



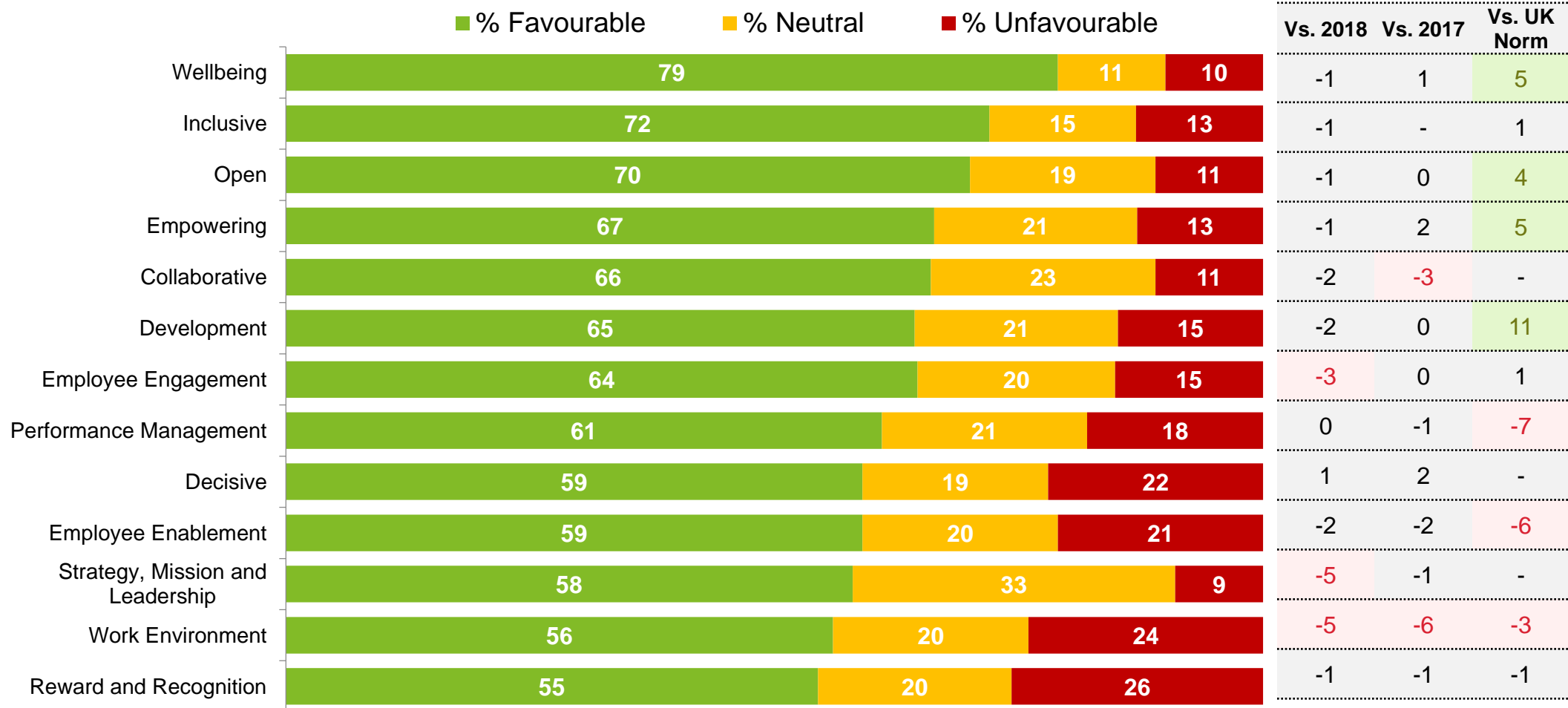
# VIEWPOINT 2019 RESULTS SUMMARY

Bank of England

Bank Confidential



# Survey dimensions compared to 2018, 2017 and UK Norm



■ significant positive difference
 ■ significant negative difference



# Question summary

	% Fav	% Neut	% Unfav	2018 % Fav Diff	2017 % Fav Diff
<b>Employee Engagement</b>	<b>64</b>	<b>20</b>	<b>15</b>	<b>-3</b>	0
Given your choice, how long are you likely to work for the Bank?	39	31	30	-2	-2
I feel motivated to go beyond my formal job responsibilities	69	16	14	-3	1
The Bank motivates me to contribute more than is required	55	26	19	-2	1
I am proud to work for the Bank	87	10	3	-2	0
I would recommend the Bank to family or friends as a place to work	72	18	9	-3	0
<b>Employee Enablement</b>	<b>59</b>	<b>20</b>	<b>21</b>	<b>-2</b>	<b>-2</b>
My job provides me the opportunity to do challenging and interesting work	75	14	10	-2	-1
My job makes good use of my skills and abilities	67	17	16	-1	0
There are no significant barriers at work to doing my job well	45	23	32	-5	-6
Conditions in my job allow me to be about as productive as I can be	47	26	27	-3	-4

