



2023 BeHeard Survey

Justice and Home Affairs

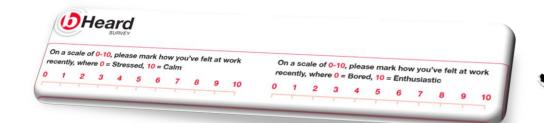
Presented July 2023

Organisation Effectiveness Team (P&CS), Cabinet Office



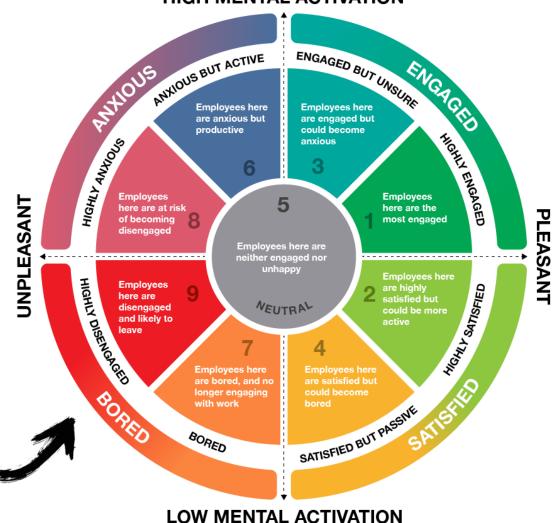
Overview

- 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

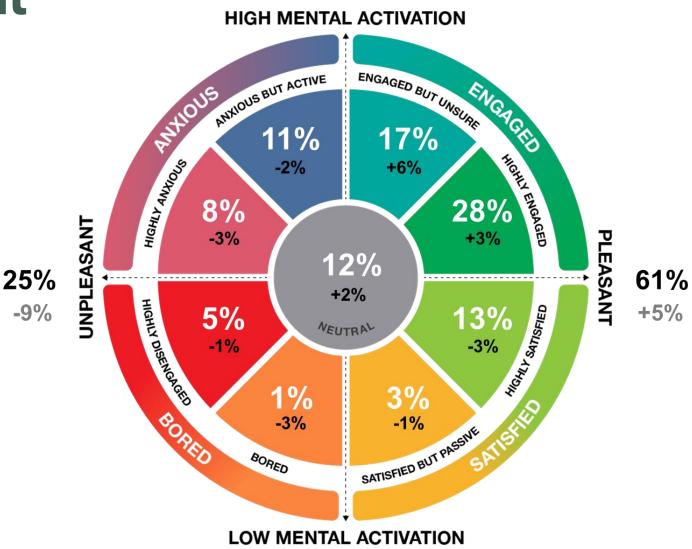




Employee Engagement

Justice and Home Affairs

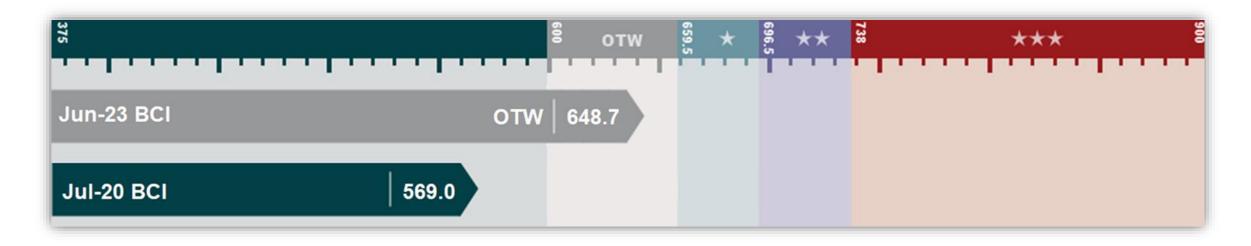
- The engagement chart is based on two additional questions from the survey
- The questions measured how stressed or calm and how bored or enthusiastic colleagues felt
- 61% of respondents within JHA reported an overall pleasant experience in the workplace – a 5% increase since 2020
- This chart is not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





OUR PEOPLE

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
- 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

