



**Cyfoeth
Naturiol
Cymru**
**Natural
Resources
Wales**

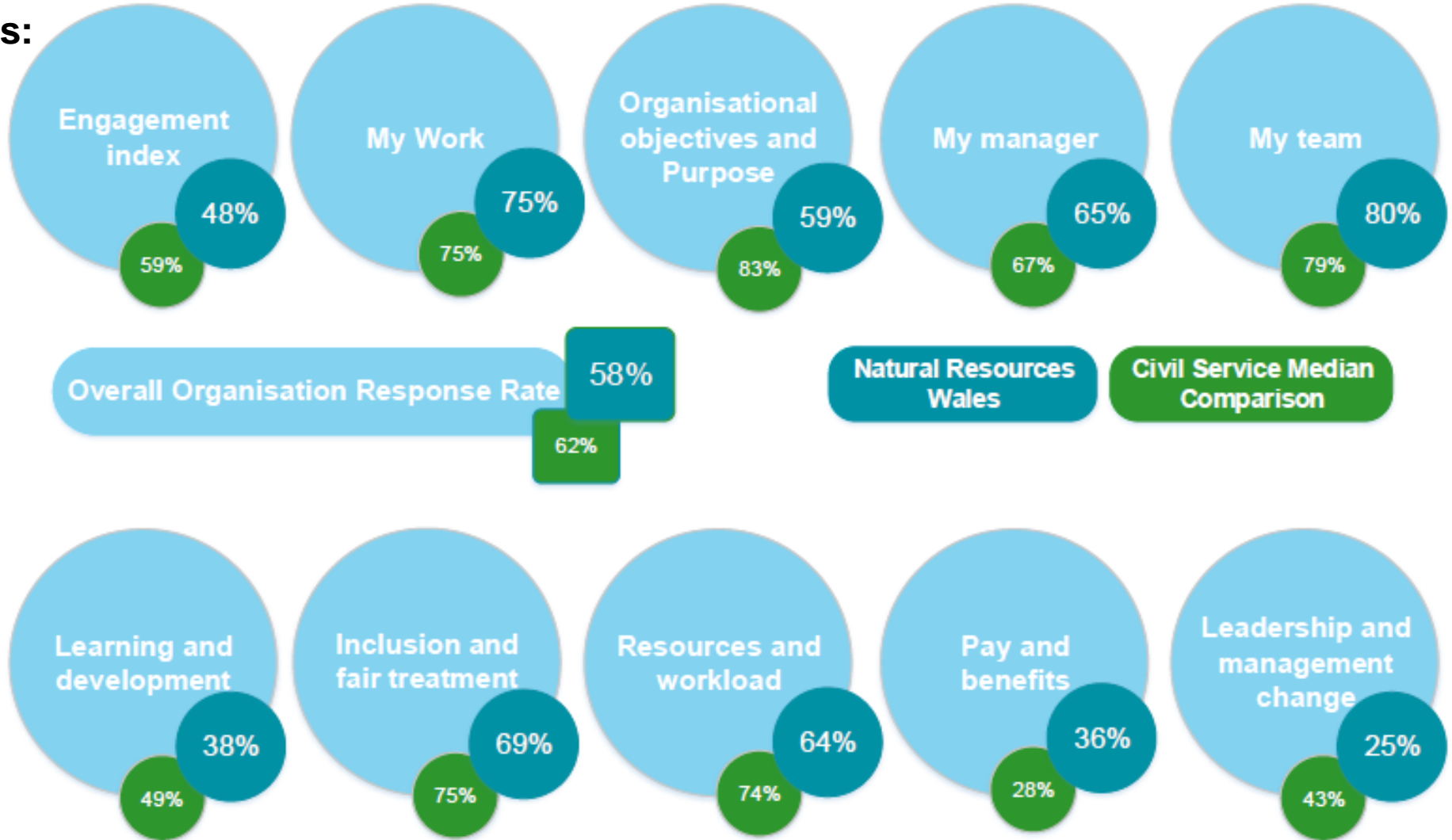
Arolwg Pobl

People Survey

2015

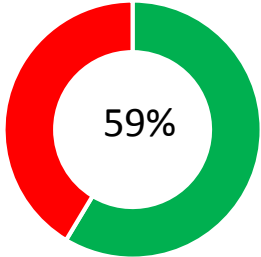
NRW People Survey Results (March 2015)

Themes:

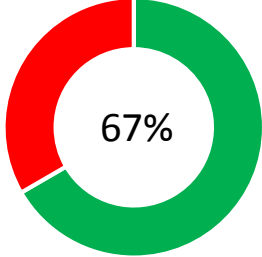


NRW People Survey Results (March 2015)

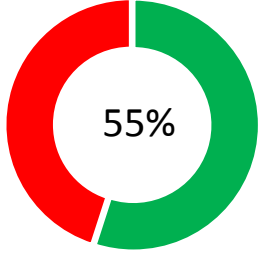
Wellbeing



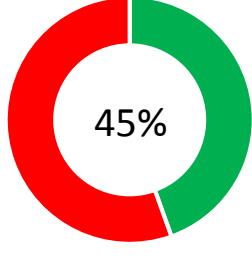
Overall, how satisfied are you with your life nowadays?



Overall, to what extent do you feel that the things you do in your life are worthwhile?

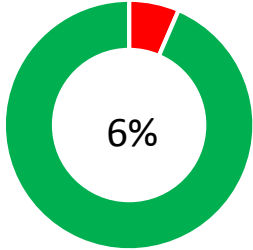


Overall, how happy did you feel yesterday?

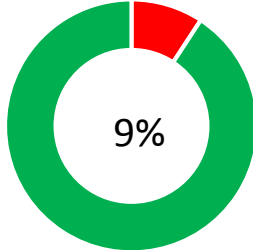


No or low anxiety yesterday

Discrimination, bullying and harassment



During the past 12 months have you personally experienced discrimination at work?

