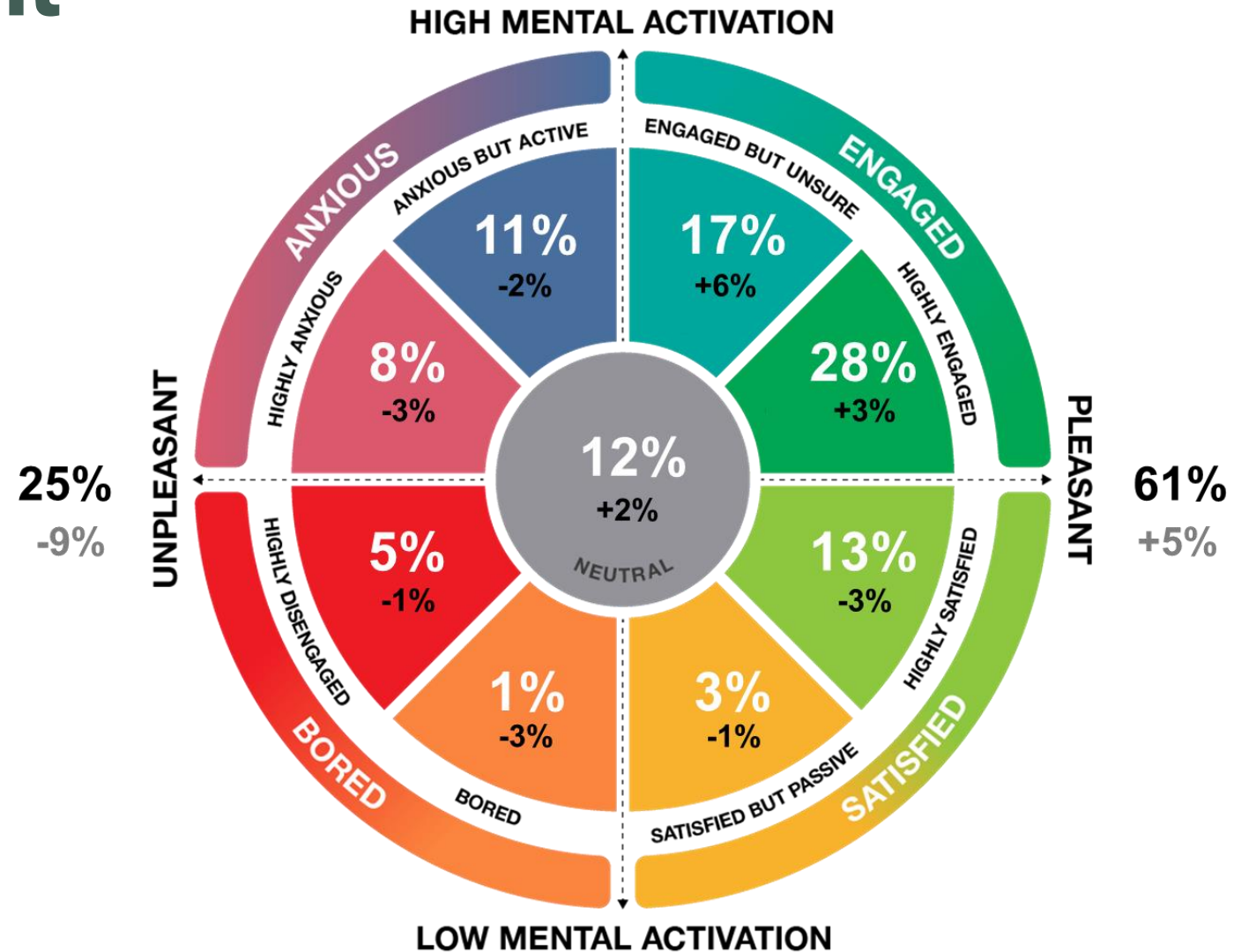
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- This chart is not based on the 8 factors of engagement scores



Employee Engagement

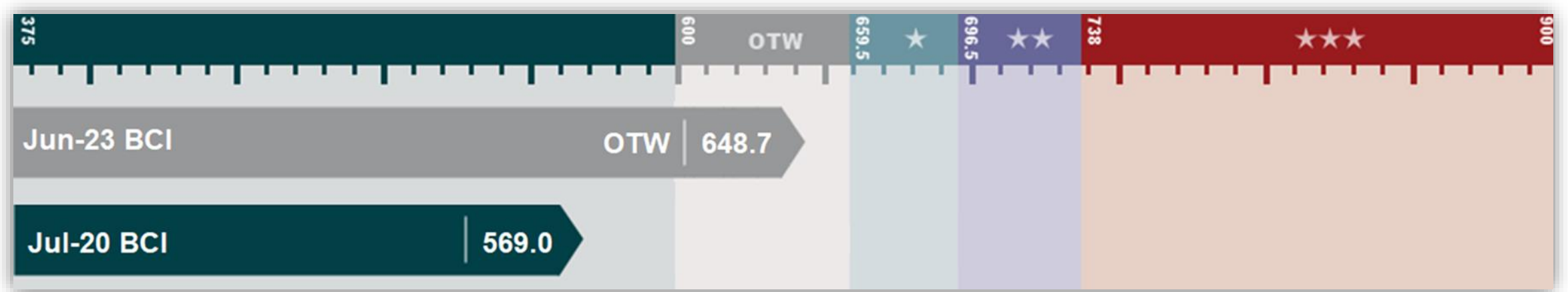
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- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- 61% of respondents within JHA reported an overall pleasant experience in the workplace – a 5% increase since 2020
- This chart is not based on the 8 factors of engagement scores



BCI Score

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- 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 overall BCI score the Government of Jersey was 630.8 in 2023
- Justice and Home Affairs reached a “Ones to Watch” rating in 2023