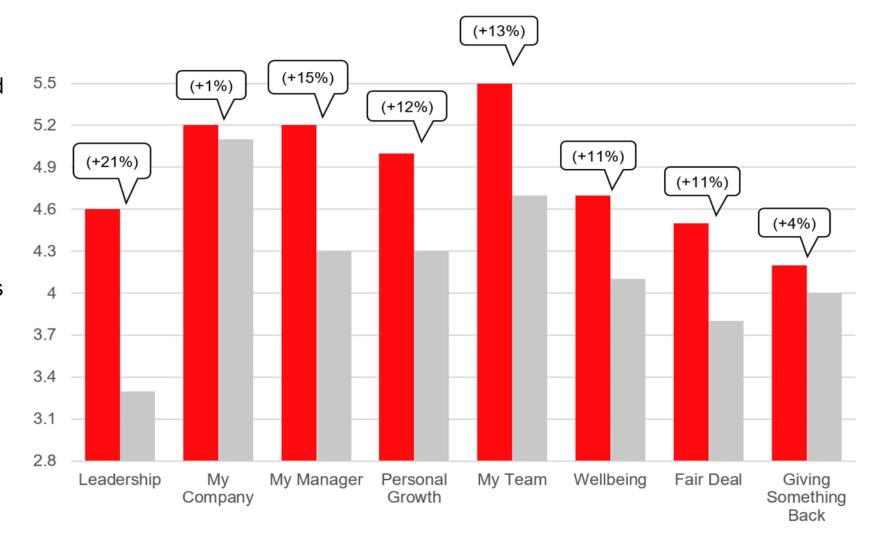
★★★ is World Class





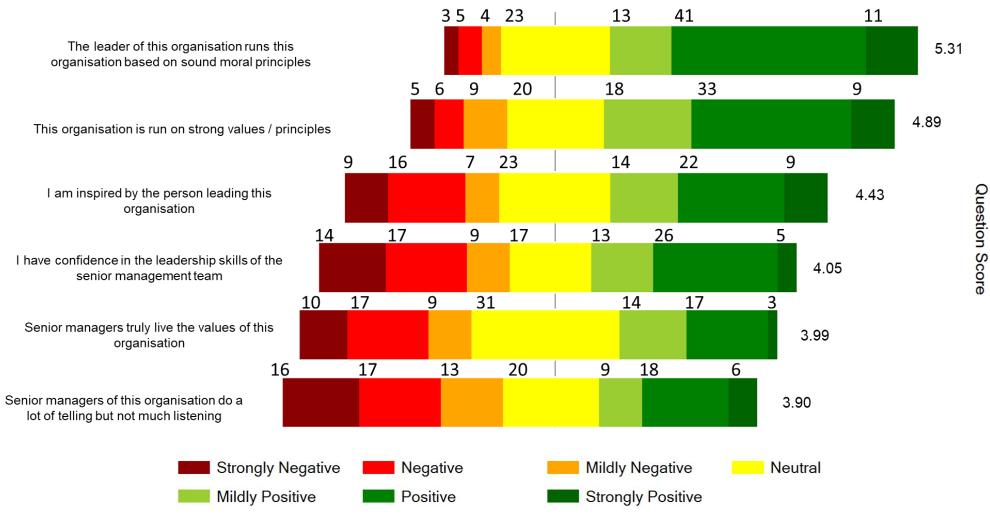
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- The 8 factor scores are based on the core 24 statements in the survey
- Each factor is scored on a scale of 1 to 7
- The chart shows 2023 scores compared against the 2020 survey scores



