

Be Heard survey results

Treasury and Exchequer

February 2021

Engagement Levels



People find the working environment stimulating
HIGH MENTAL ACTIVATION



LOW MENTAL ACTIVATION
People find the working environment unchallenging

The Be Heard survey provides us with lots of rich information and detail about how you feel. And it focuses on working out what our employee engagement levels are. This is because:

When people are engaged they feel connected to each other and to the aims of the organisation they work for. They believe in a shared purpose and feel they play an important part in fulfilling it.

An engaged workforce is more motivated and productive because people take pride in what they're doing and have faith in those around them. This leads to better working relationships, greater collaboration and ultimately a more successful organisation.

The diagram on the left shows the additional information on the level of engagement among our people. There are nine groups, ranging from people who are highly engaged, to people who are bored and disengaged.

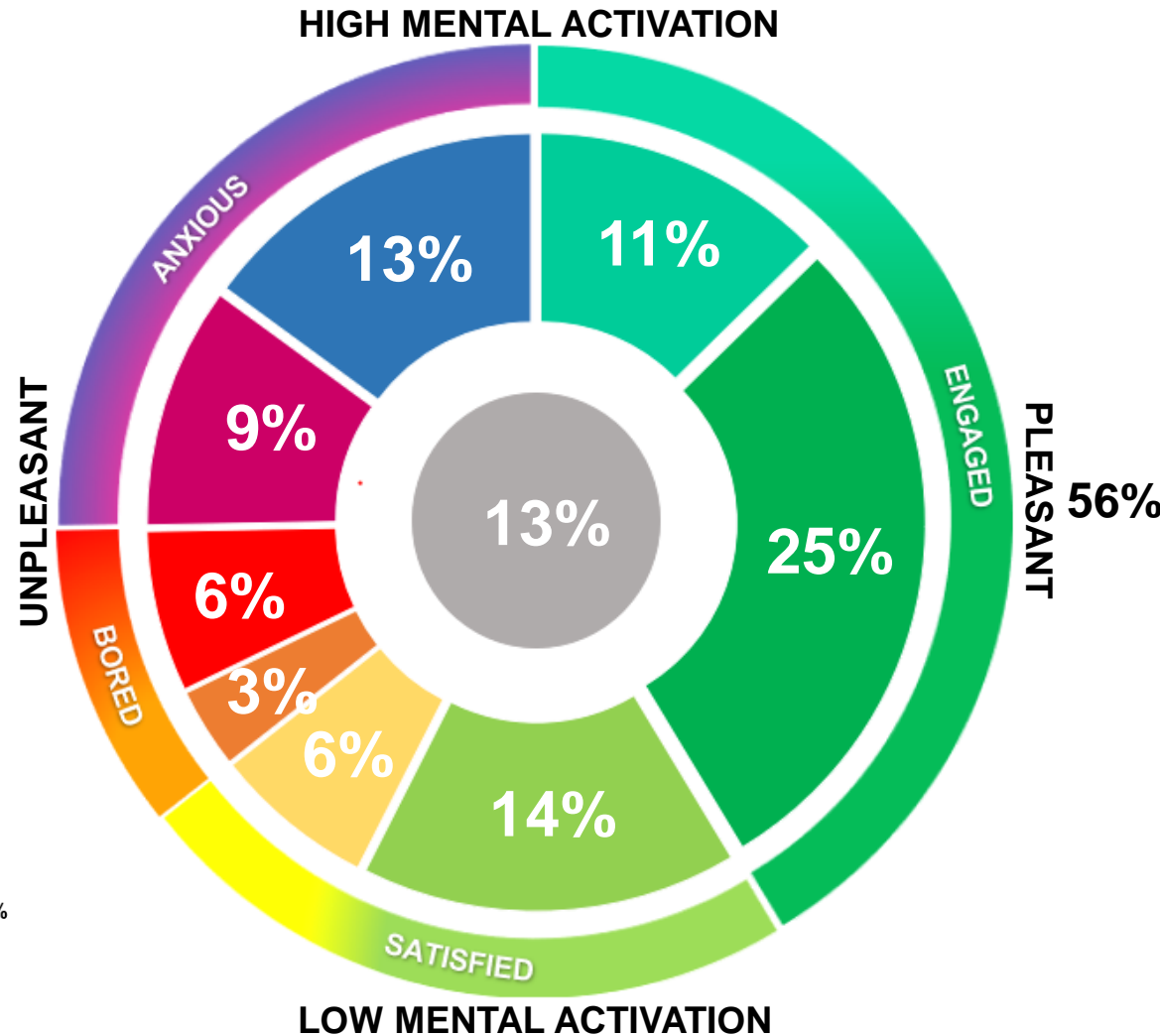
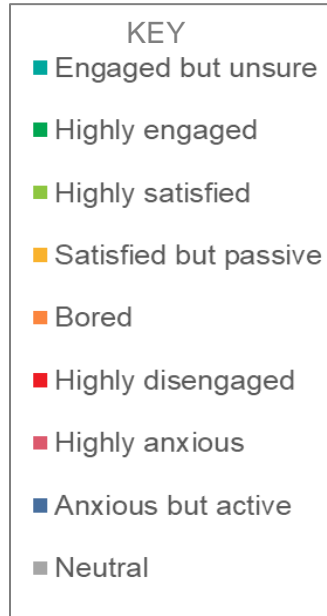
Treasury and Exchequer Overall Engagement Results



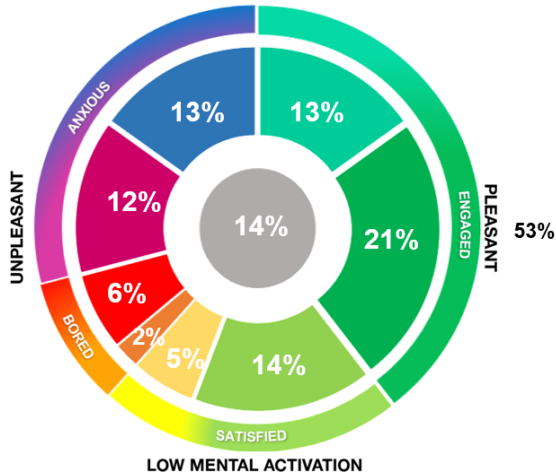
Our overall employee engagement figure is **56%** and our response rate was **79%** which compares favourable to the 56% response rate of GoJ overall.

The survey was conducted as we emerged from living and working through the first wave of the Covid-19 pandemic, so this engagement score is understandable.

The diagram on the left shows us that 56% (the green and yellow areas) are engaged. It suggests that 35% of our people are telling us they need more support or information. It also tells us that 9% of our employees are bored or disengaged.



GoJ Overall Engagement Results



The Be Heard survey is based on 8 factors of engagement



My Manager highlights that people work for people. A good manager will talk with confidence about the direction and vision of the organisation, take an interest in the personal growth of their people and build effective teams.



Leadership is a prime influence on employee engagement. Leadership needs to drive forward change while creating a balance between work and personal life.



My Company measures how much people value the company they work for, how proud they are to work there, and whether they feel they're making a difference.



Personal Growth tells us if people feel challenged in their jobs, if they feel their skills are used to the full and if they feel there are opportunities to advance.



My Team is important as friendship and support from your workmates can make all the difference to your day. And as any good employer knows, team spirit fosters productivity.



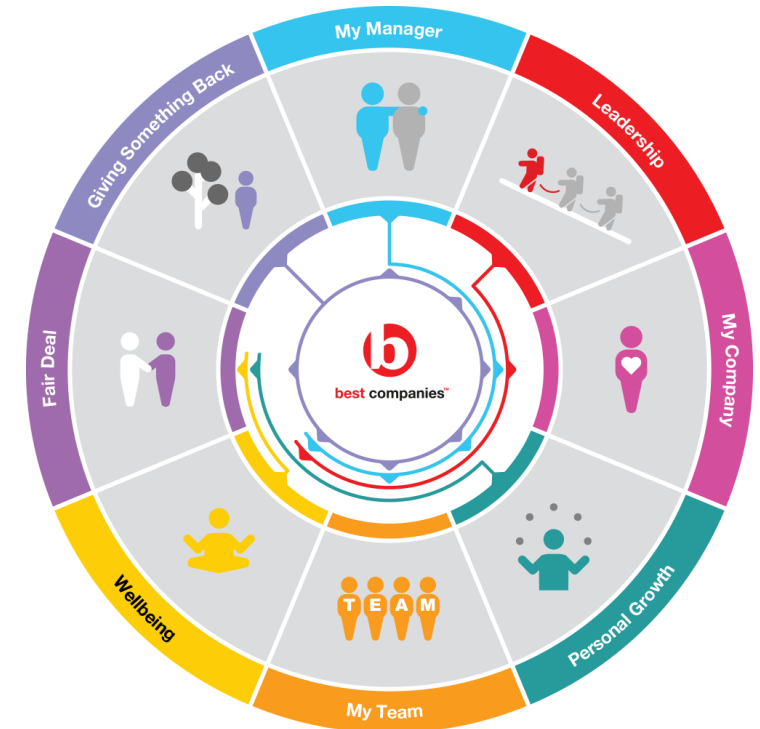
The balance between work and home life - the famous "work/life ratio" - is vitally important. **Wellbeing** measures stress and pressure and their impact on your health and performance.



