



Llywodraeth Cymru  
Welsh Government

RESEARCH, DOCUMENT

# Welsh Government People Survey: 2023

The Civil Service People Survey is a UK-wide survey conducted with around 100 organisations that measures employee engagement and staff satisfaction between November 2022 and September 2023.

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## Number of returns

4,327

## Response rate

69%

**Table 1: Employee Engagement Index and key themes that measure staffs' experience of work [Note 1]**

Theme	Theme Score	Difference to previous survey	Difference to Civil Service People Survey 2023
Engagement index	66%	1%	2%
My work	83%	2%	4%
Organisational objectives and purpose	85%	1%	1%
My manager	80%	1%	2%
My team	85%	0%	2%
Learning and development	56%	4%	0%
Inclusion and fair treatment	85%	1%	4%

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Theme	Theme Score	Difference to previous survey	Difference to Civil Service People Survey 2023
Resources and workload	79%	2%	4%
Pay and benefits	52%	5%	19%
Leadership and managing change	55%	0%	3%

Source: [Civil Service People Survey: 2023 results \(Cabinet Office\)](#)

[Note 1] Please note, some comparisons have been calculated using rounded figures, so the actual percentage point difference may vary by up to 1 percentage point.

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