\* % Fav = 5 or more years; % neutral = 2-5 years; % Unfav = less than 2 years  
 Green = BoE % favourable significantly above 2018 / 2017  
 Red = BoE % favourable significantly below 2018 / 2017



## Question summary

	% Fav	% Neut	% Unfav	2018 % Fav Diff	2017 % Fav Diff
<b>Collaborative</b>	<b>66</b>	<b>23</b>	<b>11</b>	-2	-3
I feel able to work across boundaries/outside my immediate team*	71	21	8	-7	-4
There is good cooperation and teamwork within my Division	76	15	9	1	-2
My Division receives high quality support from other teams on which we depend	51	33	16	-1	-2
<b>Inclusive</b>	<b>72</b>	<b>15</b>	<b>13</b>	-1	-
I am kept informed about decisions and changes that affect my role	59	20	21	-2	-2
The Bank is committed to creating a diverse and inclusive work environment *	80	12	8	0	-
In my division, everyone is treated fairly regardless of personal background or characteristics *	79	12	10	0	-
Opportunities for advancement are available to employees regardless of personal background or characteristics *	68	17	14	-2	-
<b>Empowering</b>	<b>67</b>	<b>21</b>	<b>13</b>	-1	2
I have the authority I need to carry out my job effectively	71	16	13	-1	3
Employees are encouraged to try new ideas in an attempt to increase effectiveness	68	19	13	-2	0
My manager encourages me to take on greater responsibility	80	13	8	-1	6
Decisions are made at the appropriate level within the Bank	49	35	16	-1	1

Green = BoE % favourable significantly above 2018 / 2017

Red = BoE % favourable significantly below 2018 / 2017

\* = New question for 2018, no 2017 data available



## Question summary

	% Fav	% Neut	% Unfav	2018 % Fav Diff	2017 % Fav Diff
<b>Decisive</b>	<b>59</b>	<b>19</b>	<b>22</b>	1	2
Where I work, we rarely waste time due to unnecessary or poor processes and procedures*	30	25	46	-1	0
My manager actively re-prioritises the team's work when required*	72	17	11	2	3
Within my team, my manager makes decisions in a timely manner*	75	15	10	2	2
<b>Open</b>	<b>70</b>	<b>19</b>	<b>11</b>	-1	0
My manager acts on people's ideas and suggestions	80	13	7	0	1
I feel free to voice my views at work	72	17	11	-1	1
The Bank is open and transparent in its communications with its people	58	28	14	-3	-1
<b>Development</b>	<b>65</b>	<b>21</b>	<b>15</b>	-2	0
There are good opportunities to achieve my career objectives at the Bank	53	26	21	-2	0
The Bank offers good opportunities for learning and development	76	15	9	-3	0

Green = BoE % favourable significantly above 2018 / 2017

Red = BoE % favourable significantly below 2018 / 2017

\* = New question for 2018, no 2017 trend data available



## Question summary

	% Fav	% Neut	% Unfav	2018 % Fav Diff	2017 % Fav Diff
<b>Performance Management</b>	<b>61</b>	<b>21</b>	<b>18</b>	0	-1
I understand the results expected of me in my job	82	11	6	-1	0
My manager provides me with regular and constructive feedback on my work	66	19	15	2	0
The Bank has a fair system for evaluating people's performance	35	33	32	-1	-3
<b>Reward and Recognition</b>	<b>55</b>	<b>20</b>	<b>26</b>	-1	-1
I receive recognition when I do a good job	71	16	13	-1	0
I am fairly rewarded (i.e. compensation and benefits) for the type of work that I do	39	23	38	0	-1
<b>Strategy, Mission and Leadership</b>	<b>58</b>	<b>33</b>	<b>9</b>	-5	-1
Based on my recent experiences, the Bank's Strategic Plan (Vision2020) is having a positive impact	34	55	11	-12	-5
I feel that my work makes a real contribution to the Mission of the Bank	76	18	6	-1	2
I have trust and confidence in the Bank's leadership (this includes Governors, Executive Directors and Directors)	64	26	10	-3	-1

Green = BoE % favourable significantly above 2018 / 2017  
 Red = BoE % favourable significantly below 2018 / 2017



## Question summary

	% Fav	% Neut	% Unfav	2018 % Fav Diff	2017 % Fav Diff
<b>Wellbeing</b>	<b>79</b>	<b>11</b>	<b>10</b>	-1	1
I am treated with respect as an individual	86	8	5	-1	0
There is a good balance between my work and personal life	71	14	15	-1	1
<b>Work Environment</b>	<b>56</b>	<b>20</b>	<b>24</b>	-5	-6
I have the tools and technology I need to do my job well	45	19	36	-11	-15
I have the information I need to do my job well	71	19	10	-1	0
When changes are made where I work, communications are usually handled well	53	23	25	-3	-3

Green = BoE % favourable significantly above 2018 / 2017  
 Red = BoE % favourable significantly below 2018 / 2017