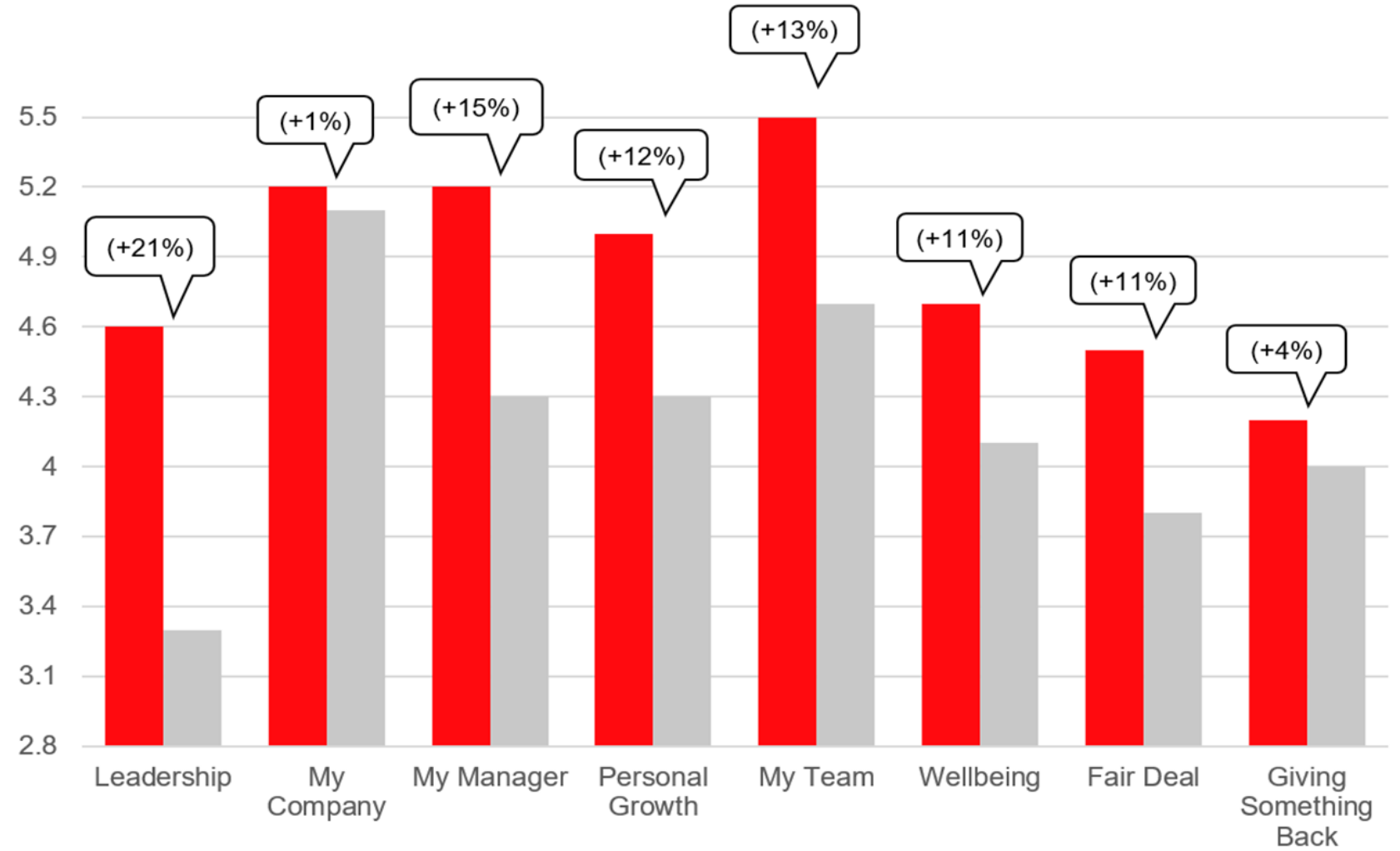
OTW is Good
 ★ is Very Good
 ★★ is Outstanding
 ★★★ is World Class

8 Factors of Engagement



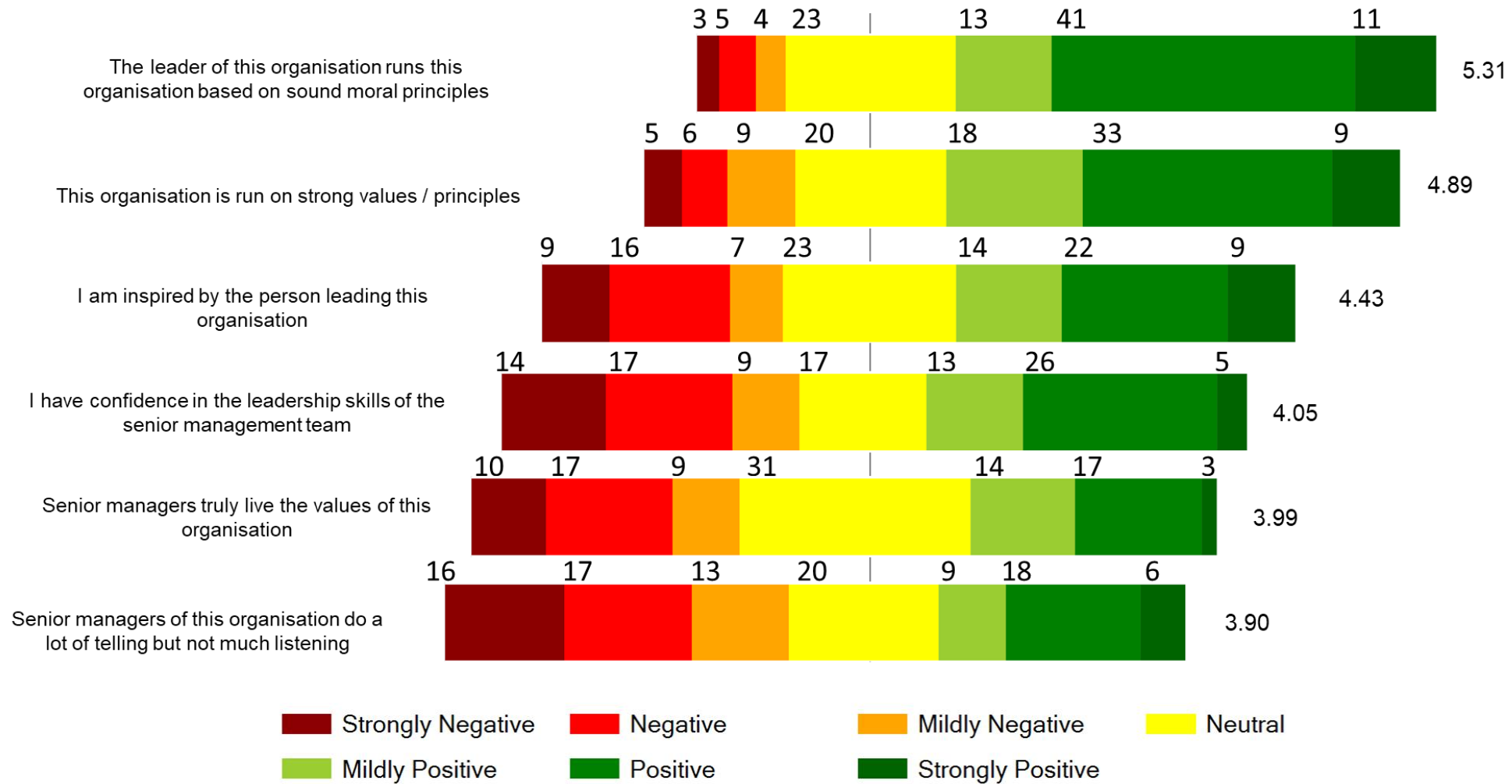
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- The 8 factor scores are based on the core 24 statements in the survey
- Each factor is scored on a scale of 1 to 7
- The chart shows 2023 scores compared against the 2020 survey scores