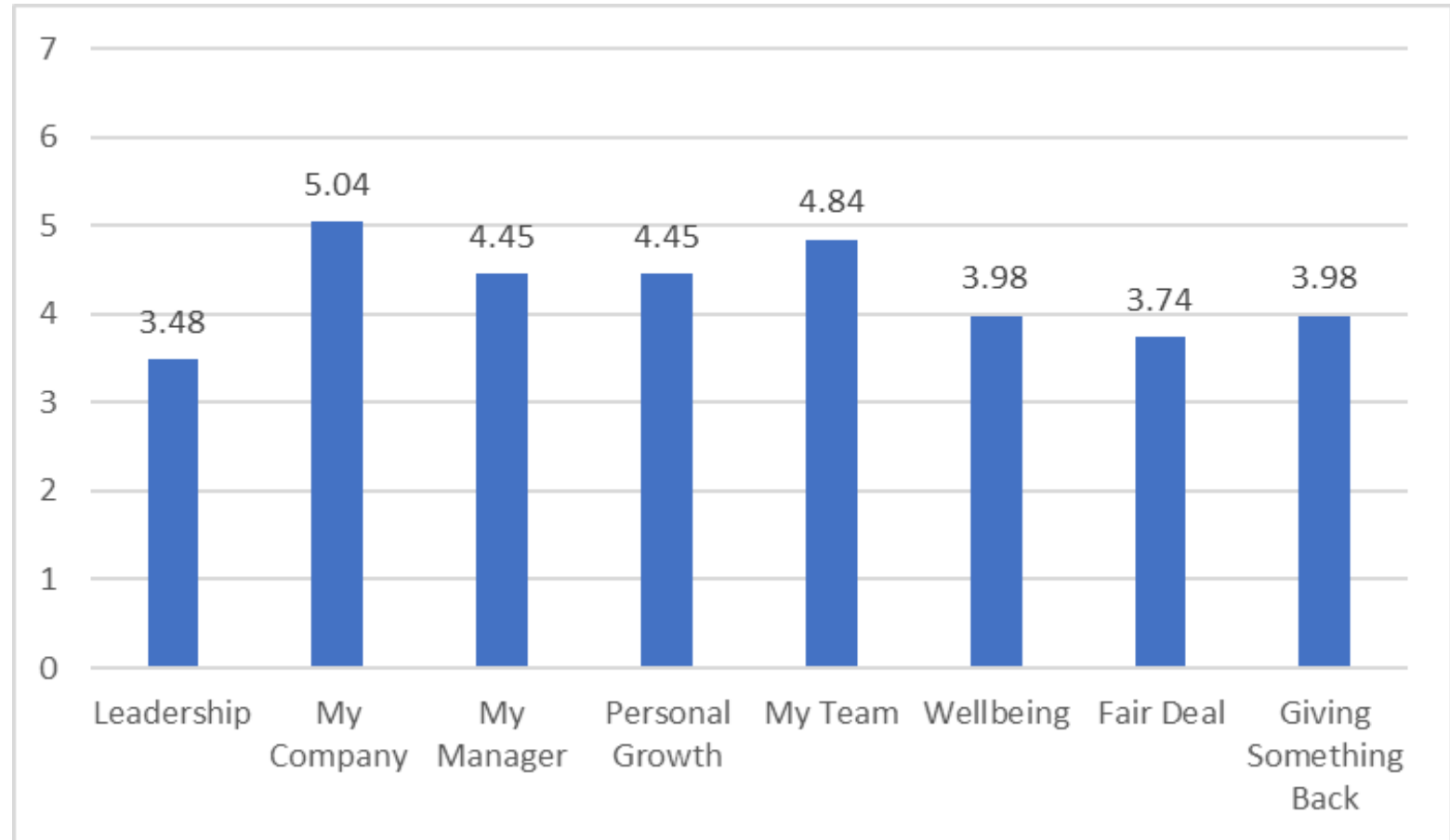
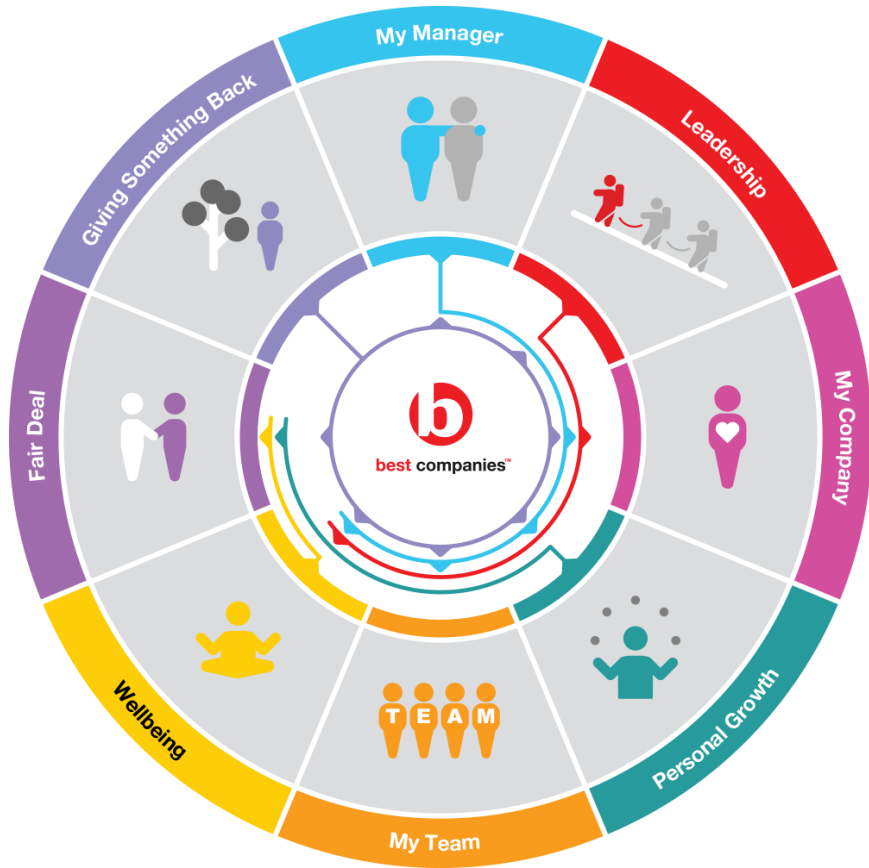
Fair Deal tells us whether people feel they feel the organisation values them and whether they feel pay and benefits compare well with those of counterparts in similar organisations.



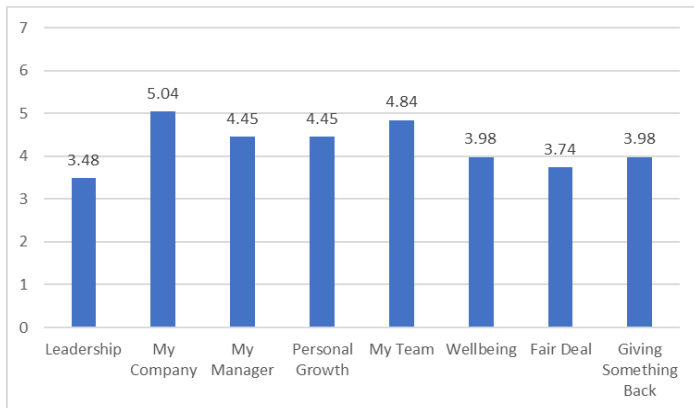
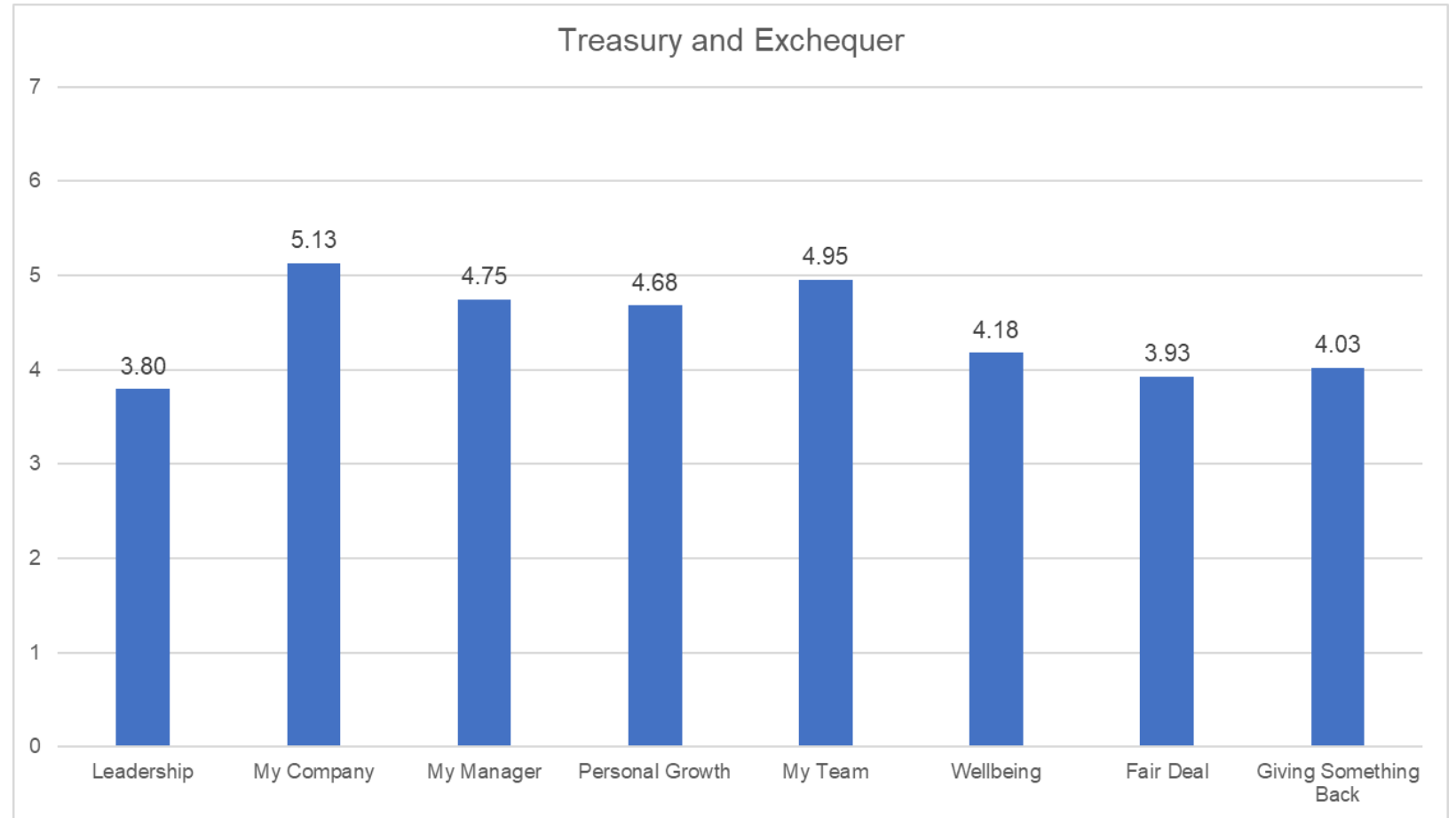
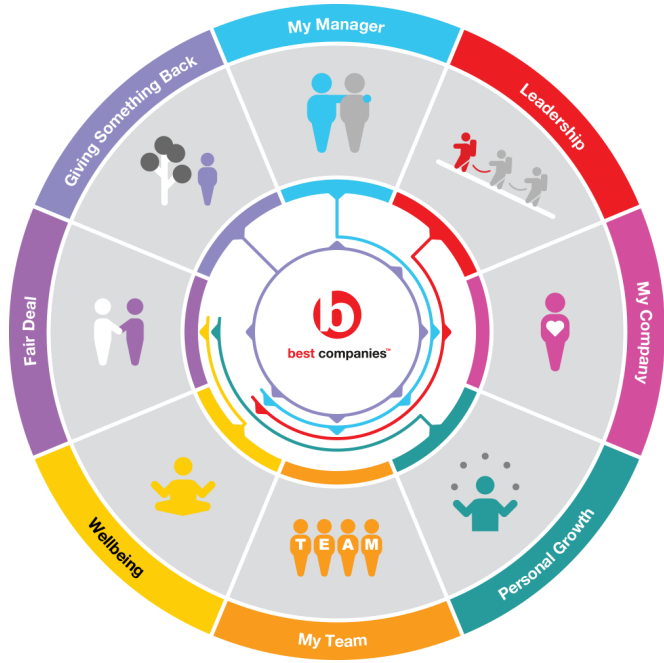
Giving Something Back or giving back to the local and wider community involves how we think about the environment and we think profit and budget concerns are the only things driving the organisation.