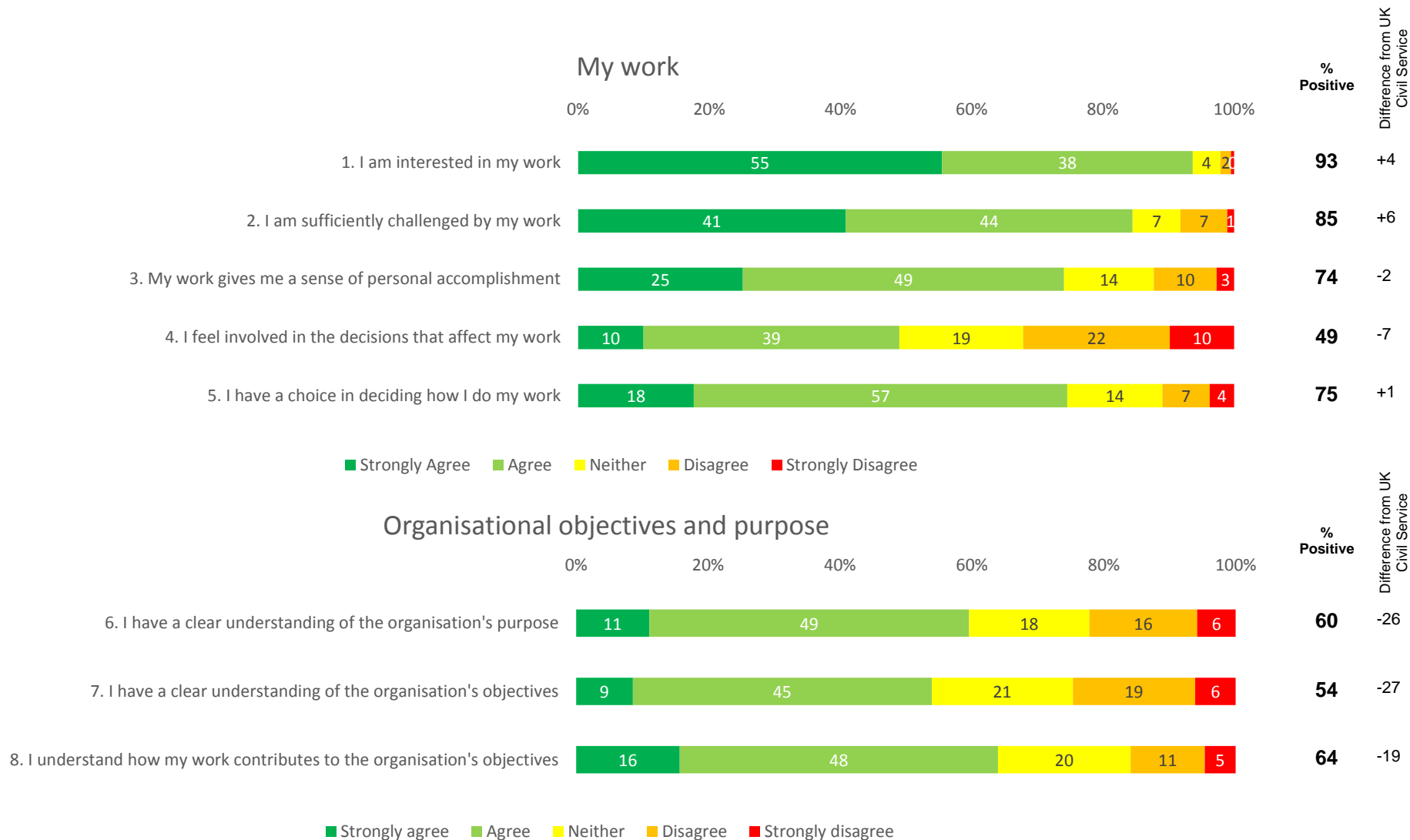


During the past 12 months have you personally experienced bullying or harassment at work?

