

Theme	CSPS QNo.	CSPS Question Text	HM Treasury 2009 Score (% positive)
My Work	B01	I am interested in my work	94%
	B02	I am sufficiently challenged by my work	84%
	B03	My work gives me a sense of personal accomplishment	80%
	B04	I feel involved in decisions that affect my work	69%
	B05	I have a choice in deciding how I do my work	80%
Organisational Objectives & Purpose	B07	I have a clear understanding of the Treasury's purpose	88%
	B08	I have a clear understanding of the Treasury's objectives	84%
	B09	I understand how my work contributes to the Treasury's objectives	81%
Resources & Workload	B06	In my job, I am clear what is expected of me	77%
	B10	I get the information I need to do my job well	68%
	B11	I have clear work objectives	70%
	B25	I have the skills I need to do my job effectively	84%
	B34	I have the tools I need to do my job effectively	72%
	B35	I have an acceptable workload	59%
	B36	I achieve a good balance between my work life and my private life	60%
Line Management	B12	My manager motivates me to be more effective in my job	69%
	B13	My manager is considerate of my life outside work	80%
	B14	My manager is open to my ideas	85%
	B15	My manager helps me to understand how I contribute to the Treasury's objectives	59%
	B16	Overall, I have confidence in the decisions made by my manager	78%
	B17	My manager recognises when I have done my job well	80%
	B18	I receive regular feedback on my performance	59%
	B19	The feedback I receive helps me to improve my performance	61%
	B20	I think that my performance is evaluated fairly	60%
Teamwork	B21	Poor performance is dealt with effectively in my team	33%
	B22	The people in my team can be relied upon to help when things get difficult in my job	84%
	B23	The people in my team work together to find ways to improve the service we provide	81%
	B24	The people in my team are encouraged to come up with new and better ways of doing things	78%
Learning & Career Development	B26	I am able to access the right learning and development opportunities when I need to	66%
	B27	Learning and development activities I have completed in the past 12 months have helped to improve my performance	59%
	B28	There are opportunities for me to develop my career in HM Treasury	51%
	B29	Learning and development activities I have completed while working for HM Treasury are helping me to develop my career	55%

Inclusion & Fair Treatment	B30	I am treated fairly at work	85%
	B31	I am treated with respect by the people I work with	89%
	B32	I feel valued for the work I do	70%
	B33	I think that the Treasury respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc)	66%
Pay & Benefits	B37	I feel that my pay adequately reflects my performance	32%
	B38	I am satisfied with the total benefits package	38%
	B39	Compared to people doing a similar job in other organisations I feel my pay is reasonable	24%
Leadership & Change Management	B40	I feel HM Treasury as a whole is managed well	63%
	B41	SCS in HM Treasury are sufficiently visible	64%
	B42	I believe the actions of SCS are consistent with the Treasury's values	54%
	B43	I believe the Board and Executive Management Group has a clear vision for the future of HM Treasury	47%
	B44	Overall, I have confidence in the decisions made by the Treasury's SCS	58%
	B45	I feel that change is managed well in HM Treasury	37%
	B46	When changes are made in HM Treasury they are usually for the better	39%
	B47	HM Treasury keeps me informed about matters that affect me	66%
	B48	I have the opportunity to contribute my views before decisions are made that affect me	43%
Engagement	B49	I think it is safe to challenge the way things are done in HM Treasury	55%
	B50	I am proud when I tell others I am part of HM Treasury	83%
	B51	I would recommend HM Treasury as a great place to work	70%
	B52	I feel a strong personal attachment to HM Treasury	58%
	B53	HM Treasury inspires me to do the best in my job	63%
Taking Action	B54	HM Treasury motivates me to help it achieve its objectives	59%
	B55	I believe that SCS in HM Treasury will take action on the results from this survey	51%
	B56	I believe that managers where I work will take action on the results from this survey	53%
Data Security	C01	I know where to go to find out about how to handle personal and sensitive information	78%
	C02	In the past 12 months, have you received training on handling data and procedures to protect personal and sensitive information?	68%
Plans for the Future	C03	Which of the following statements most reflects your current thoughts about working for [the organisation]?	
	"	<i>I want to leave HM Treasury as soon as possible</i>	5%
	"	<i>I want to leave HM Treasury within the next 12 months</i>	17%
	"	<i>I want to stay working for HM Treasury for at least the next year</i>	48%
Civil Service Code	"	<i>I want to stay working for HM Treasury for at least the next three years</i>	30%
	C04	Are you aware of the Civil Service Code?	93%
	C05	Are you aware of how to raise a concern under the Civil Service Code?	46%
	C06	Are you confident that if you raised a concern under the Civil Service Code in [the organisation] it would be investigated properly?	72%

HM Treasury Engagement Index	69% <sup>1</sup>		
Discrimination, Harassment & Bullying	<b>C07</b>	During the past 12 months, have you personally experienced discrimination at work?	<b>7%</b>
		<b>IF YES AT C07 THEN:</b>	
	<b>C08</b>	On which of the following grounds have you personally experienced discrimination in the past 12 months?	
	"	Age	21%
	"	Disability	7%
	"	Ethnic Background	8%
	"	Gender	16%
	"	Gender Reassignment or perceived gender	0%
	"	Religion or belief	n/a
	"	Sexual Orientation	n/a
	"	Any other grounds	48%
	<b>C09</b>	During the past 12 months, have you personally experienced bullying or harassment at work?	<b>7%</b>
		<b>IF YES AT C09 THEN:</b>	
	<b>C10</b>	Who were you bullied or harassed by at work in the past 12 months?	
	"	A colleague	23%
	"	Your manager	25%
	"	Another manager in your part of HM Treasury	15%
"	Someone you manage	n/a	
"	Someone who works for another part of HM Treasury	16%	
"	A member of the public	n/a	
"	Someone else	6%	
"	Prefer not to say	16%	

<sup>1</sup> The Engagement Index is not the average percentage positive score for the five engagement questions. Each of the five response options is given a weighting where strongly agree equals 100%, agree – 75%, neither agree/ disagree – 50%, disagree – 25% and strongly disagree – 0%