2023
2020

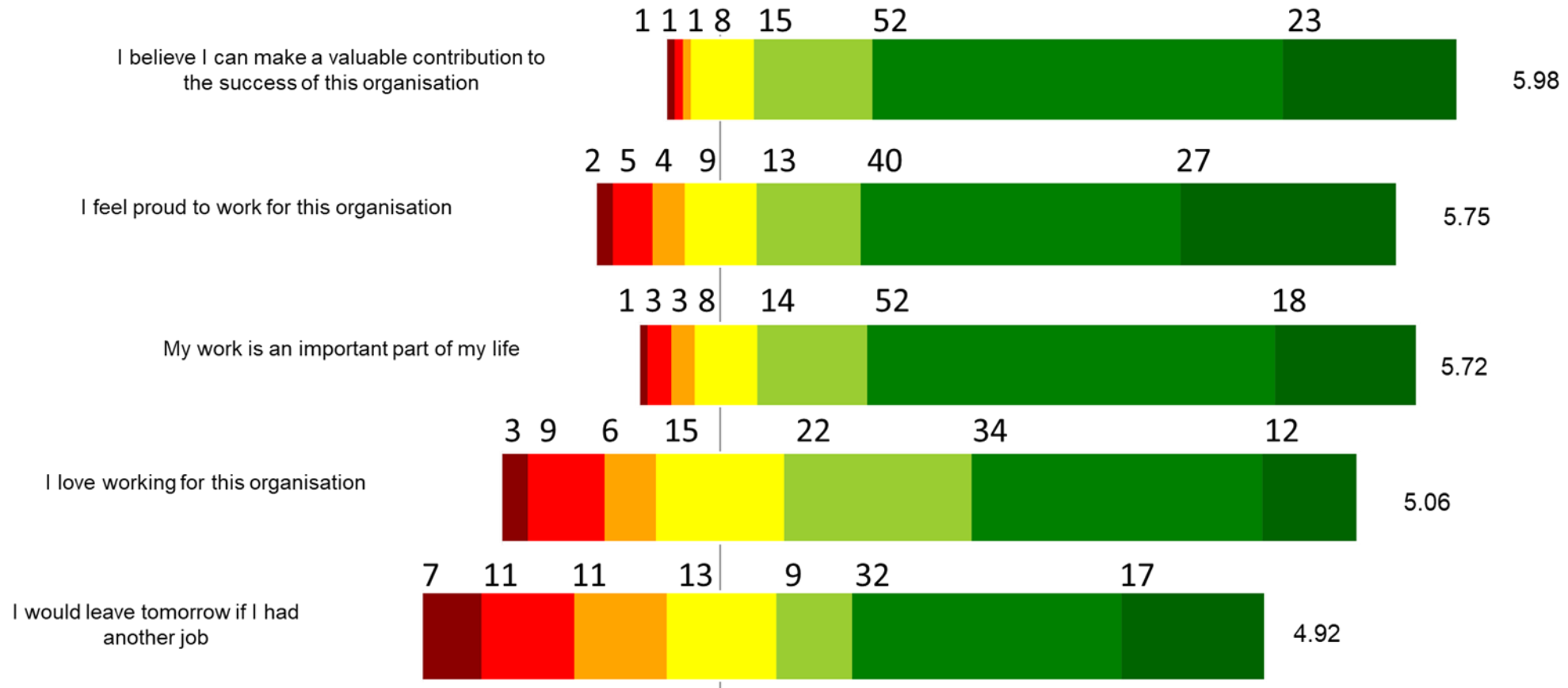
Leadership



Question Score

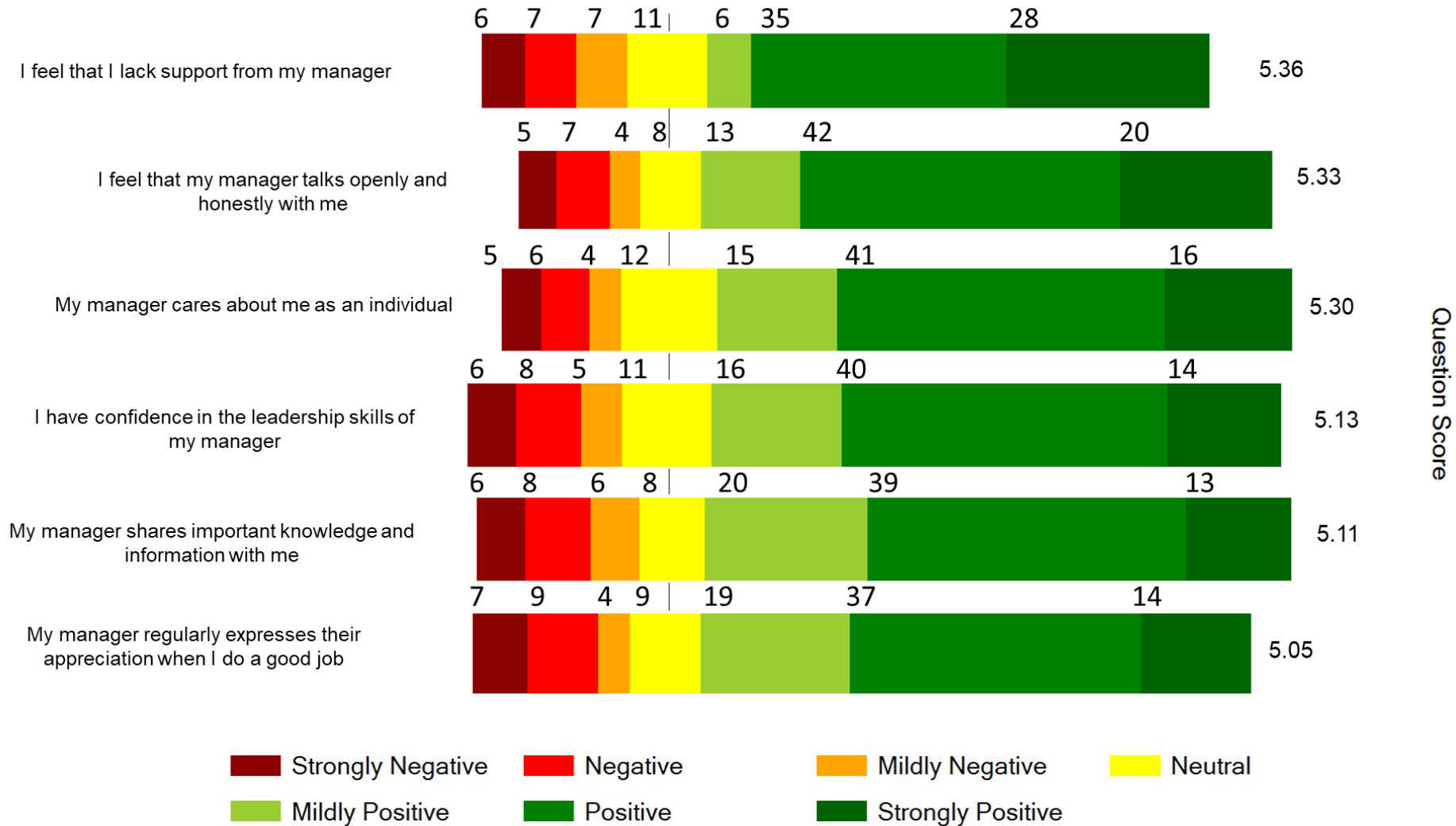
Leadership questions related to the Head of each Directorate
 Senior Managers questions related to the Senior Management Team