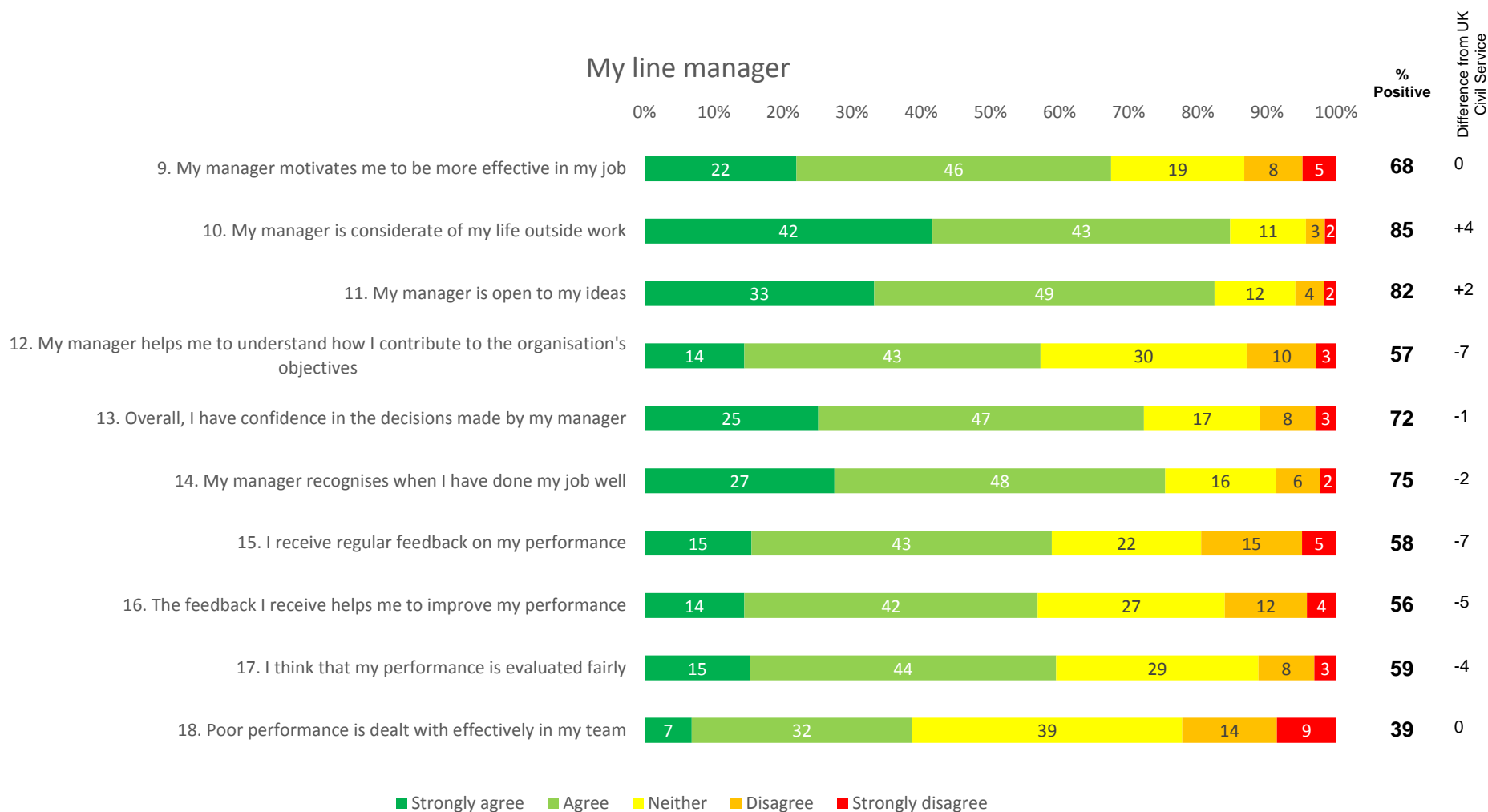
Your plans for the future



Responses by Theme

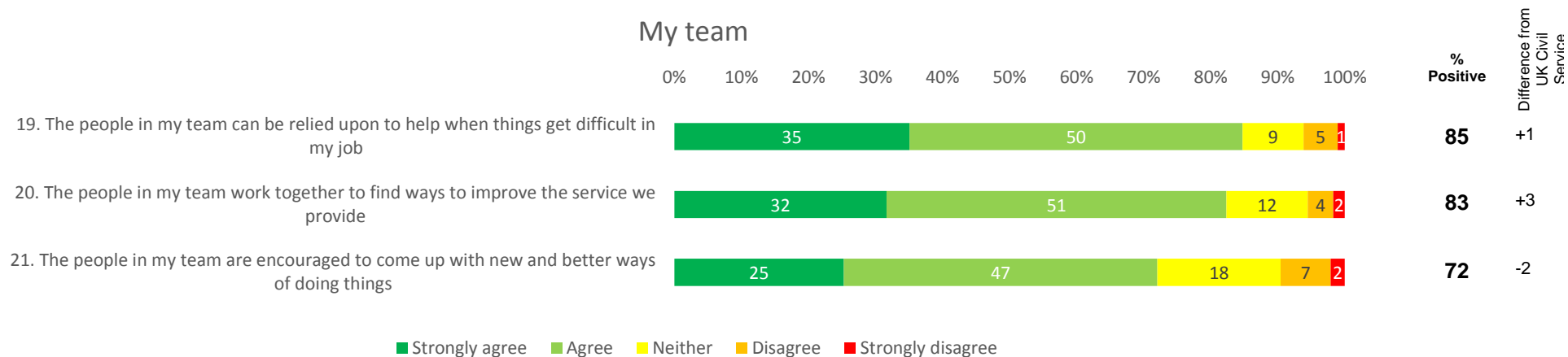


NRW People Survey Results (March 2015)

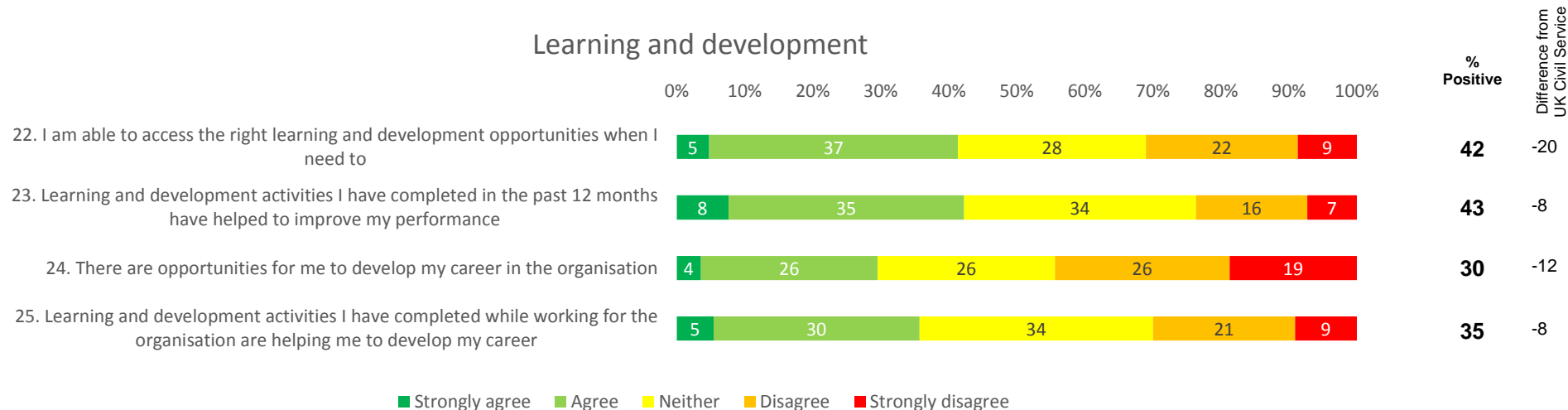


NRW People Survey Results (March 2015)