Leadership

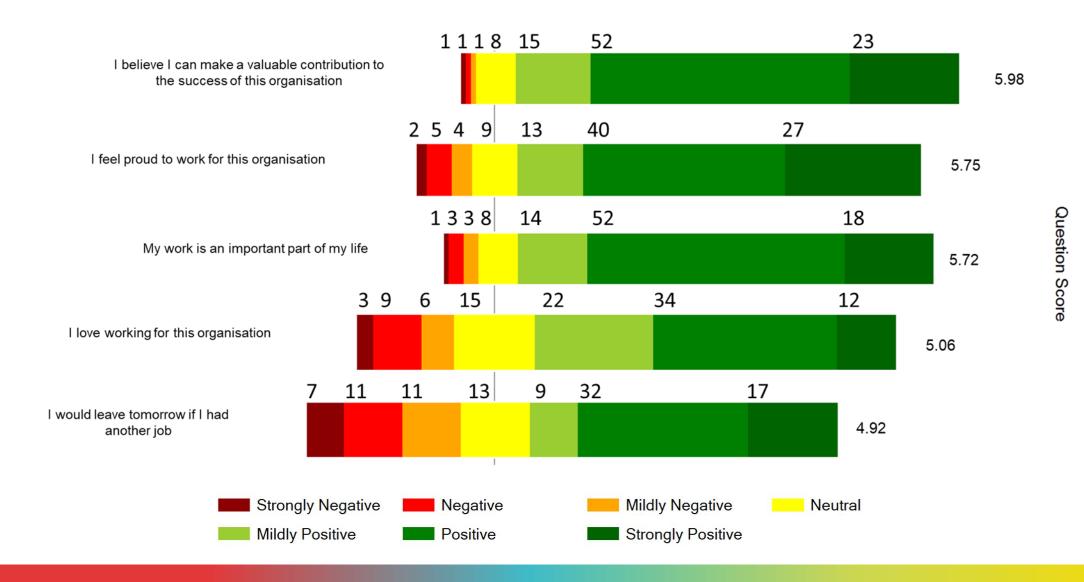




Leadership questions related to the Head of each Directorate Senior Managers questions related to the Senior Management Team

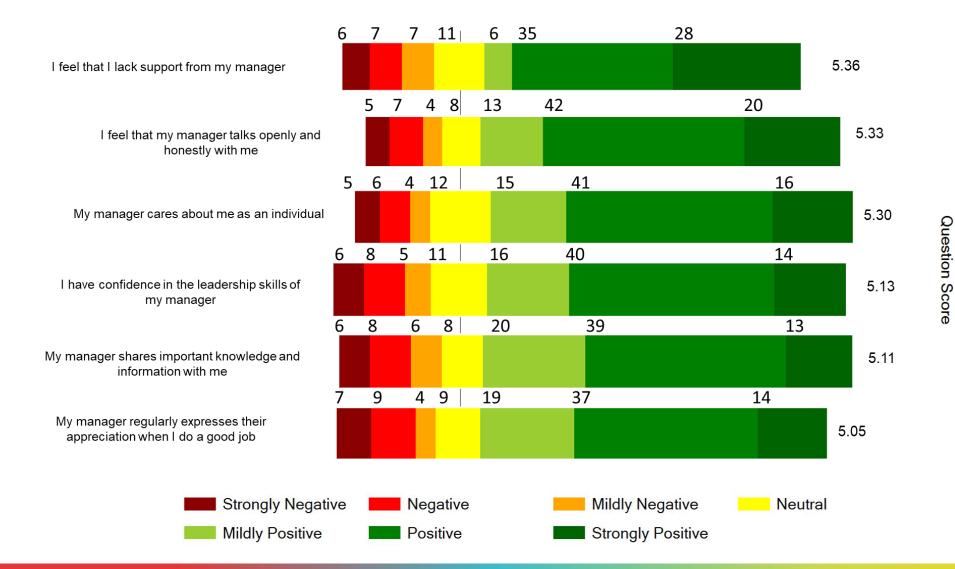
My Company





My Manager (1 of 2)





My Manager (2 of 2)



Question Score

My manager does a lot of telling but not much listening

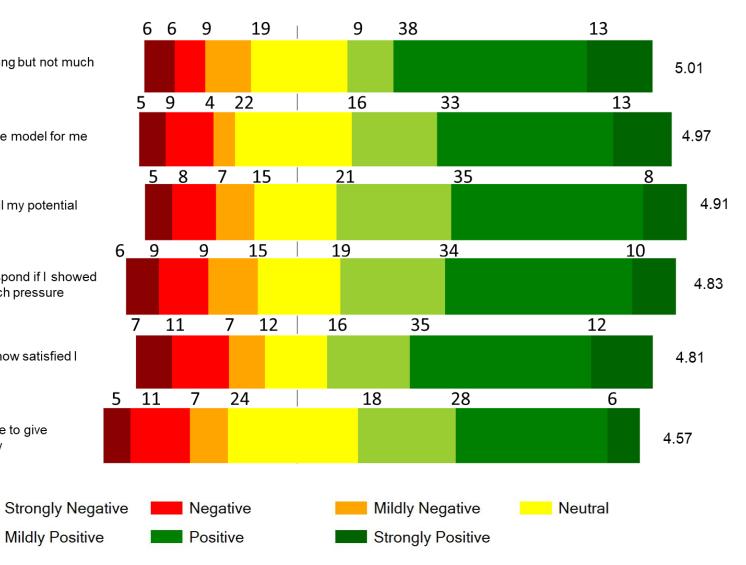
My manager is an excellent role model for me