My Company

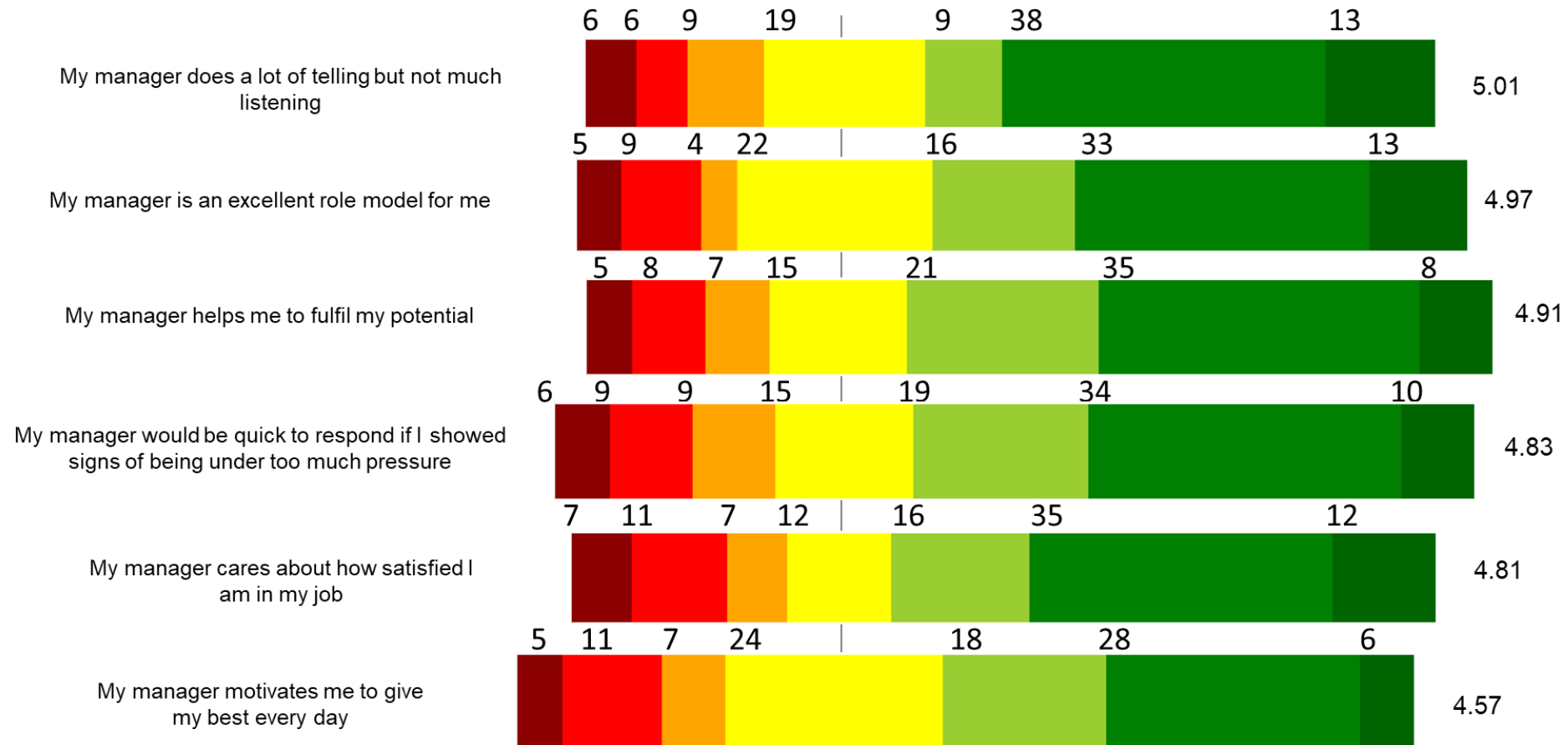


Question Score

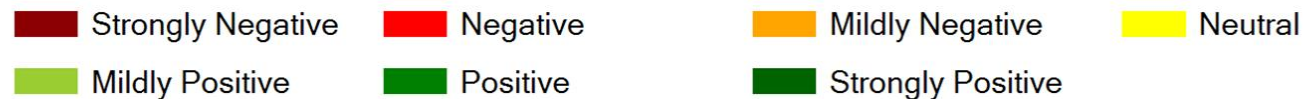
My Manager (1 of 2)