My team

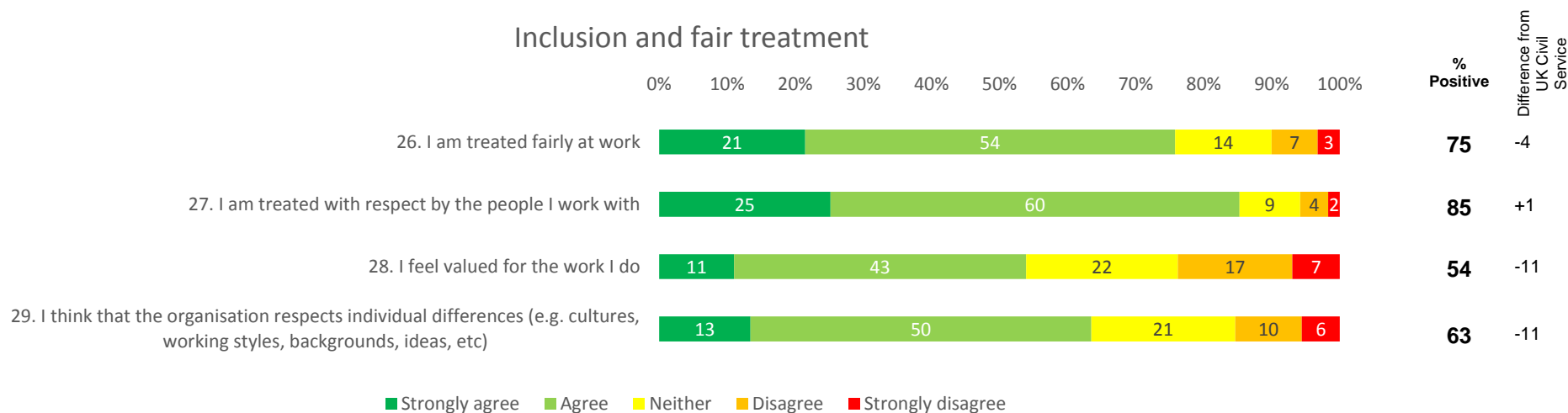


Learning and development

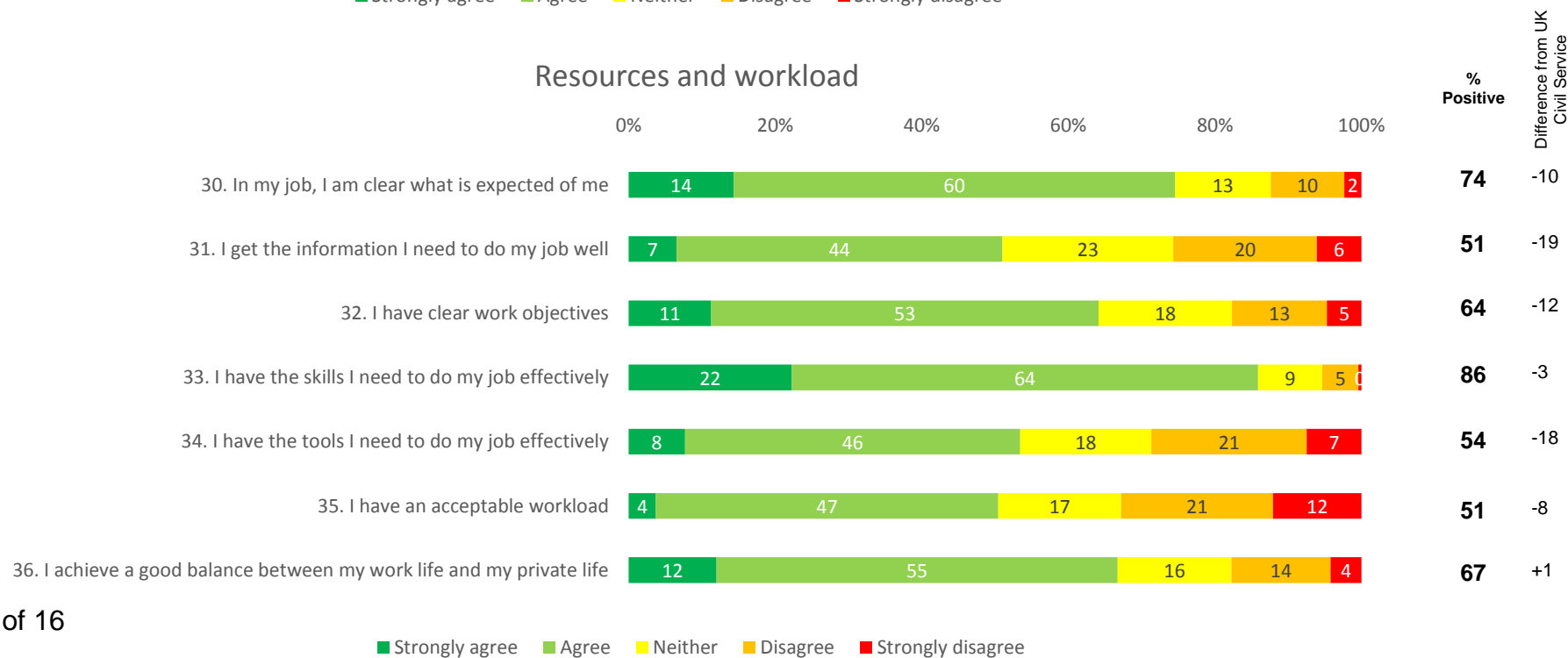


NRW People Survey Results (March 2015)