My manager helps me to fulfil my potential

My manager would be quick to respond if I showed signs of being under too much pressure

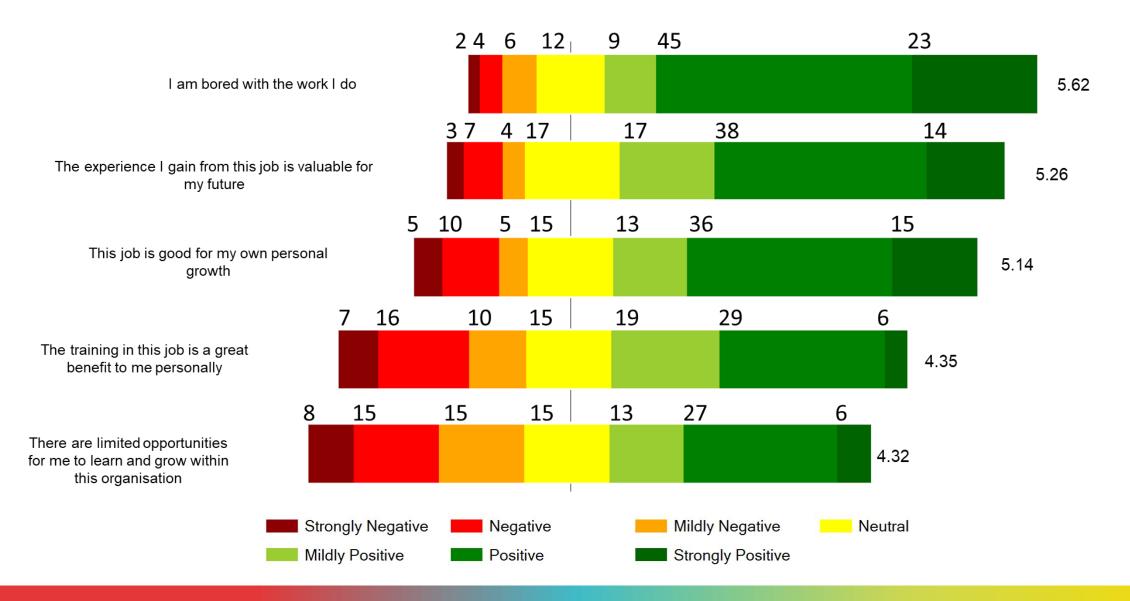
My manager cares about how satisfied I am in my job