Overall Government of Jersey results by engagement factor



Treasury and Exchequer results by engagement factor



Overall Government of Jersey results by engagement factor

T and E Results: Top 15 most highly correlated questions



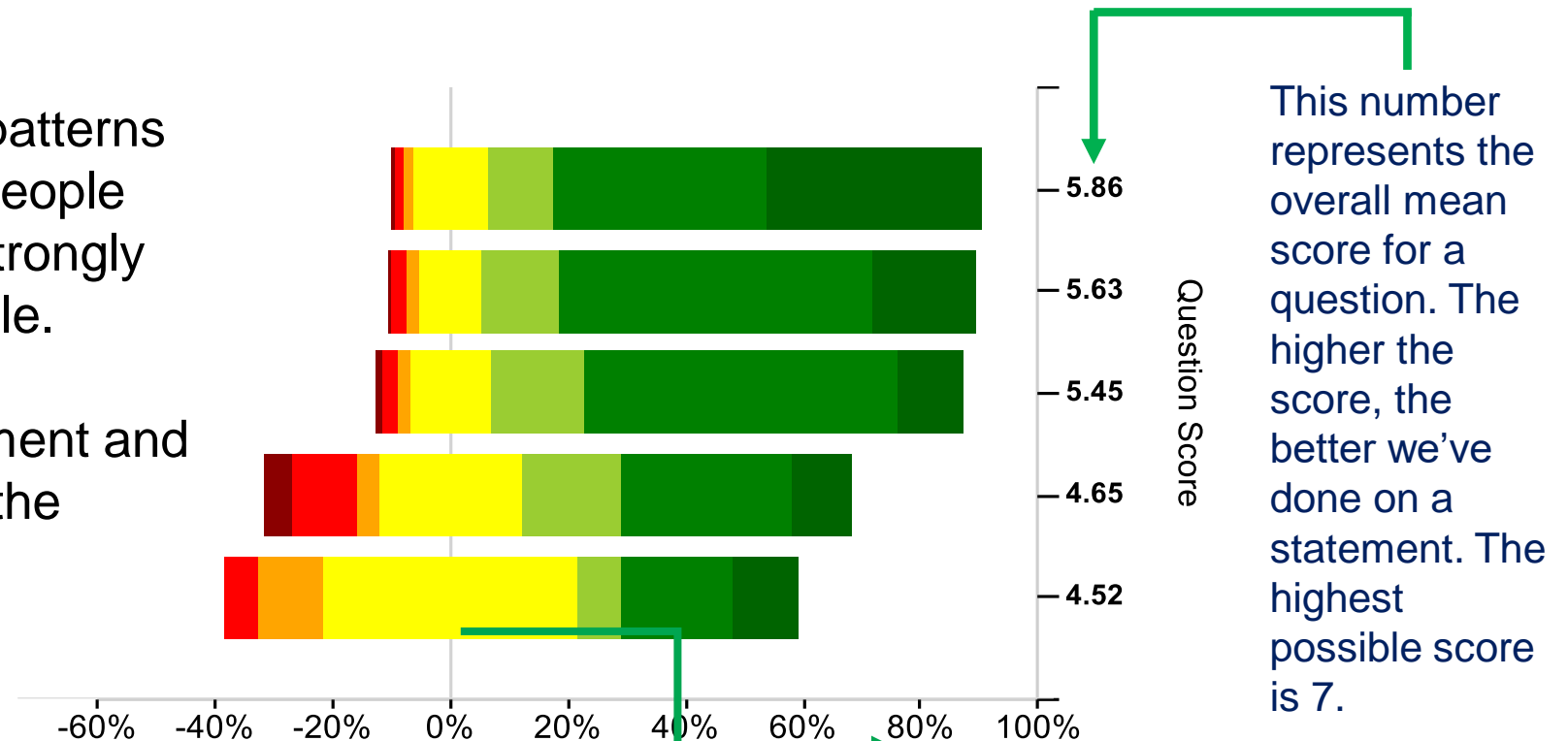
Most highly correlated questions	Pearson Correlation	Key
I have confidence in the leadership skills of the senior management team	0.725	Managerial Engagement
I would leave tomorrow if I had another job	0.723	Organisational Clarity
This job is good for my own personal growth	0.717	Personal Growth & My Company Questions
I feel proud to work for this organisation	0.685	
I am excited about where this organisation is going	0.681	
Senior managers truly live the values of this organisation	0.681	
My manager is an excellent role model for me	0.680	
Senior managers of this organisation do a lot of telling but not much listening	0.680	
This organisation is run on strong values / principles	0.674	
I have confidence in the leadership skills of my manager	0.665	
My manager would be quick to respond if I showed signs of being under too much pressure	0.659	
My manager motivates me to give my best every day	0.655	
My manager cares about how satisfied I am in my job	0.654	
My manager helps me to fulfil my potential	0.647	
Sometimes I feel that my manager takes advantage of me	0.644	

* These are the questions most correlated to engagement in T and E

Understanding our results – how to interpret heatmaps



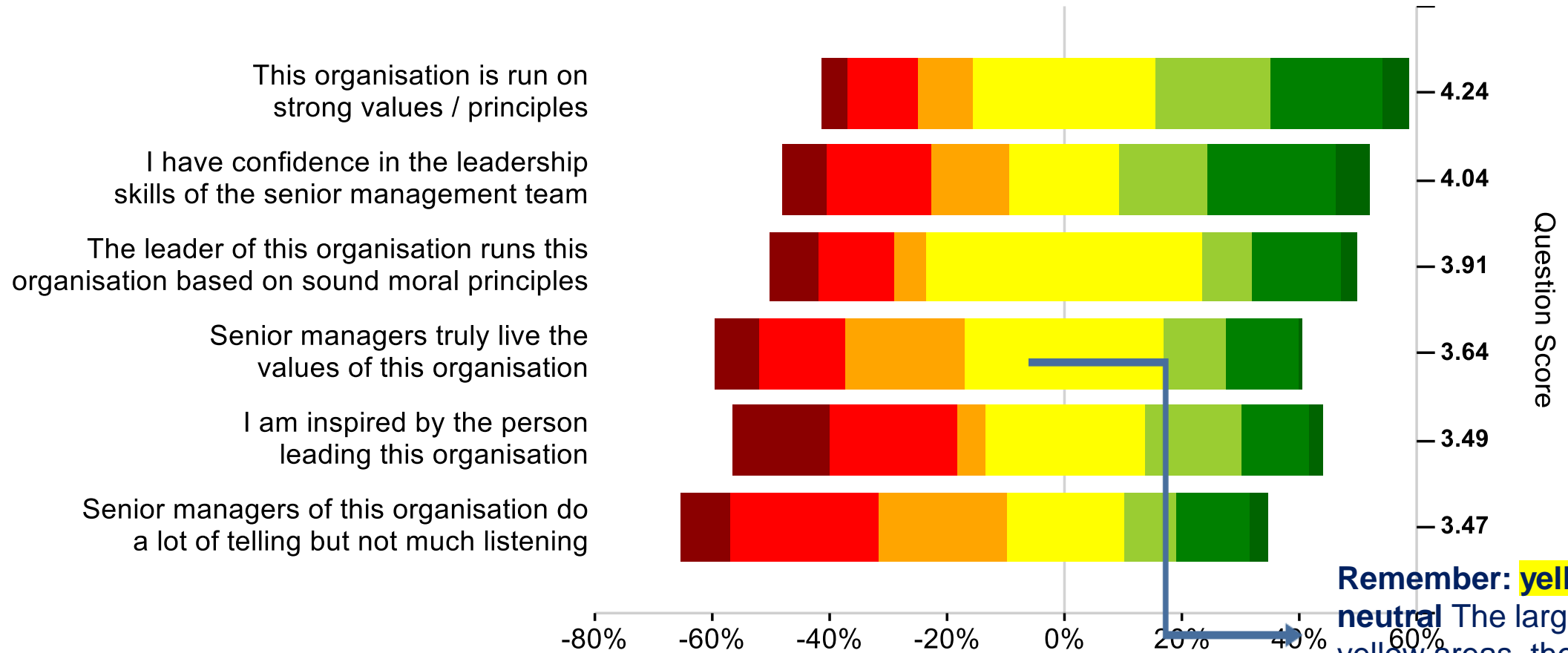
- A heatmap shows the response patterns and gives an idea of how many people responded at each point of the Strongly Positive to Strongly Negative scale.
- Red indicates areas for improvement and green is always positive (even if the statement is phrased negatively).



Strongly Negative Negative Mildly Negative Neutral
Mildly Positive Positive Strongly Positive

NB: yellow is neutral
The larger the yellow areas, the bigger the opportunity: people are telling us they want more information.