Inclusion and fair treatment

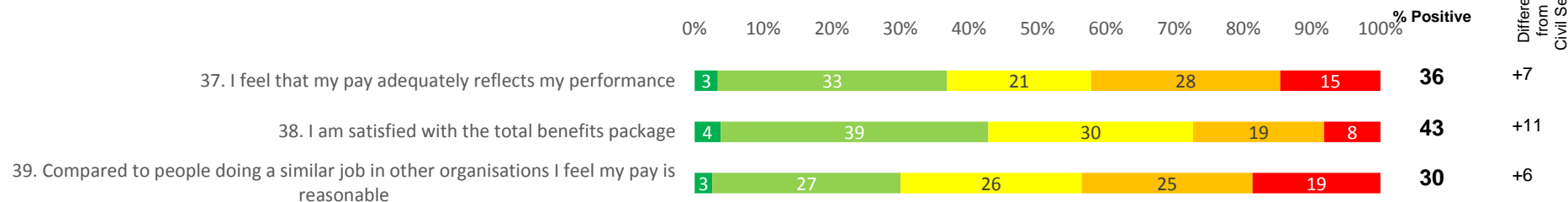


Resources and workload



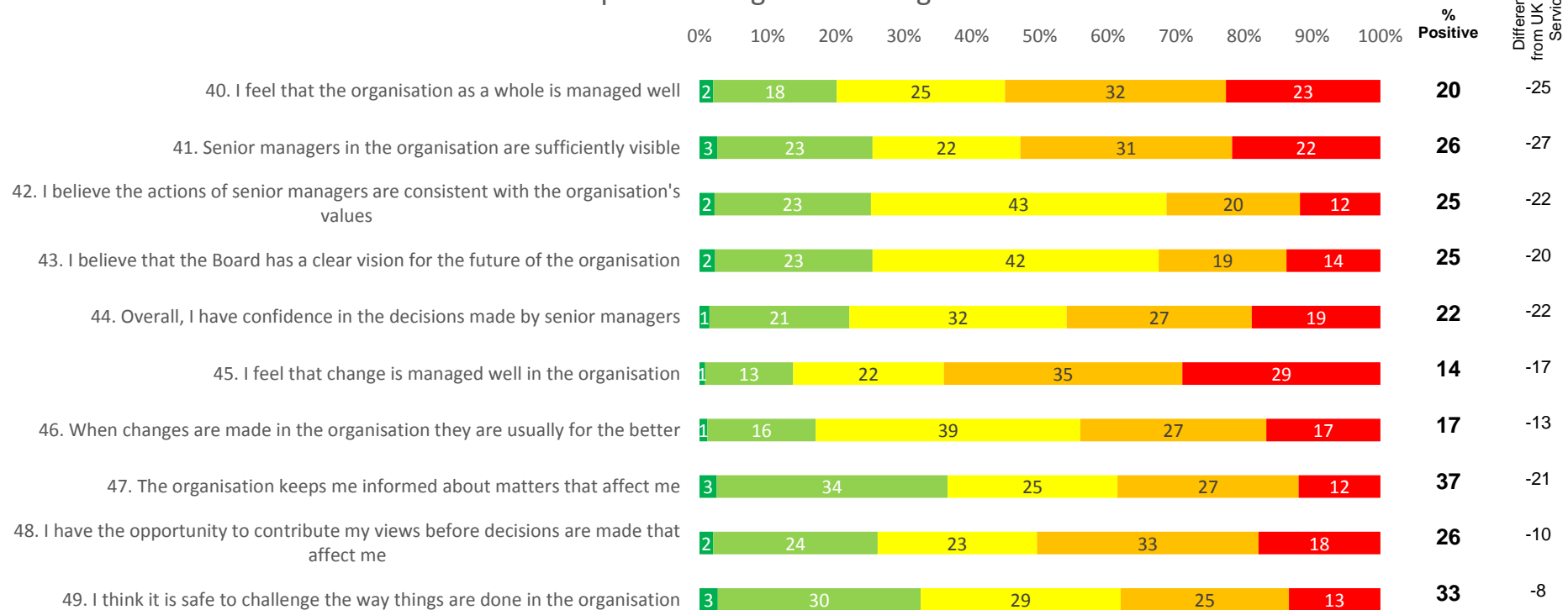
NRW People Survey Results (March 2015)

Pay and benefits



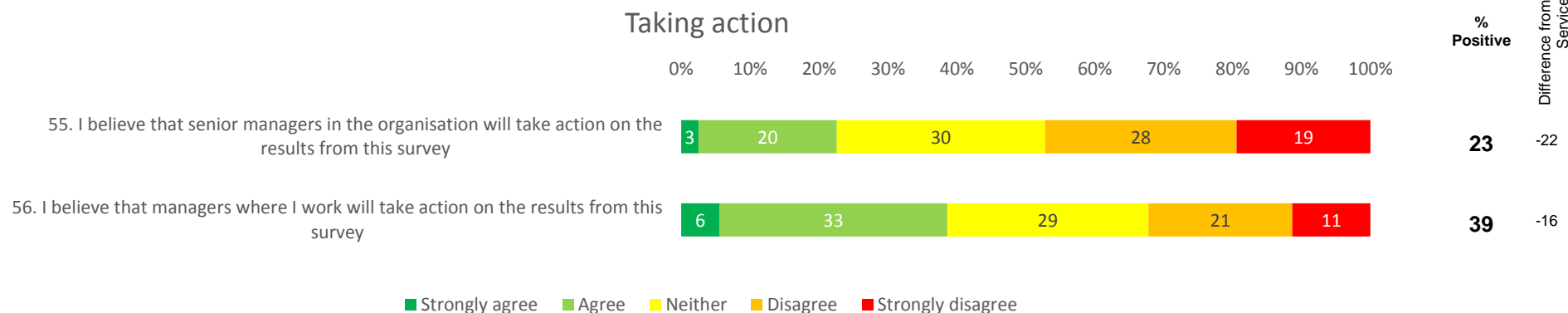
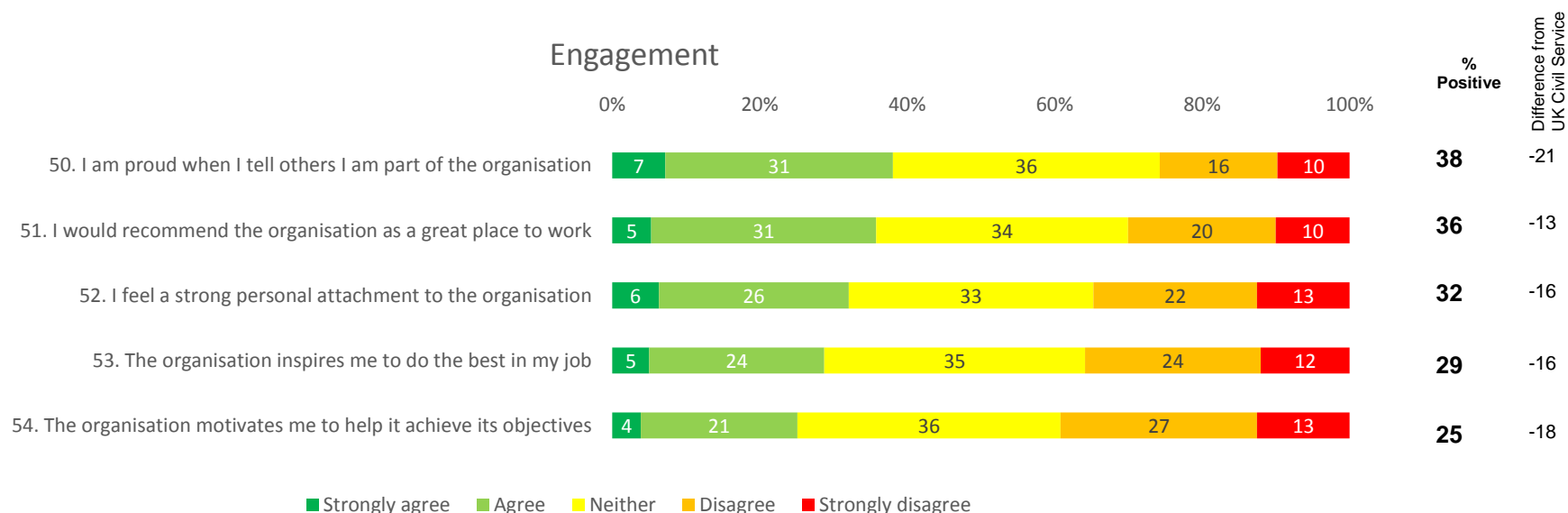
Strongly agree Agree Neither Disagree Strongly disagree