My manager motivates me to give my best every day



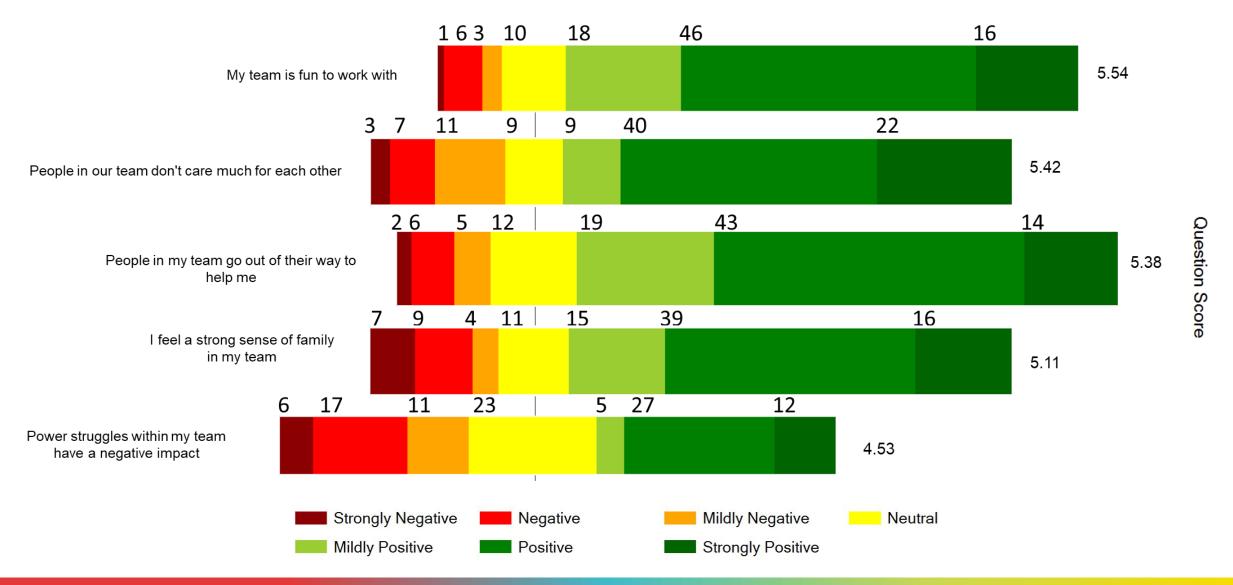
Personal Growth





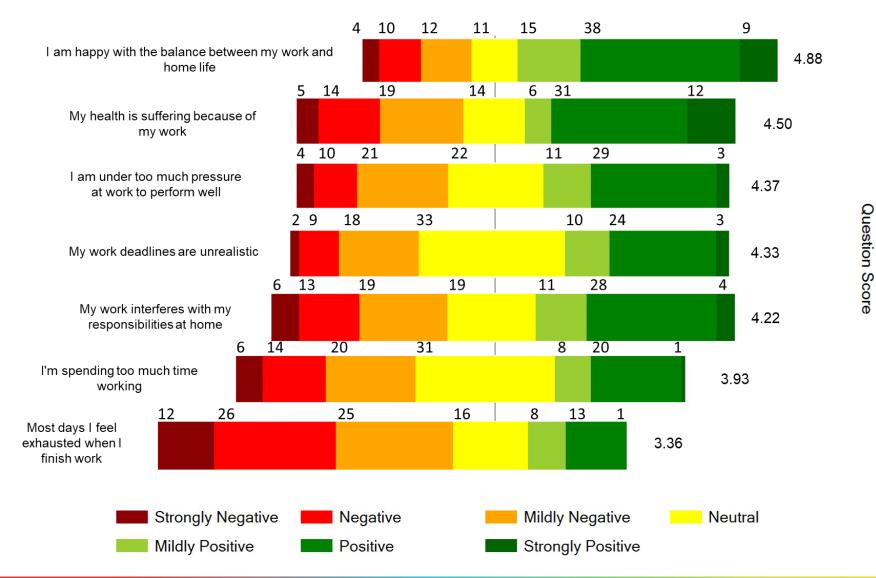
My Team





Wellbeing

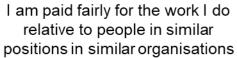




Fair Deal



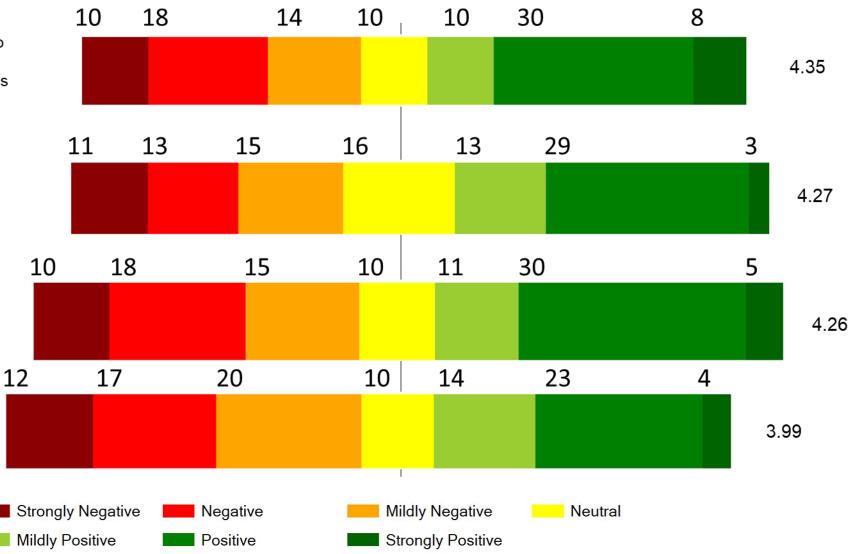
Question Score