T and E results: Be Heard Survey – Leadership



■ Strongly Negative ■ Negative ■ Mildly Negative ■ Neutral
■ Mildly Positive ■ Strongly Positive

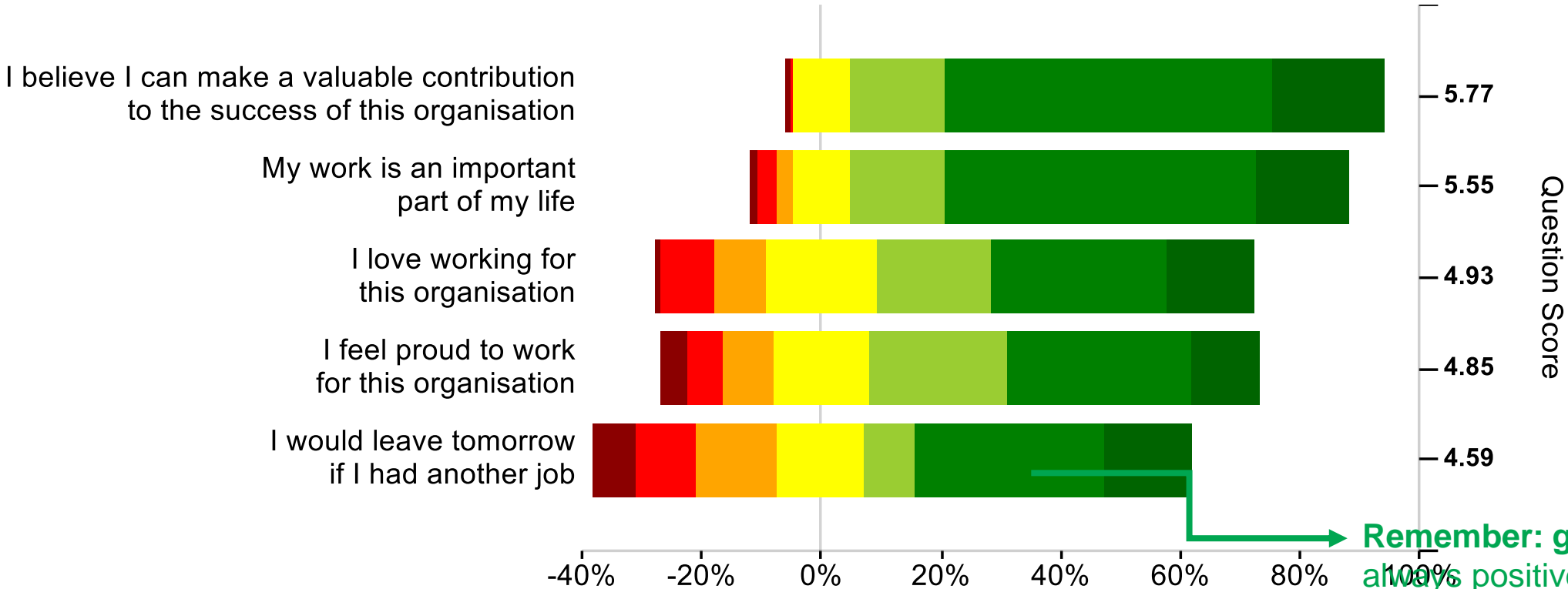
Remember: **yellow is neutral**. The larger the yellow areas, the bigger the opportunity: people are telling us they're not able to comment and would benefit from more information

* Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – My Company*



*My Company means Government of Jersey

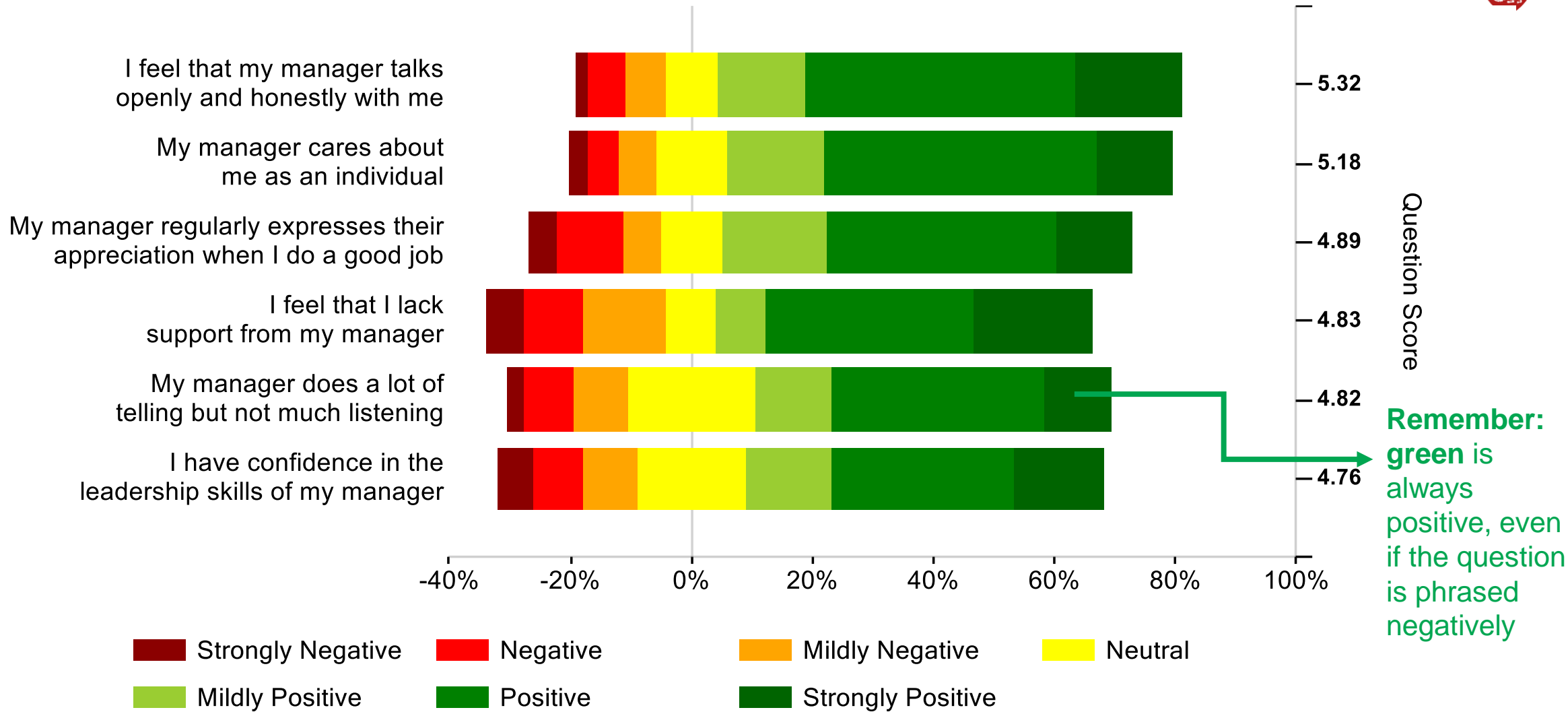


■ Strongly Negative ■ Negative ■ Mildly Negative ■ Neutral
■ Mildly Positive ■ Positive ■ Strongly Positive

Remember: green is always positive, even if the question is phrased negatively. This means more people disagreed with this statement

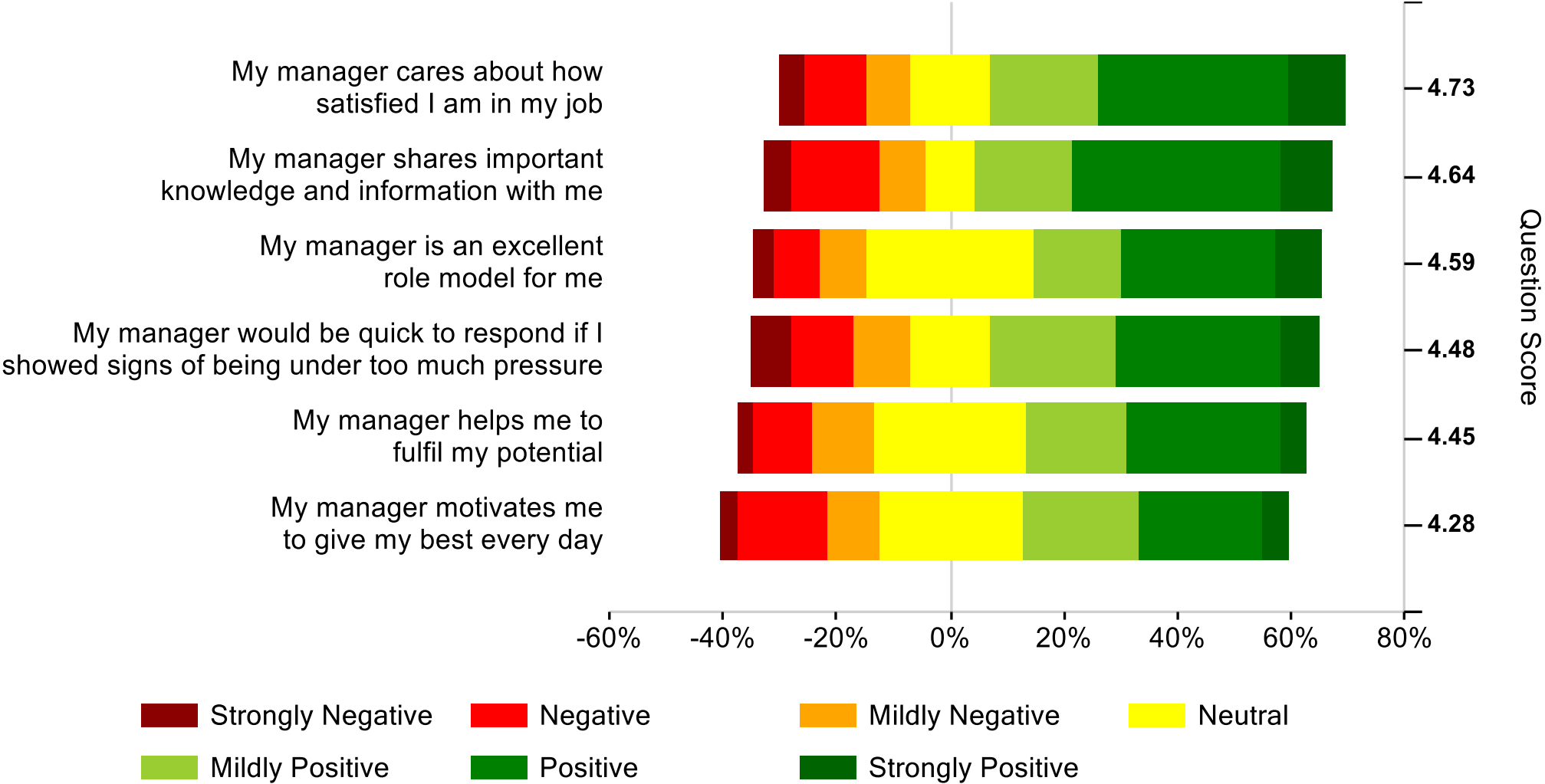
Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – My Manager (1 of 2)