Leadership and management change



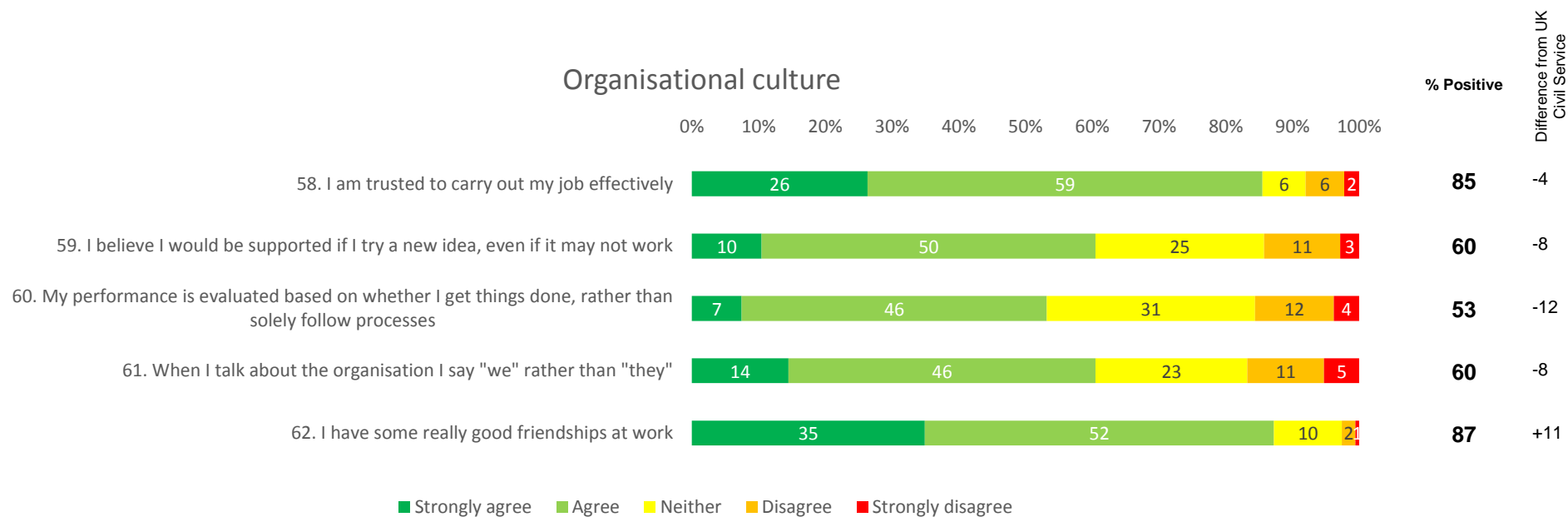
Strongly agree Agree Neither Disagree Strongly disagree

NRW People Survey Results (March 2015)



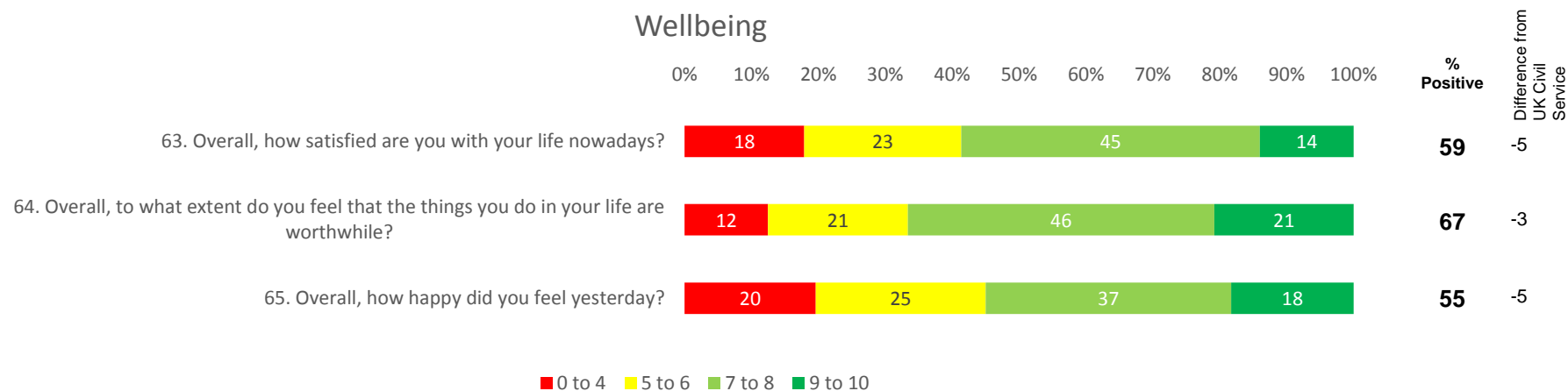
NRW People Survey Results (March 2015)

Organisational culture



NRW People Survey Results (March 2015)

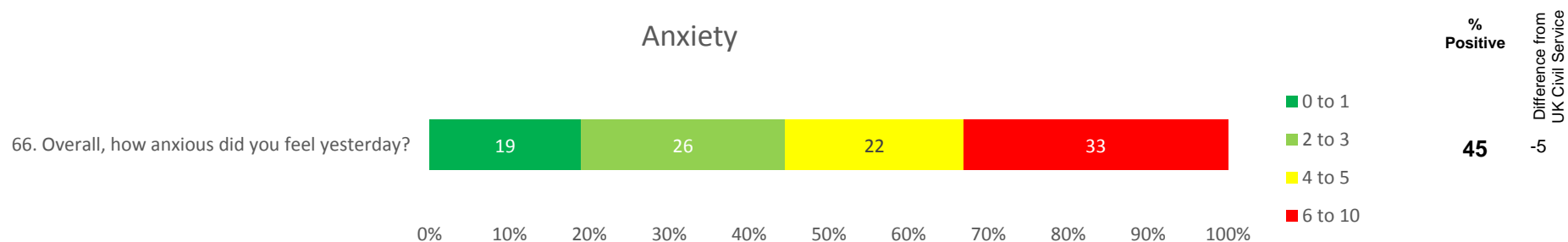
Wellbeing



Unlike the questions 1 – 62 which ask people to rate their agreement from strongly agree to strongly disagree, the four wellbeing questions use an 11-point scale. The scale ranges from 0 to 10 for each question, where 0 is equivalent to ‘not at all’ (e.g. ‘not at all satisfied’ or ‘not at all worthwhile’) and where 10 is equivalent to ‘completely’ (e.g. ‘completely satisfied’ or ‘completely anxious’).