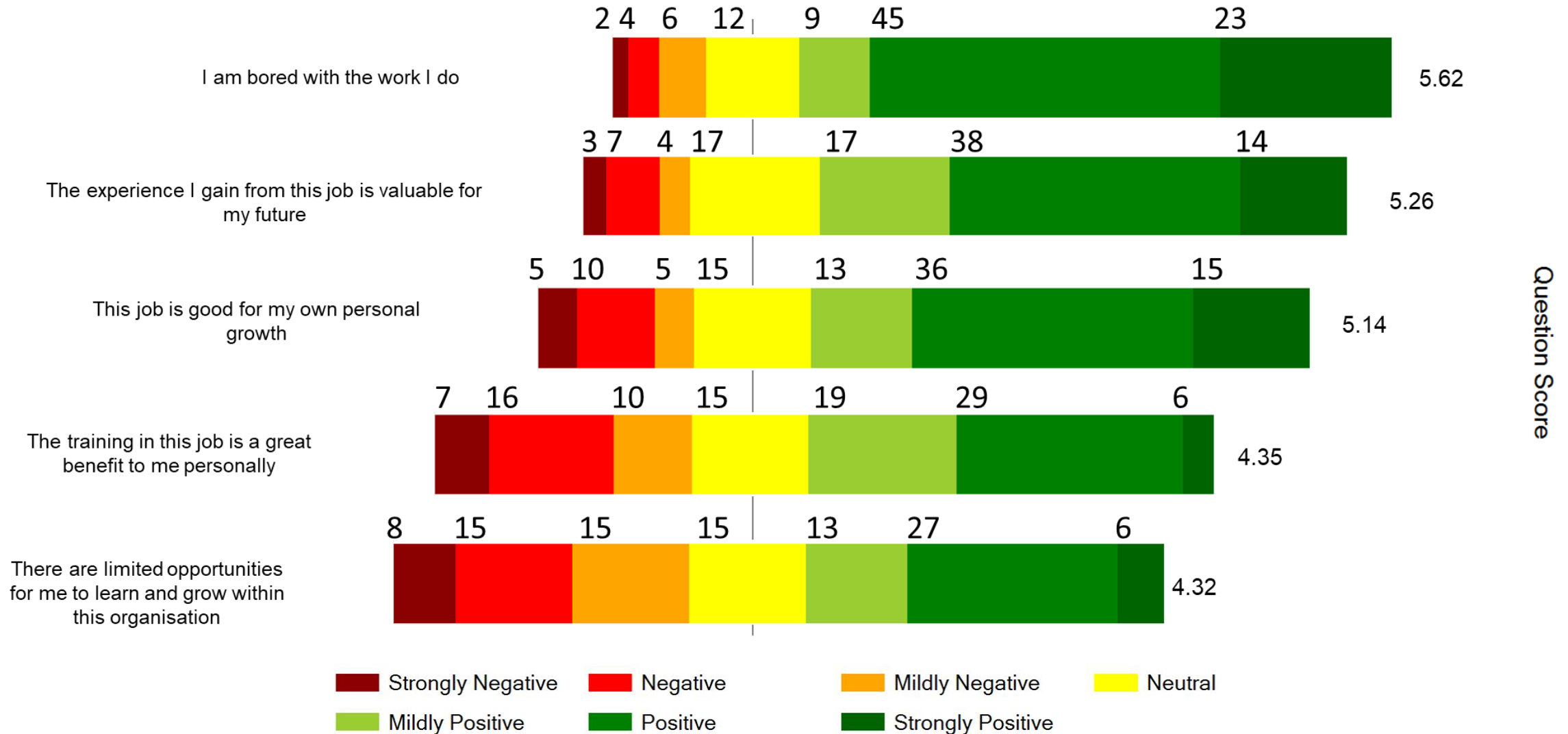
My Manager (2 of 2)