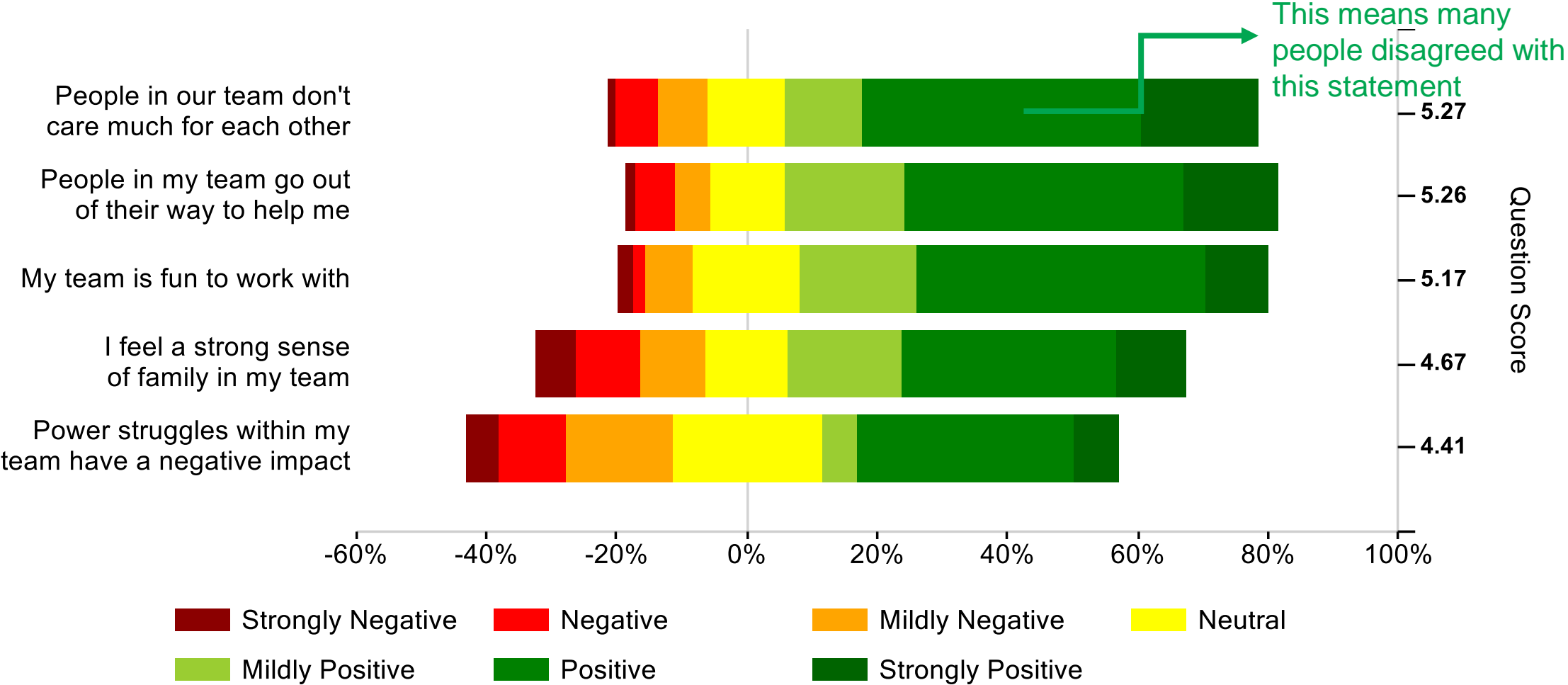
* Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – My Manager (2 of 2)



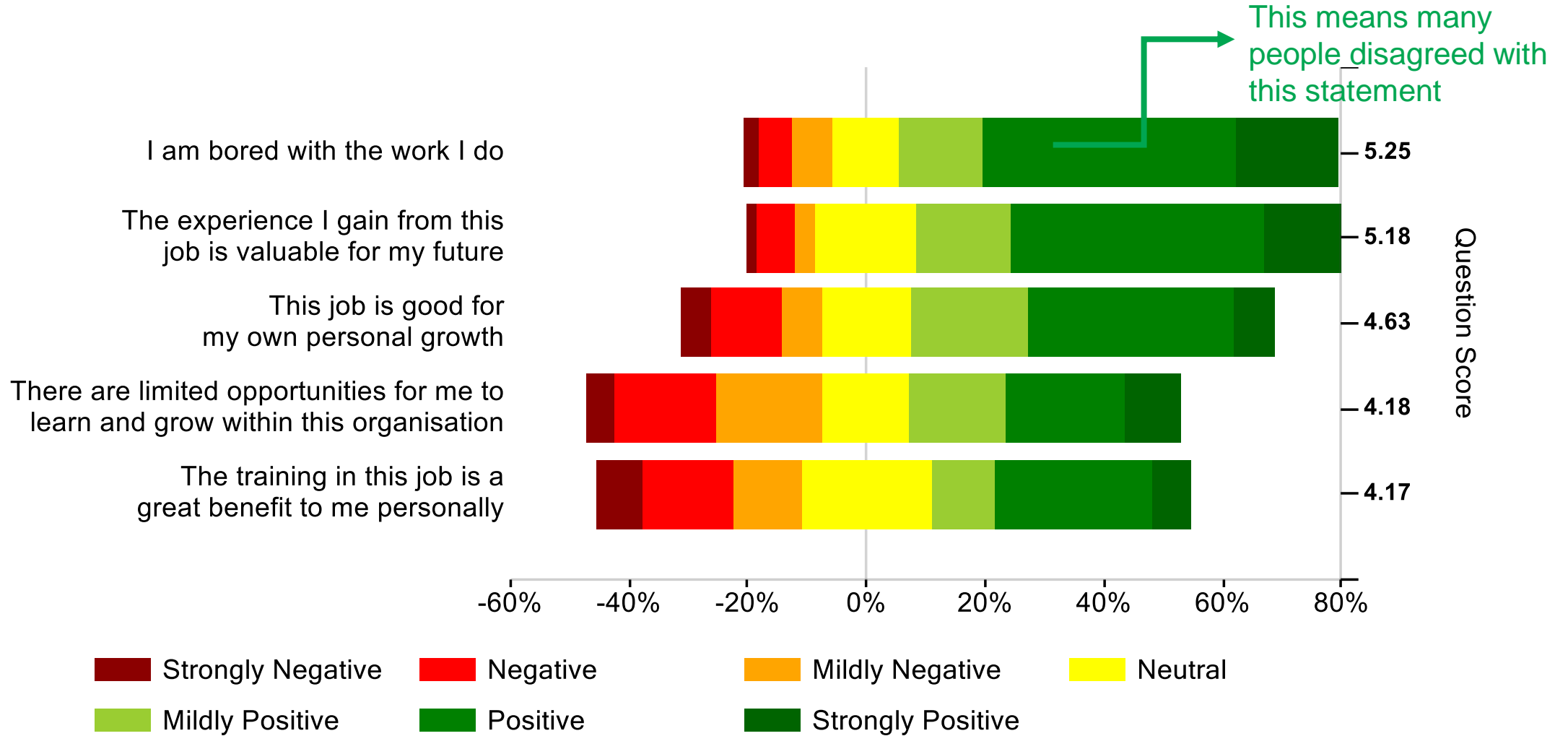
* Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – My Team



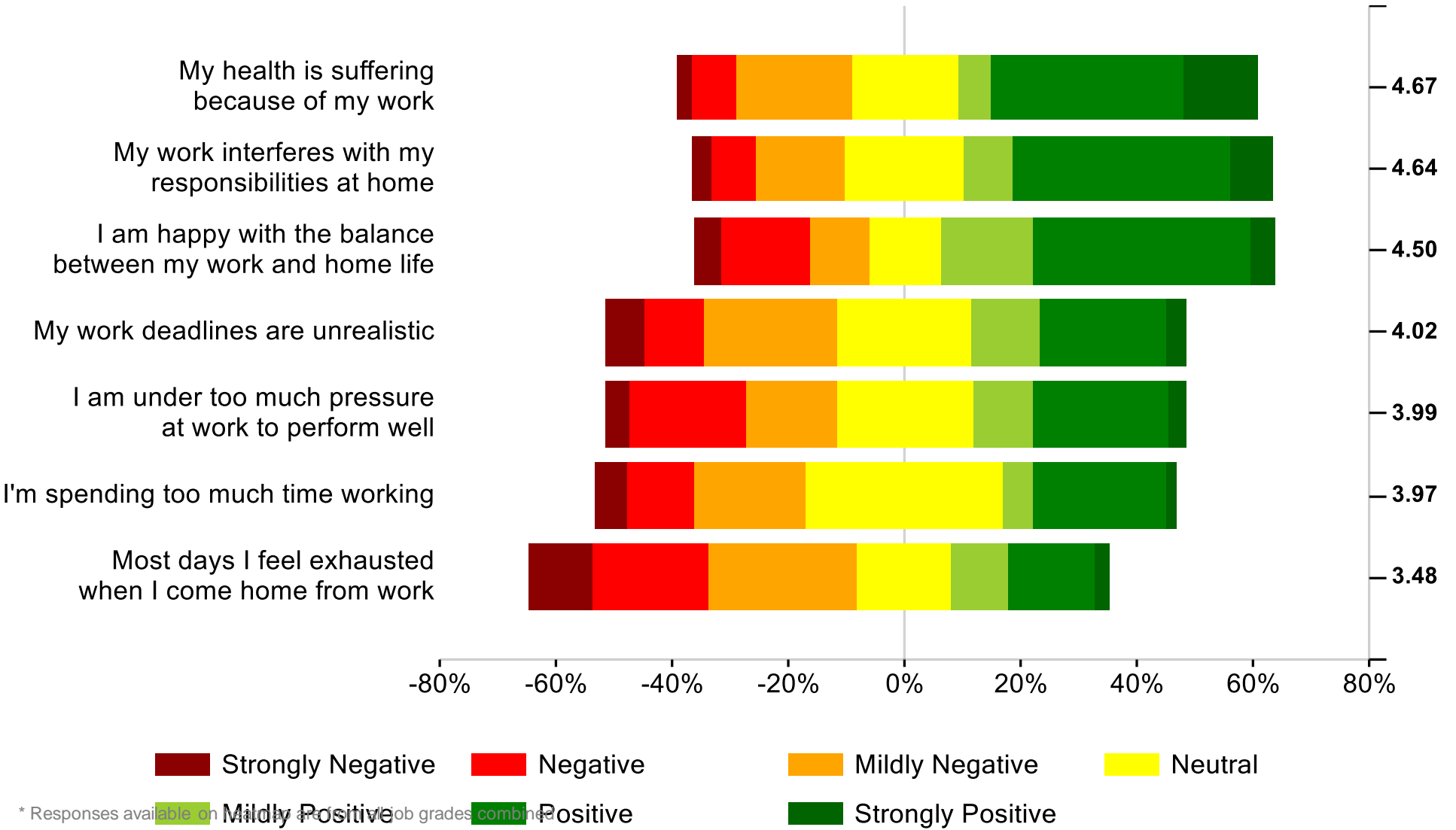
* Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – Personal Growth



* Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – Wellbeing



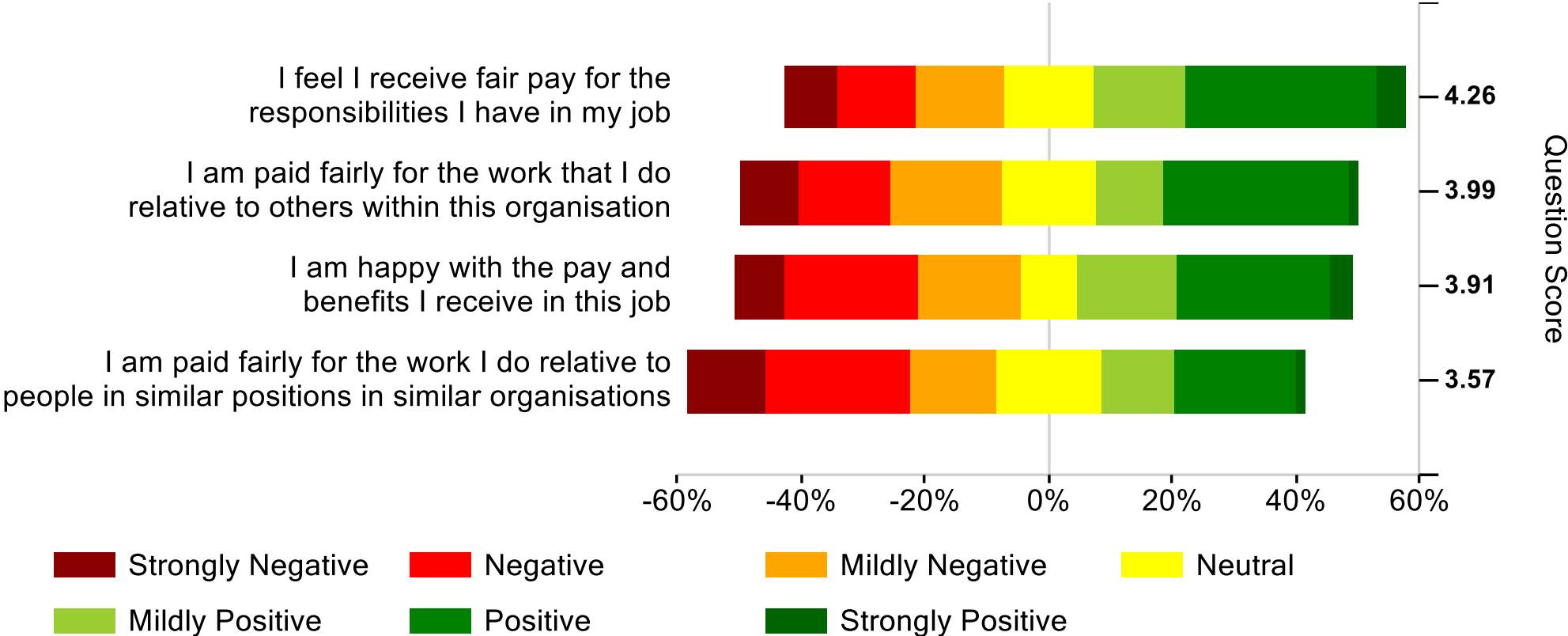
The Wellbeing scores are a reflection of how hard people have been working during this extraordinary year.

Please note that there are wide variations in the feedback that colleagues have provided about their wellbeing, depending on the types and areas of their work.

Wellbeing is a priority area of focus to help improve how colleagues feel

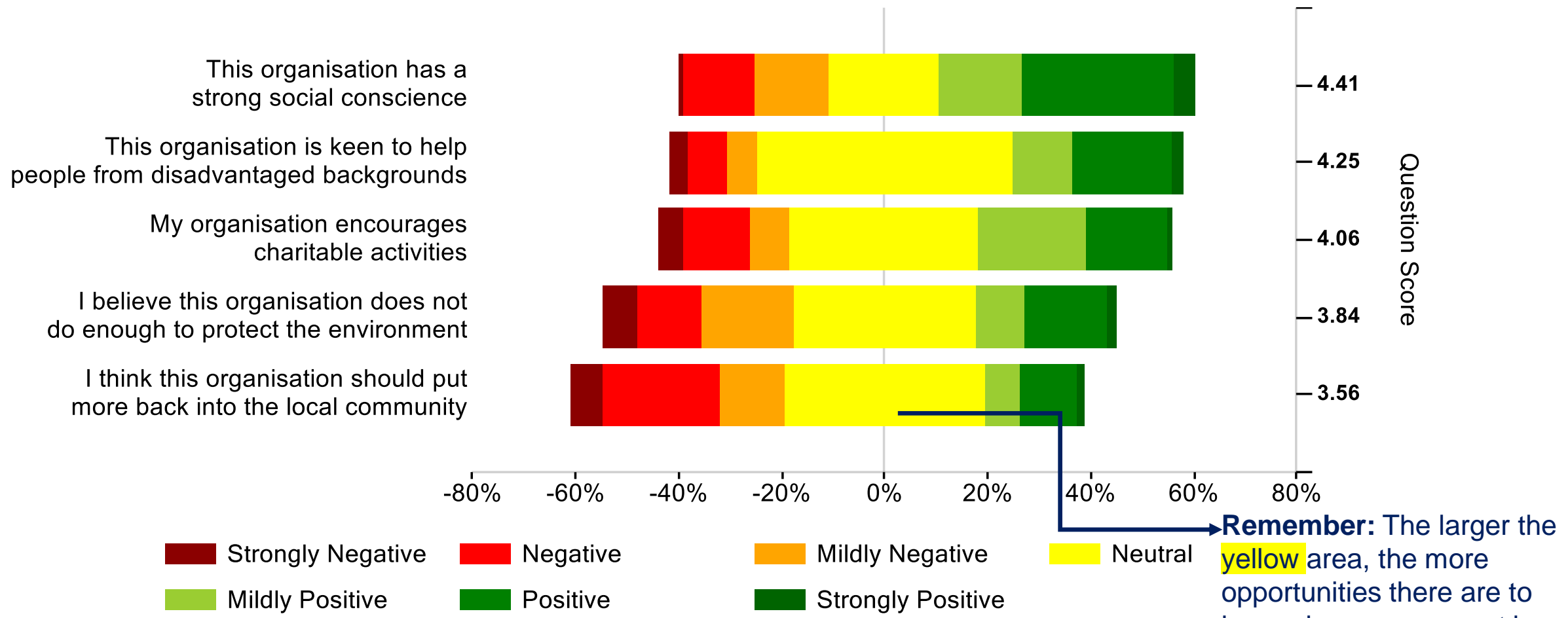
* Responses available on Mailbox are for all job grades combined

T and E results: Be Heard Survey – Fair Deal



* Responses available on heatmap are from all job grades combined

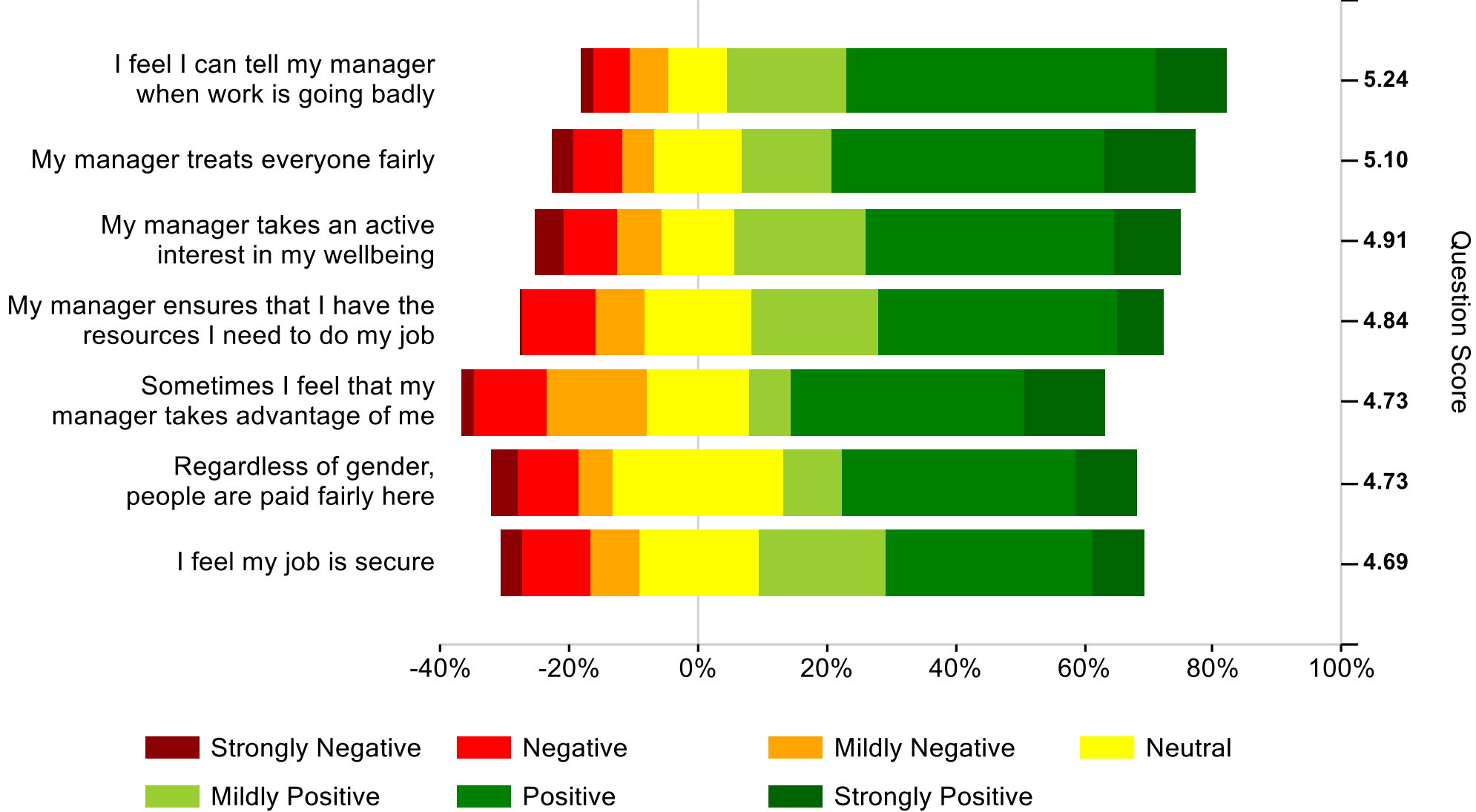
T and E results: Be Heard Survey – Giving Something back



Remember: The larger the yellow area, the more opportunities there are to improving engagement by providing more information