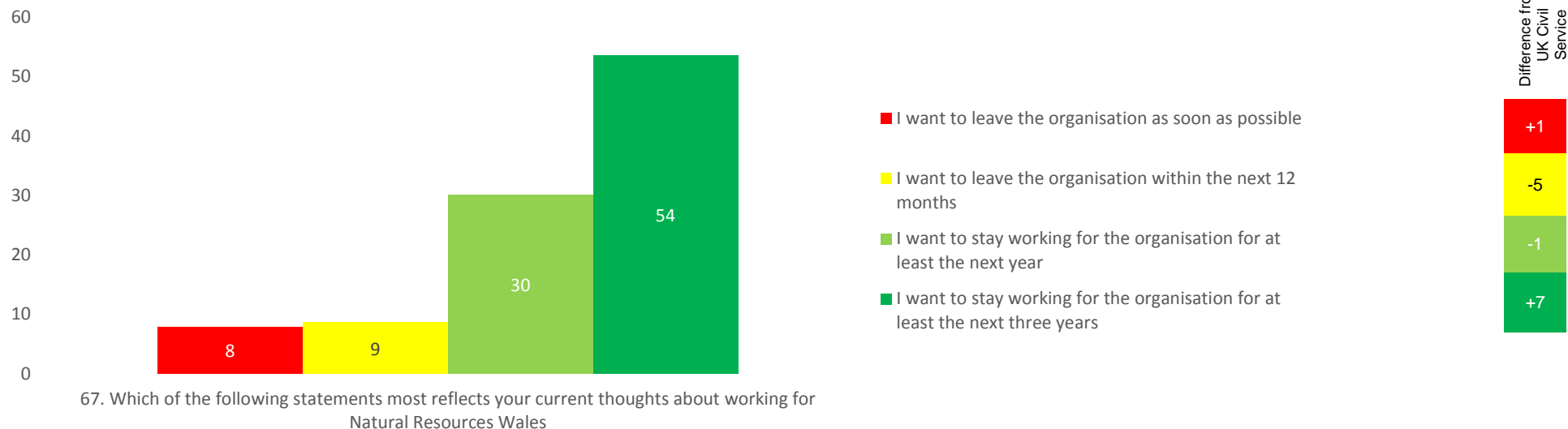
For questions 63, 64 and 65 the percent positive is the proportion answering 7, 8, 9 or 10 to each question. For question 66 the percent positive is the proportion answering 0, 1, 2 or 3 to the question.

Anxiety



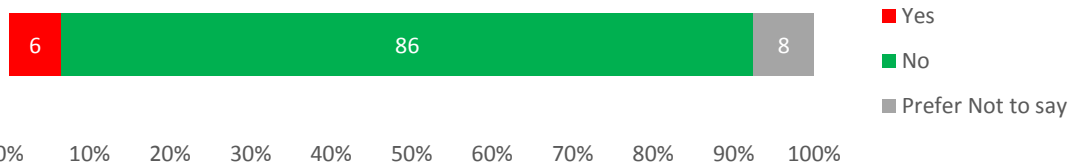
NRW People Survey Results (March 2015)