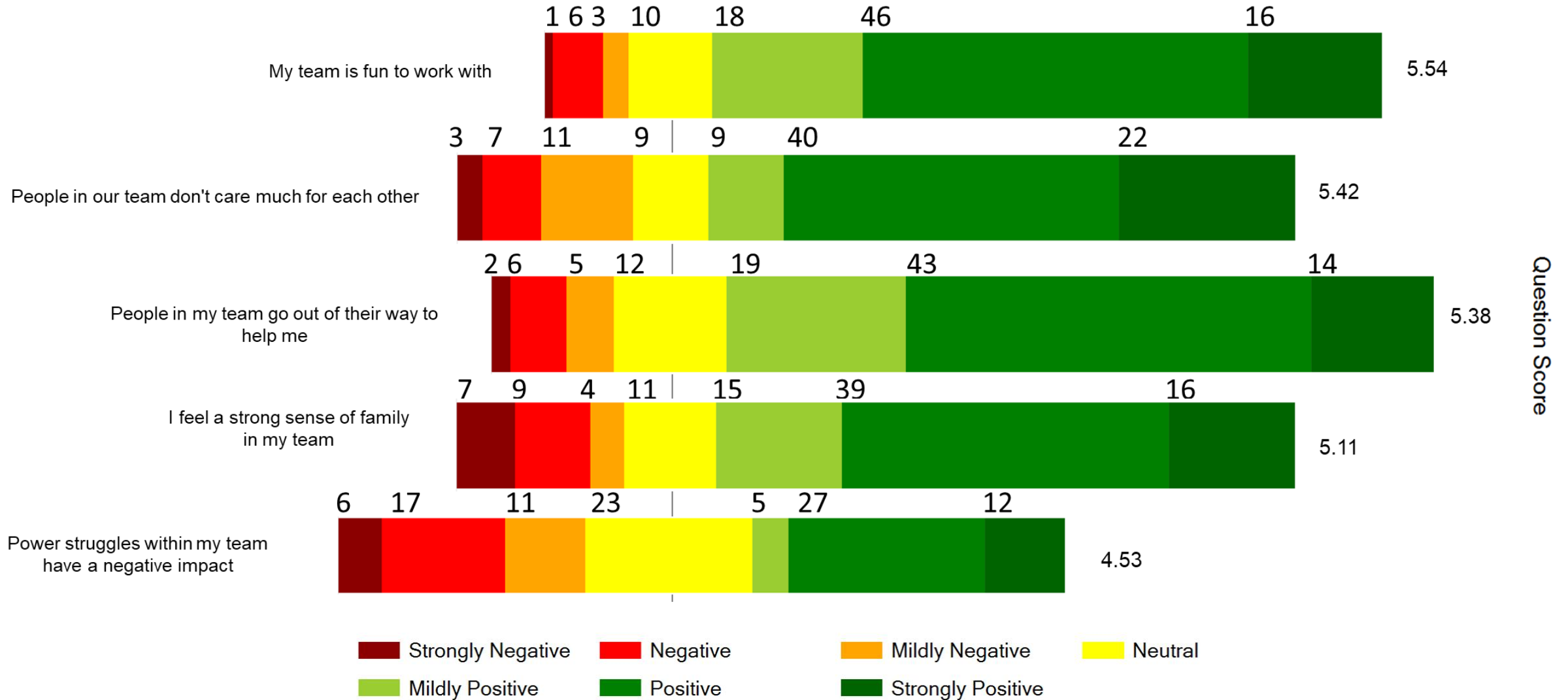
Question Score



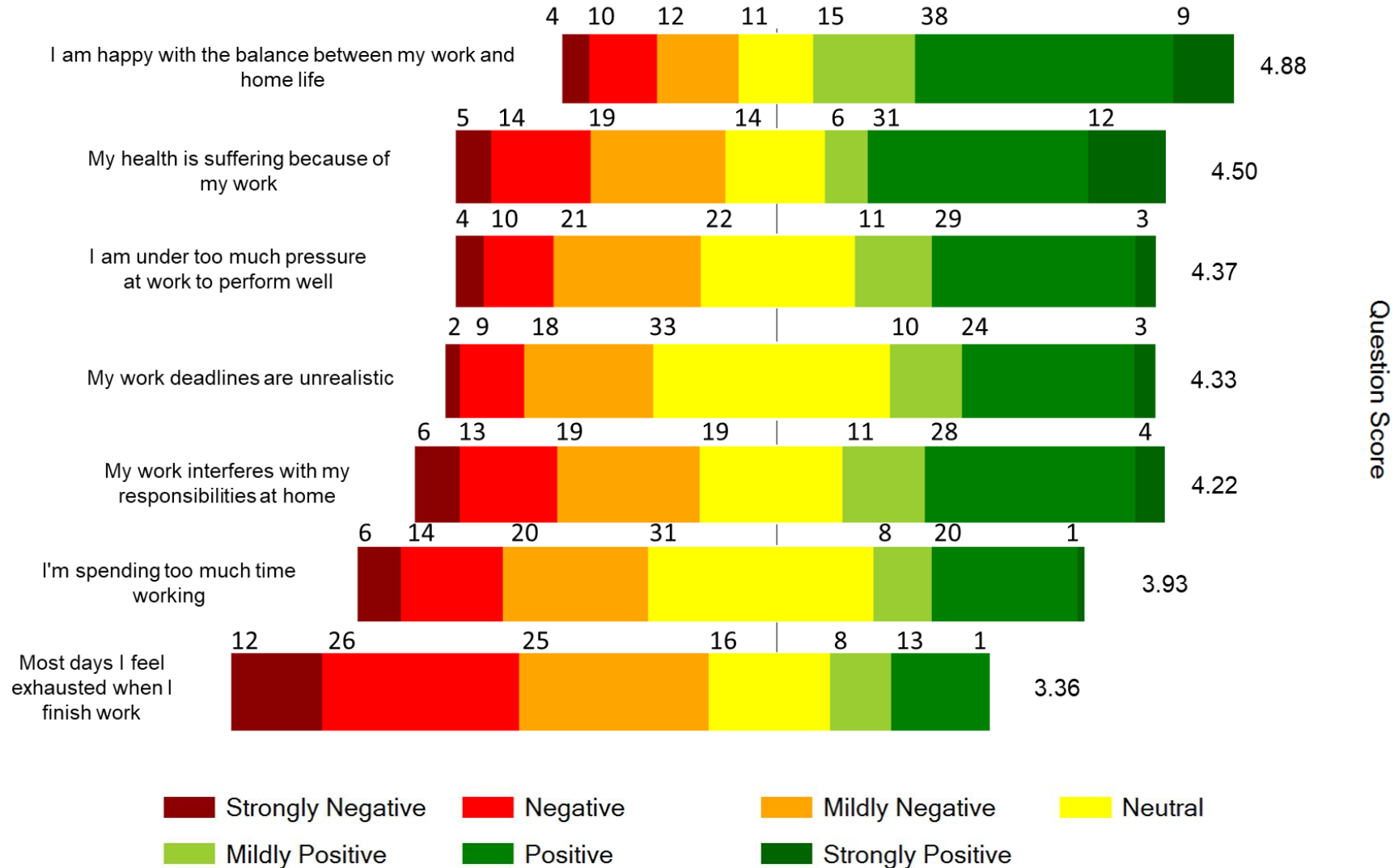
Personal Growth



