# 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


HIGH MENTAL ACTIVATION


## 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
- $61 \%$ 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

## Justice and Home Affairs



- The BCl 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

OTW is Good

* is Very Good
$\star \star$ is Outstanding
$\star \star \star$ is World Class


## 8 Factors of Engagement

## Justice and Home Affairs

- 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



## Leadership



## My Company



## My Manager (1 of 2)



## My Manager (2 of 2)



## Personal Growth



## My Team



## Wellbeing



## Fair Deal

I am paid fairly for the work I do relative to people in similar positions in similar organisations


I am paid fairly for the work that I do relative to others within this organisation

I feel I receive fair pay for the responsibilities I have in my job

I am happy with the pay and benefits I receive in this job


## Giving Something Back



## Bespoke (1 of 2)

I take pride in being a public servant for the people of Jersey 1129 43 32

My own values align to those of my organisation (We are respectful, customer focussed, always improving, better together, we deliver)

I feel comfortable discussing my race, nationality, gender identity, or disability with my line manager and/or colleagues at work


## Bespoke (2 of 2)



