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Llywodraeth Cymru
Welsh Government

Board Meeting: 5 February 2021

AGENDA ITEM: [4]

Title of paper:	The People Survey 2020
Purpose of paper:	To inform the Board of the detailed analysis from the People Survey 2020, which was carried out in October
Action required by the Board:	The Board is asked to note this paper on the People Survey 2020 and to provide their observations on the presentation at the meeting.
Official presenting the paper:	Natalie Pearson Sharon Cross
Paper prepared by / cleared by:	Natalie Pearson
TUS engagement/ Viewpoint	We have engaged with TUS throughout the People Survey 2020 process and will continue to do so through the next phase of analysis and action.
Date submitted to Secretariat:	28/01/21

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1. Background

- 1.1 The Civil Service People Survey is an annual survey run by the UK Government that captures civil servants' attitudes to, and experience of working in government departments and devolved administrations. Around 100 organisations participate in the People Survey, with over 400,000 civil servants invited to take part.
- 1.2 The latest People Survey was carried out within the Welsh Government in October 2020. The survey included a core set of questions that have been asked in previous surveys and new questions on topics, such as wellbeing and impacts of Covid-19. This particular survey has provided useful insight at a key time, as staff respond to the ongoing pandemic and continue to adapt to the new ways of working it has brought about.

2. People Survey 2020 Results

- 2.1 In the main, the Welsh Government results from the People Survey 2020 were extremely positive. Nearly all questions improved since the Snapshot Survey carried out in March 2020. There were major improvements in a number of key areas such as employee engagement and leadership and managing change. Welsh Government performance improved compared to the wider UK Civil Service to the extent where it is now performing above the benchmark for 84% of core questions.
- 2.2 The high level survey results for the Welsh Government were made available internally in December and published on the intranet.
- 2.3 The results for DG Areas, down to Division and Branch level are also available on the intranet via an online results dashboard.

3. Board Discussion on 5 February 2021

- 3.1 The Board discussion will be focussed on the presentation attached at Annex 1, which provides an overview of the key findings from the survey. At the meeting, the Board will be asked to provide their observations on the findings and suggestions around possible corporate action.

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4. Recommendation(s)

4.1 The Board is asked to:

- note this paper on the People Survey 2020, and to;
- provide their observations on the presentation at the meeting.

Publication

Can be published