Your plans for the future

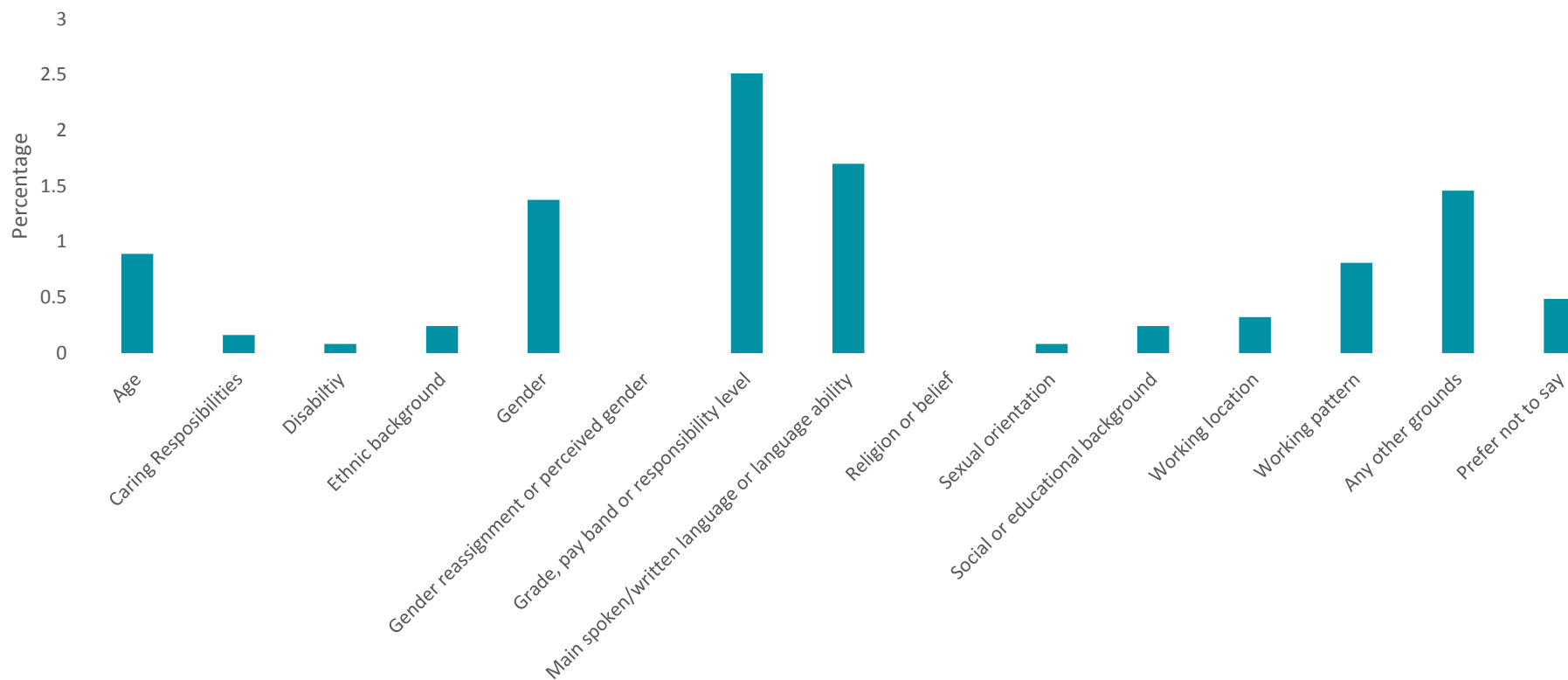


NRW People Survey Results (March 2015)

68. During the past 12 months, have you personally experienced discrimination at work?

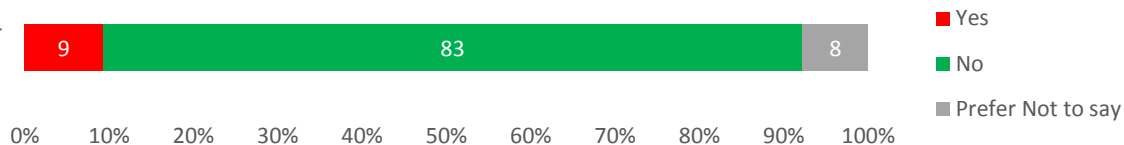


Breakdown of discrimination

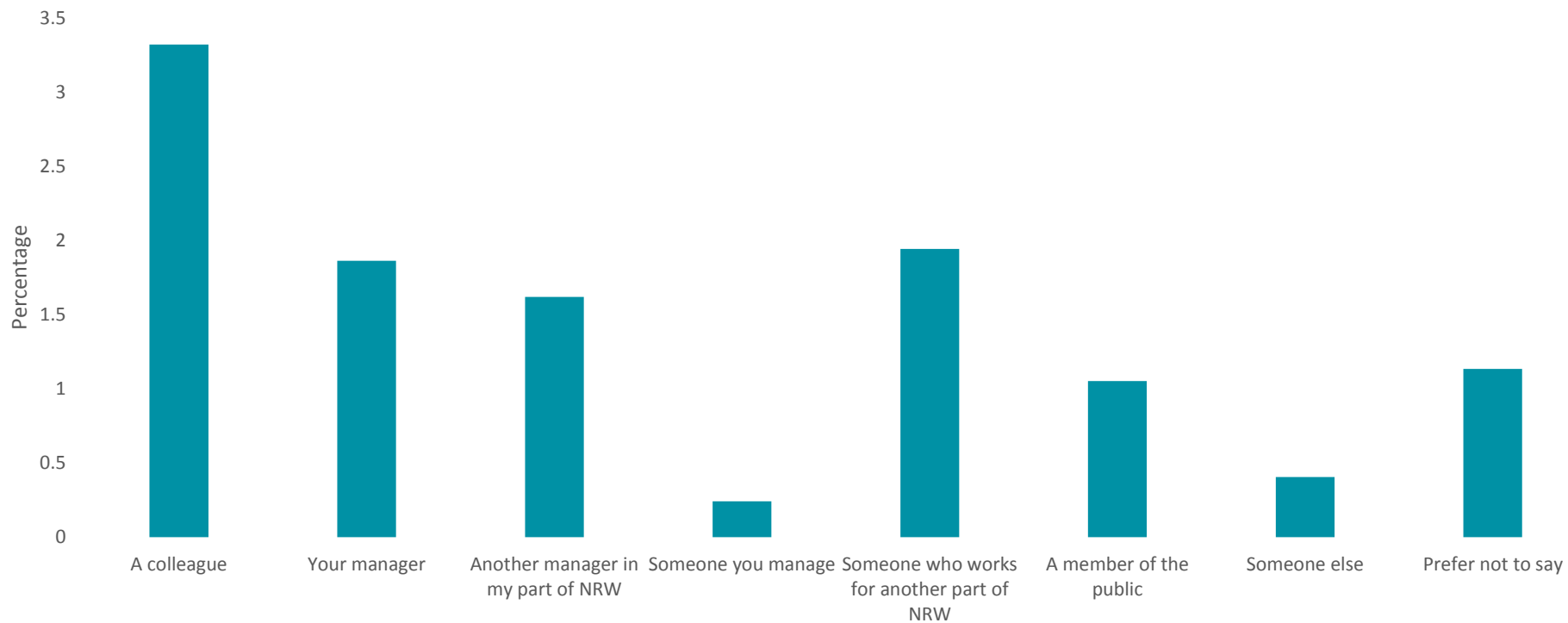


NRW People Survey Results (March 2015)

69. During the past 12 months, have you personally experienced bullying or harassment at work?



Breakdown of harassment



NRW People Survey Results (March 2015)

Natural Resources Wales questions



Most / Least Positive Question Responses

Based on total positive percentage responses per question, the following table shows questions with the most and least positive responses:

TOP 5 QUESTIONS		Positive percentage	BOTTOM 5 QUESTIONS		Positive percentage
1	Q1. I am interested in my work	94%	1	Q81. The pace of change in NRW is monitored and adjusted when necessary	12%
2	Q58. I have some really good friendships at work	87%	2	Q45. I feel that change is managed well in the organisation	14%
3=	Q58. I am trusted to carry out my job effectively Q33. I have the skills I need to do my work effectively	86%	3	Q78. I think that the different parts of the organisation work well together	15%
5=	Q2. I am sufficiently challenged by my work Q10. My manager is considerate of my life outside work Q19. The people in my team are encouraged to come up with new and better ways of doing things Q27. I am treated with respect by the people I work with	85%	4	Q46. When changes are made in the organisation they are usually for the better	17%
			5	Q40. I feel that the organisation as a whole is managed well	20%