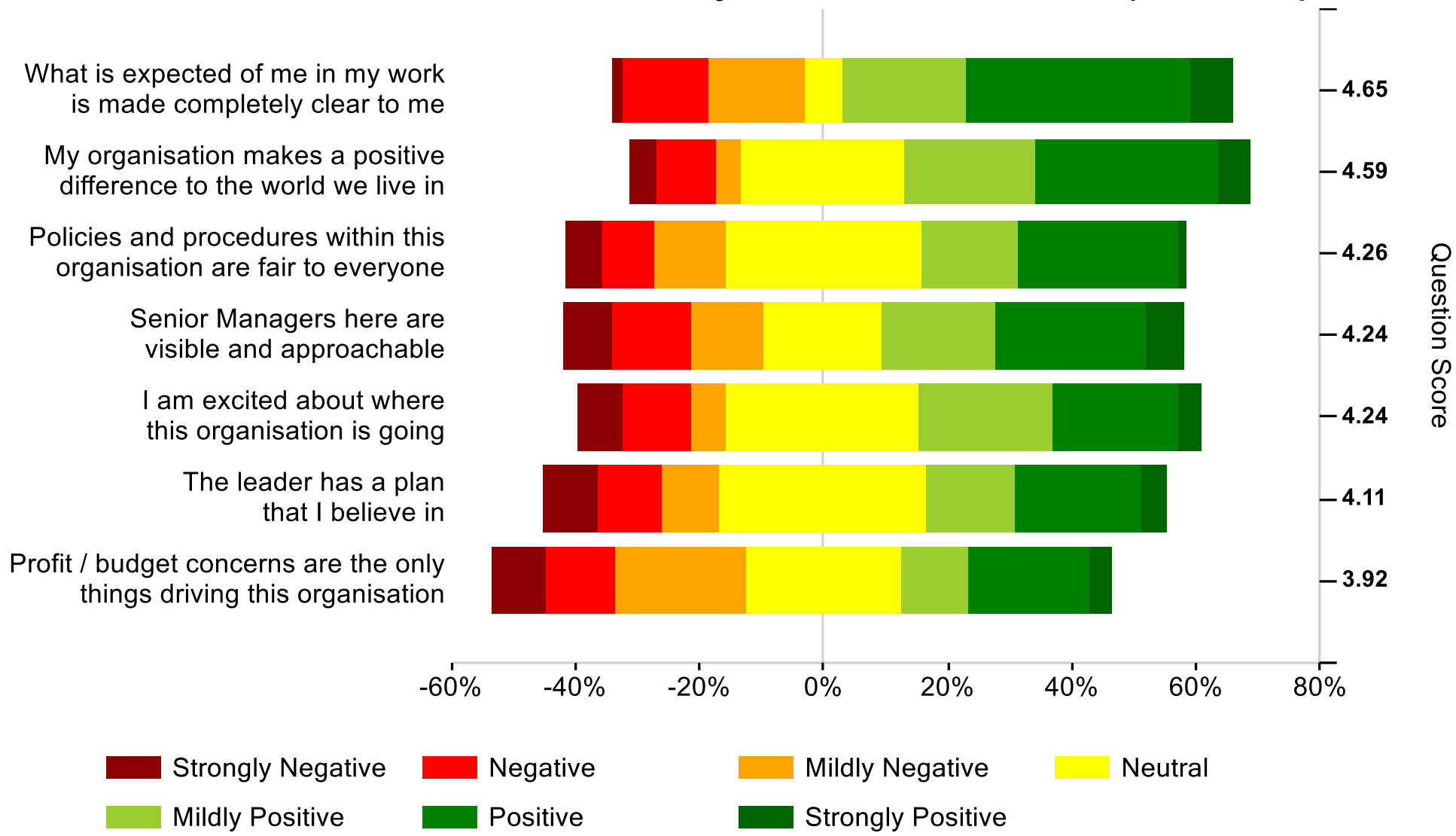
* Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – Feedback (1 of 3)



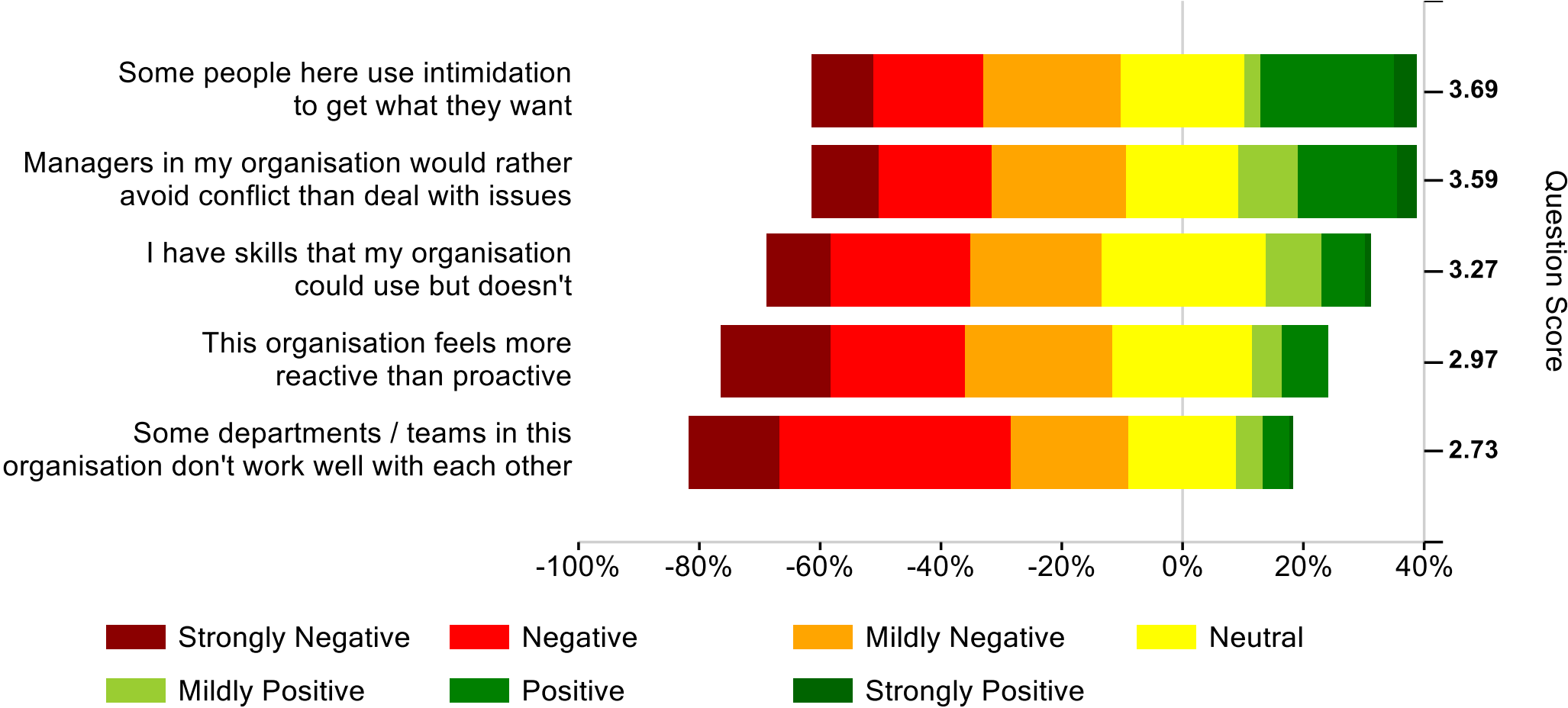
* Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – Feedback (2 of 3)



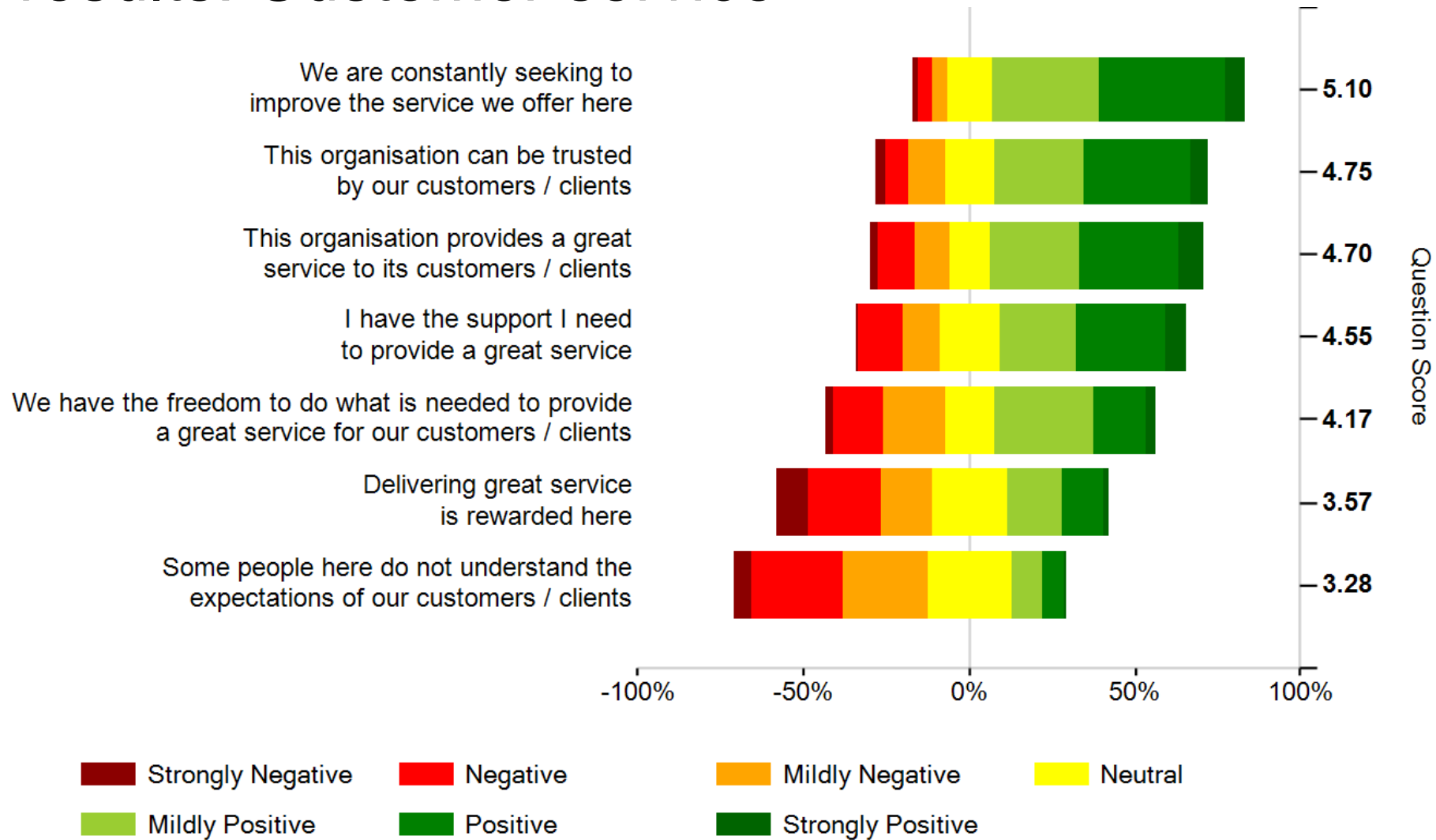
* Responses available on heatmap are from all job grades combined