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

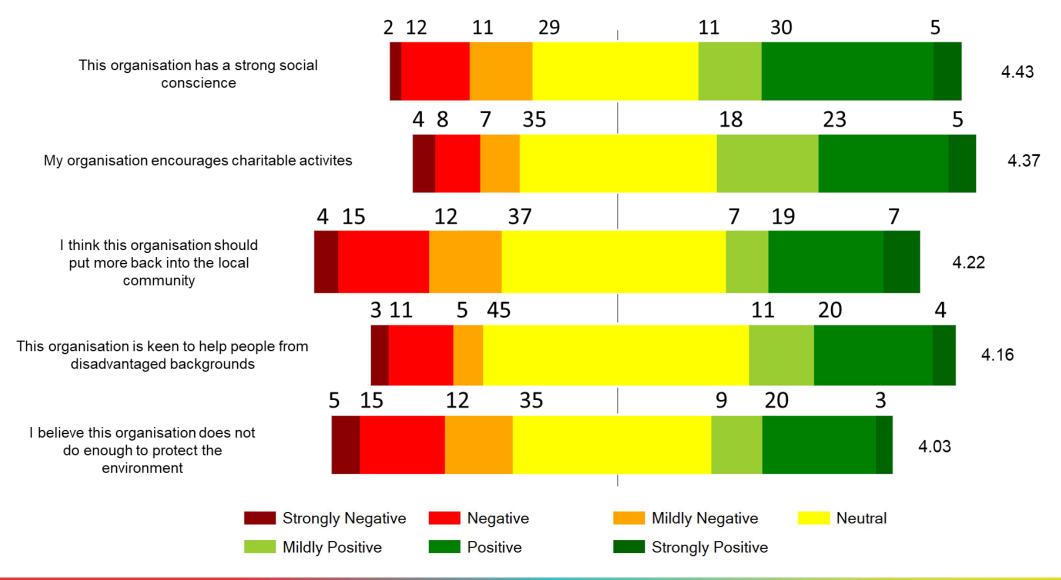
I feel I receive fair pay for the responsibilities I have in my job

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



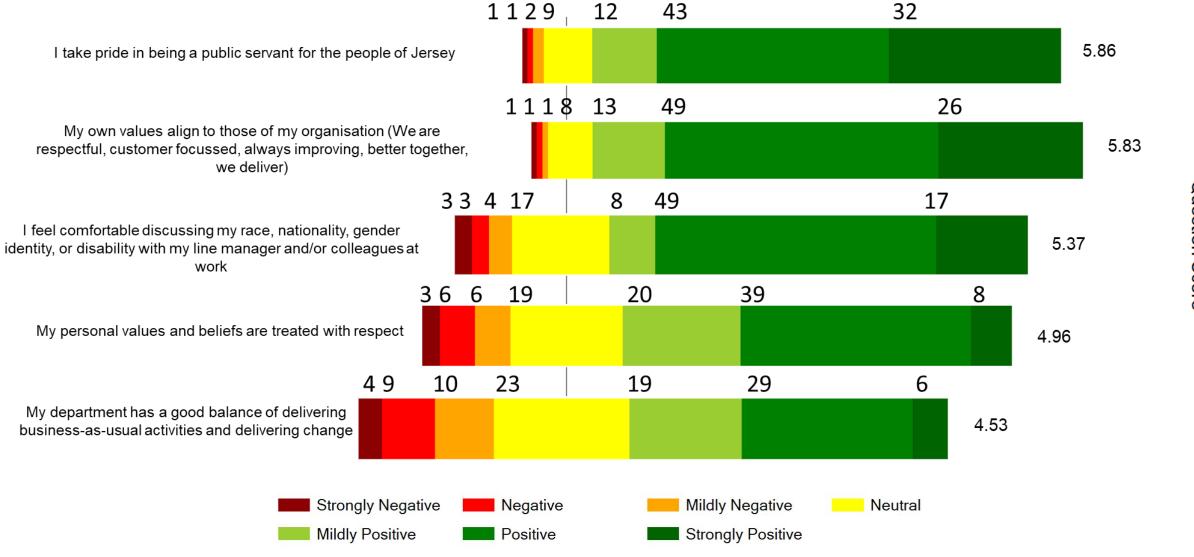
Giving Something Back





Bespoke (1 of 2)





Bespoke (2 of 2)