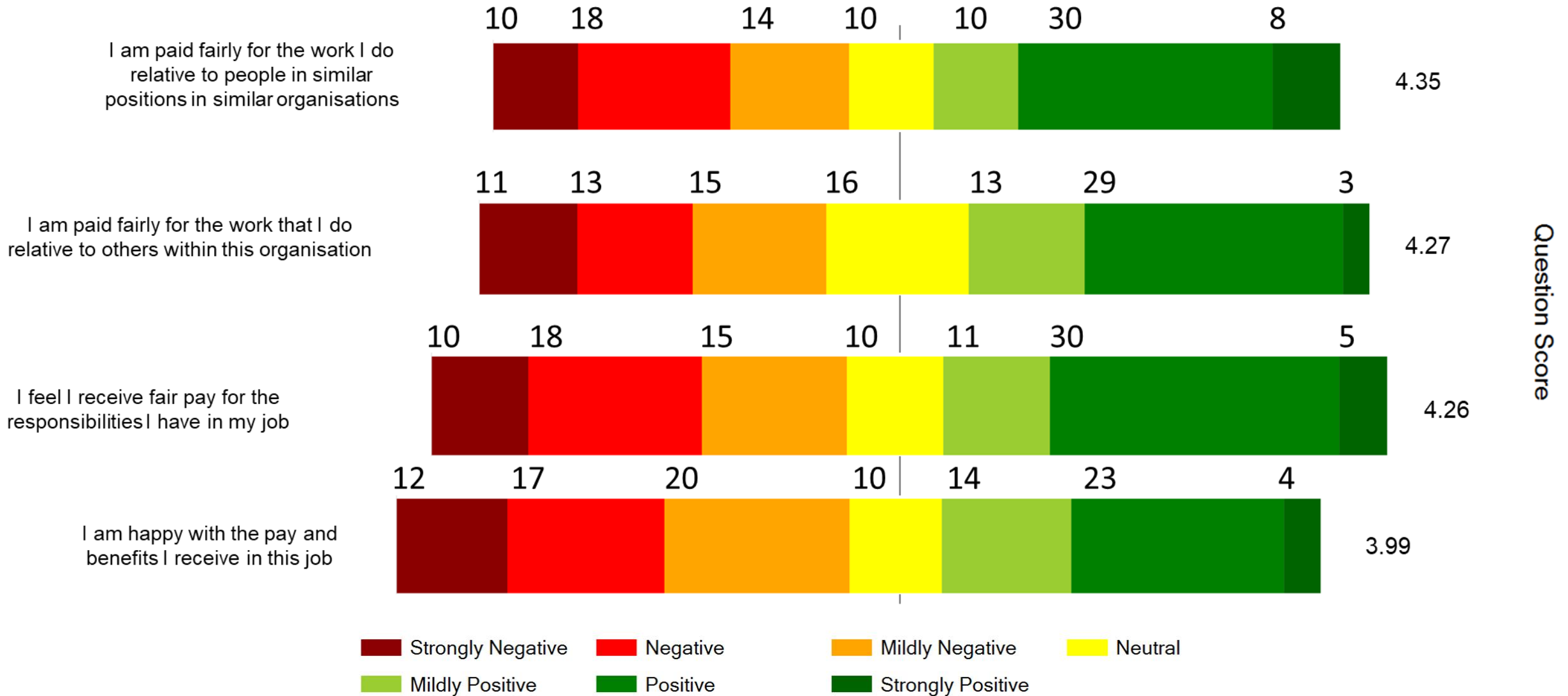
My Team



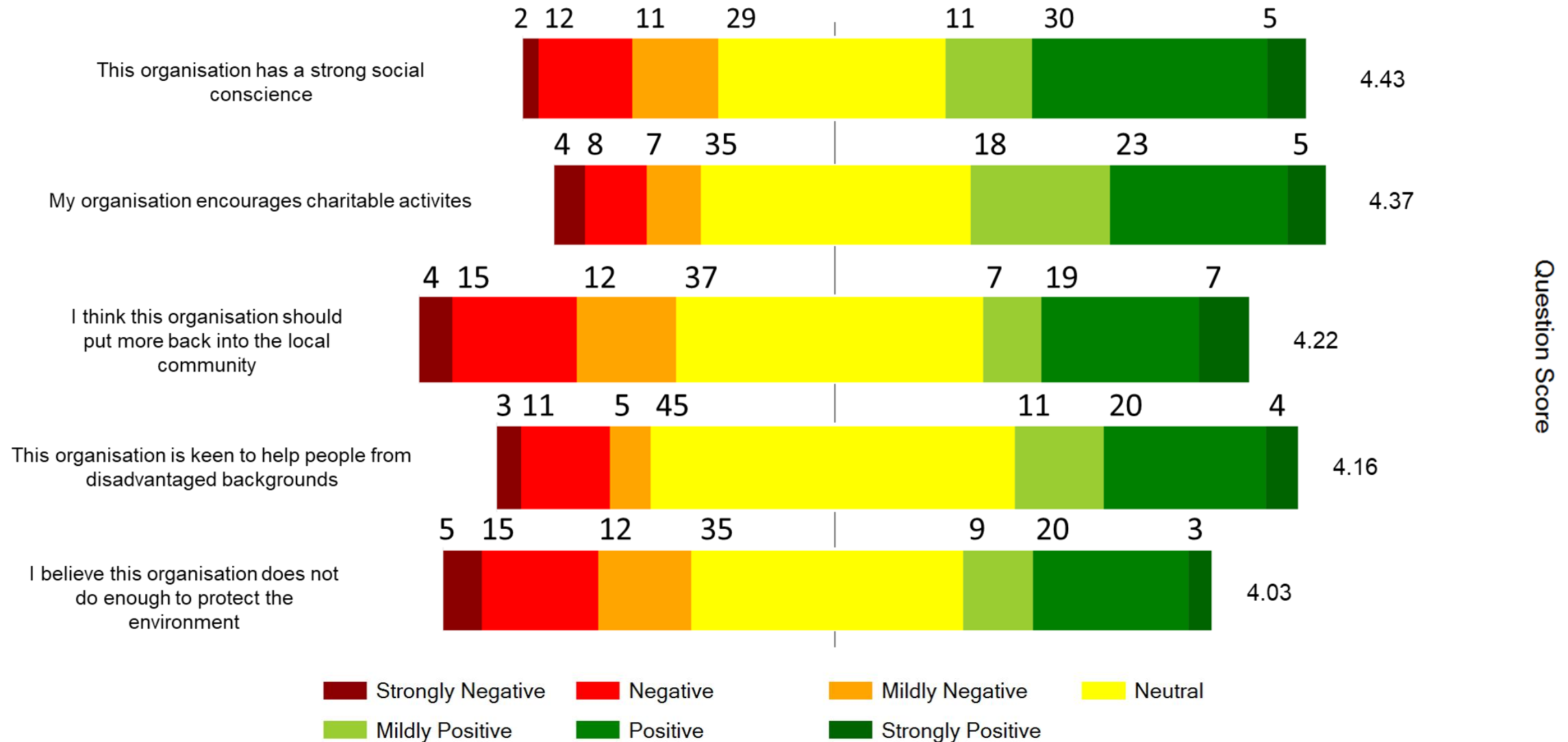
Wellbeing



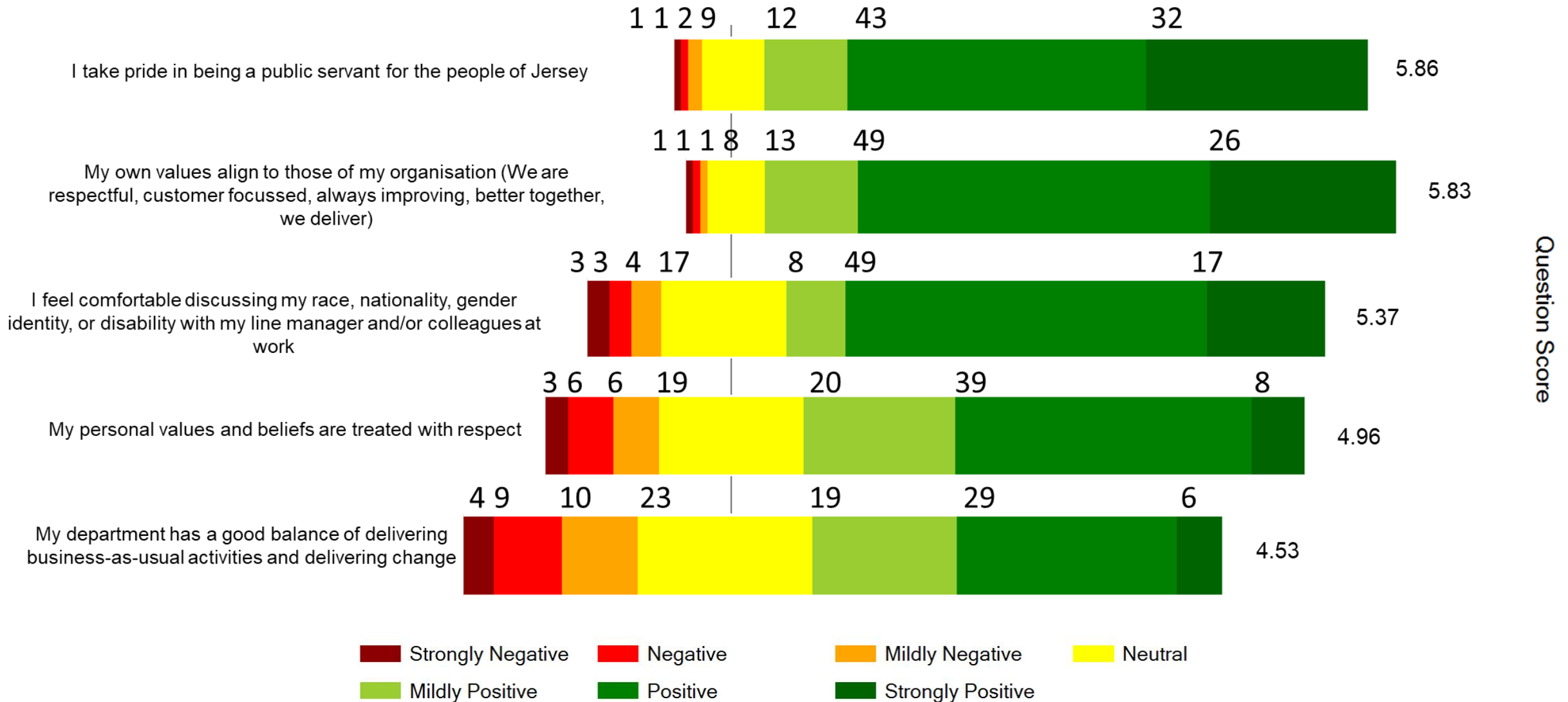