T and E results: Be Heard Survey – Feedback (3 of 3)



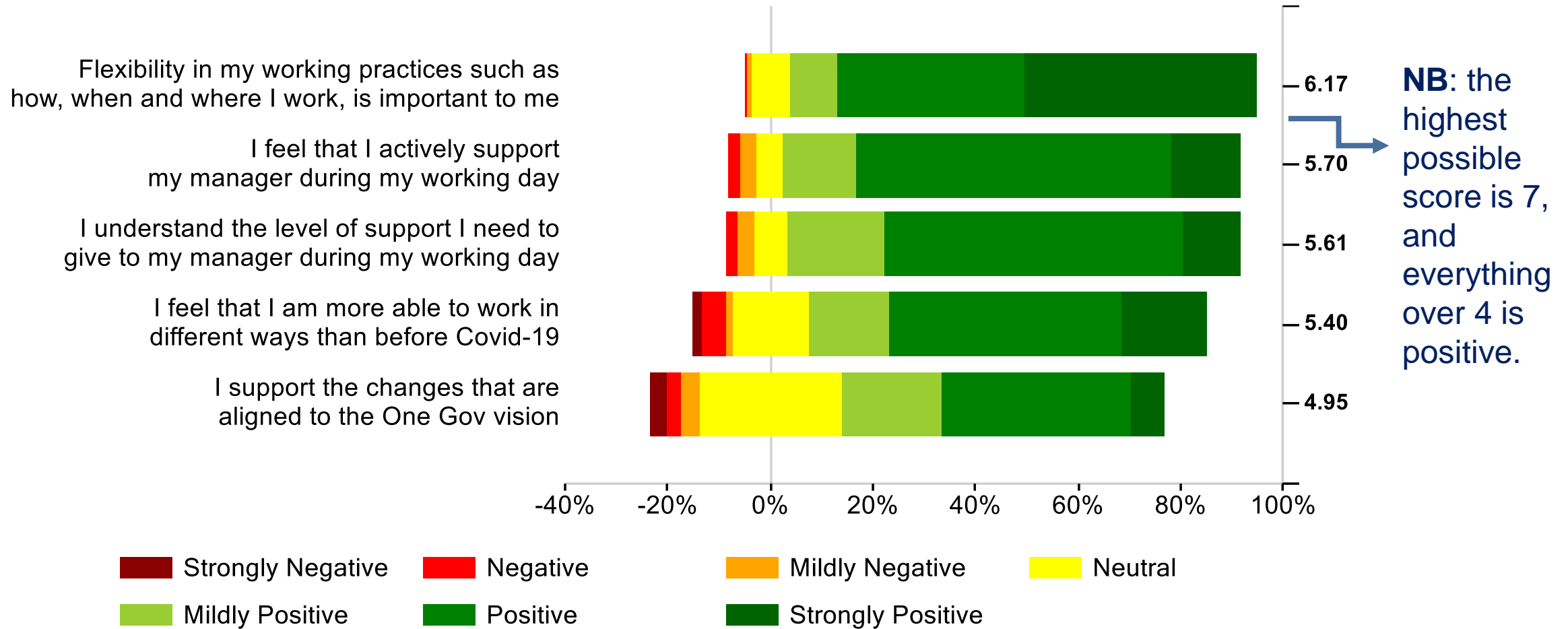
* Responses available on heatmap are from all job grades combined

T and E results: Customer service



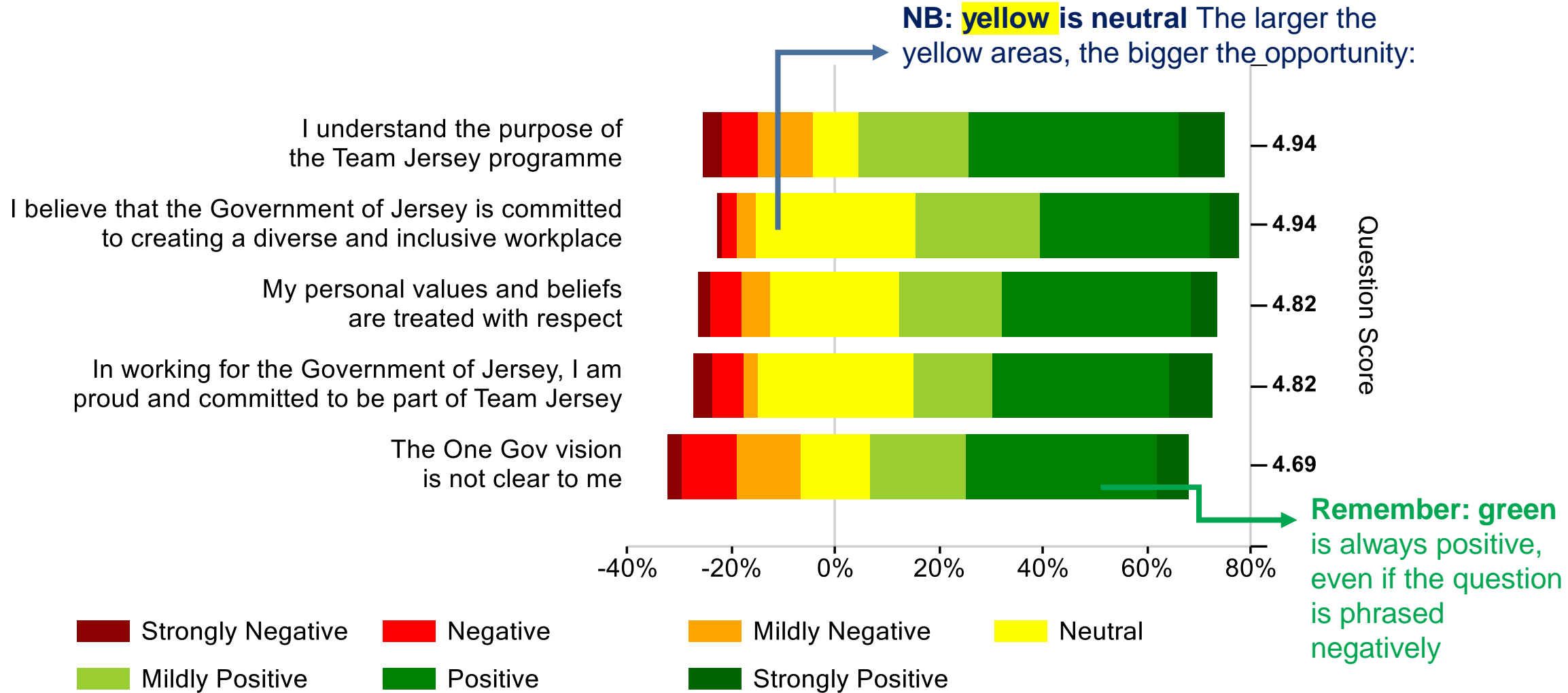
Customers include all users of Government services or citizens with rights and expectations *This includes anyone who interacts with any part of Government of Jersey either voluntarily or involuntarily or because they are required to *Other examples of how we might refer to customers: Business Owner, Patient, Citizen, Client, Service User, Student, Pensioner, Tax payer, Architect, Prisoner, Income Support Recipient, Supplier

T and E results: Government of Jersey bespoke questions (1 of 3)



* Responses available on heatmap are from all job grades combined

T and E results: Government of Jersey bespoke questions (2 of 3)

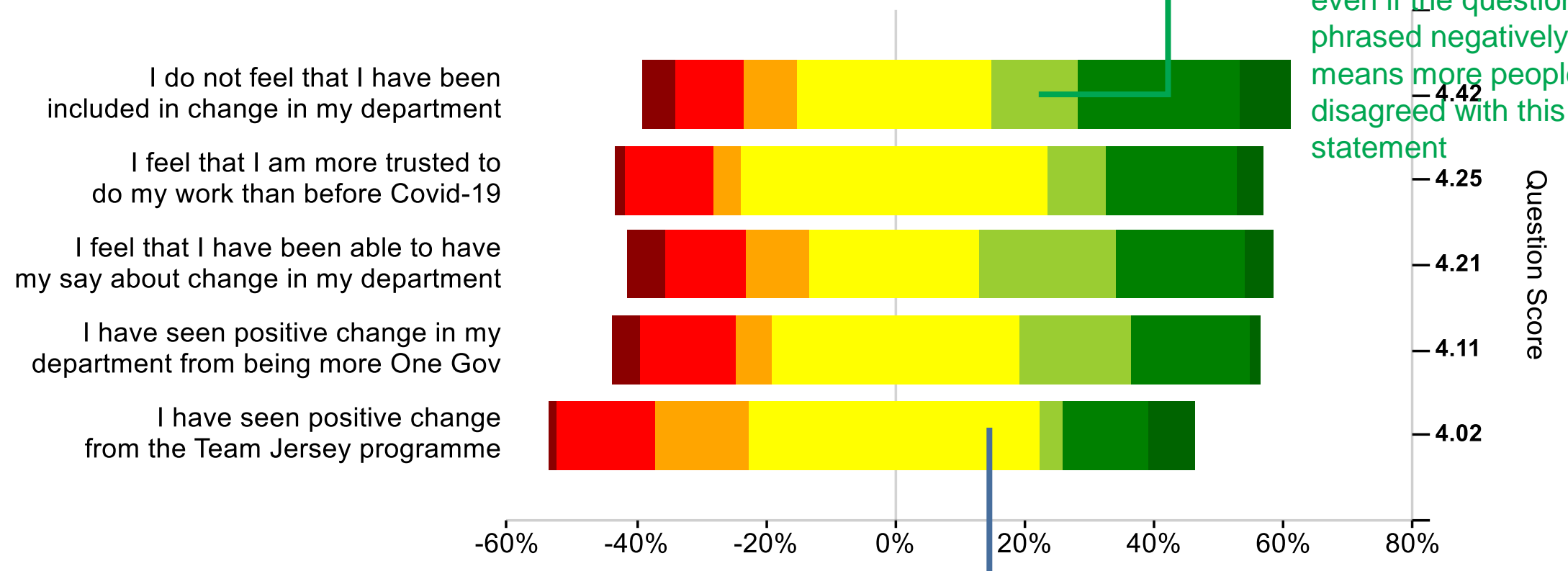


* Responses available on heatmap are from all job grades combined

T and E results: Government of Jersey bespoke questions (3 of 3)



Remember: green is always positive, even if the question is phrased negatively. This means more people disagreed with this statement



■ Strongly Negative ■ Negative ■ Mildly Negative ■ Neutral
■ Mildly Positive ■ Positive ■ Strongly Positive

NB: yellow is neutral The larger the yellow areas, the bigger the opportunity, people are saying they want more information

* Responses available on heatmap are from all job grades combined