Fair Deal



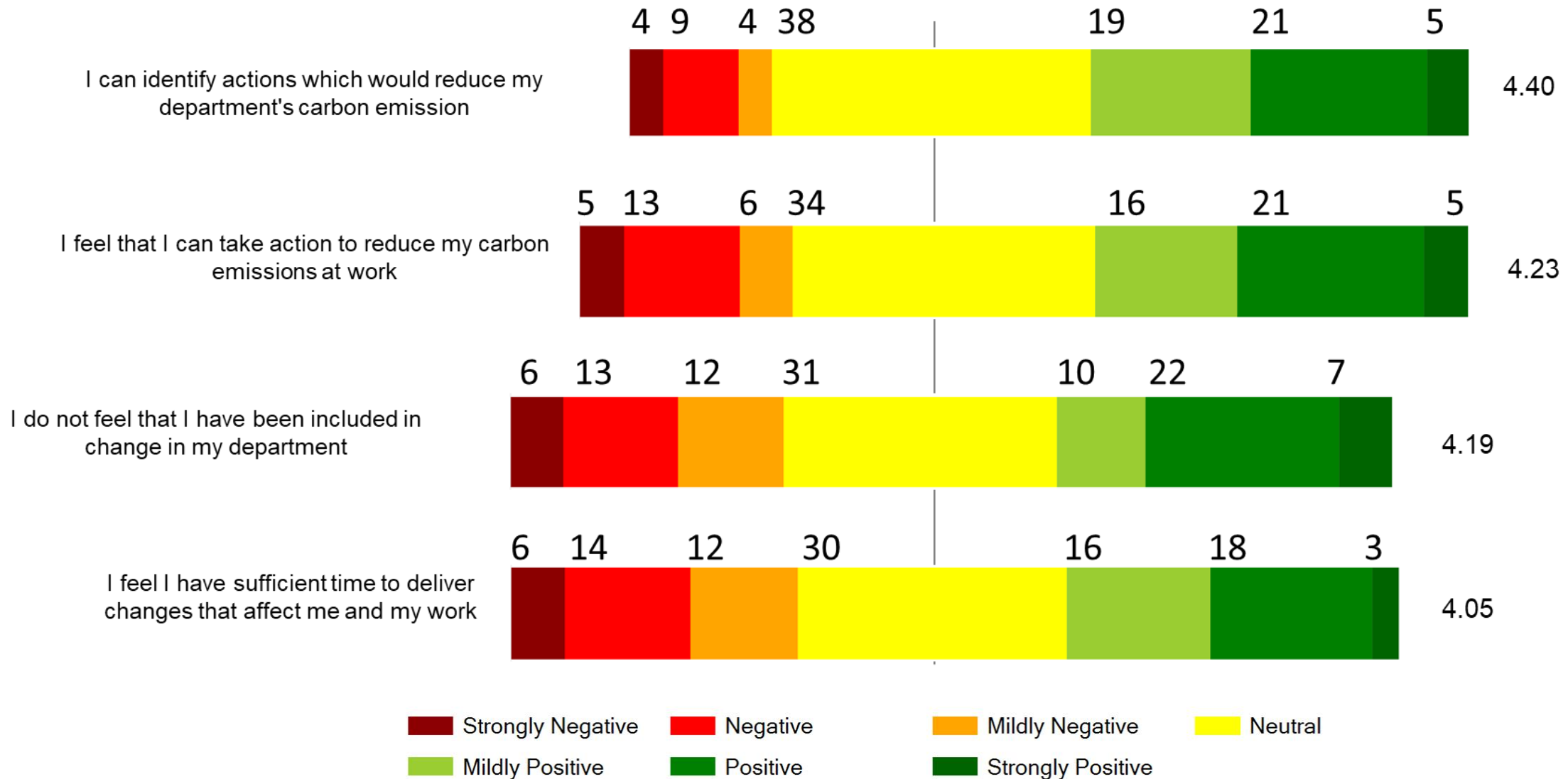
Giving Something Back



Bespoke (1 of 2)



Bespoke (2 of 2)



Question Score