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## News

### A Tough Year by Any Measure

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The corporate results for the 2010 Work Environment Survey (WES) are in and, maybe not surprisingly, it wasn't a banner year for engagement.

You'll recall that every year since the first WES the overall corporate engagement score has gone up. In fact, it went up a total of 10 points over the first three years. But this year we slipped four points to a score of 64. So better than when we started surveying, but now we have room to make up.



WES provides all of us as employees with a genuine chance to have our voices heard and share our honest opinions on how we are feeling about our organization and our places in it. The results each year have a direct impact on the priorities identified in the annual [Corporate HR Plan](#), *Being the Best*.

Last year was the first time the full corporate report was released to employees. And, continuing that commitment to be open about the results, you can now read [this year's full corporate report](#)



. Ministries will receive ministry-level reports in a couple weeks and work-unit-level results will be available around the end of June.

#### By the Numbers

The 85 questions on the survey influence the scores in 16 categories or "drivers" on the WES. Here's how the driver scores look compared to last year.

Driver	2009 Score	2010 Score	Difference
Engagement	68	64	-4
BC Public Service Commitment	70	67	-3
Job Satisfaction	69	67	-2
Organization Satisfaction	64	60	-4
Empowerment	67	65	-2
Stress and Workload	59	57	-2
Vision, Mission and Goals	64	56	-8
Teamwork	75	75	0
Physical Environment and Tools	67	66	-1
Recognition	61	60	-1
Professional Development	62	55	-7
Pay and Benefits	55	54	-1
Staffing Practices	60	56	-4
Respectful Environment	73	72	-1
Executive-Level Management	59	53	-6

Supervisory-Level Management	68	68	0
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### Putting It All in Context

As Allan Seckel noted in his [message on these results](#), the year leading up to this year's WES was a difficult one – not in the least because of workforce adjustment and difficult budget choices. At the same time, the WES results this year provide as valuable an insight as ever into how BC Public Service employees are feeling, and there will be lots to learn in the year ahead.

But, as you read the results report, there are some important considerations to keep in mind:

1. While clearly there is a downward shift on most drivers, it won't be until the ministry results are finalized that we'll know whether results are specific to groups of ministries or if the decreases were the result of a general trend more evenly spread across the public service.
2. With the exception of professional development, the drivers with the most significant decreases are traditionally the most volatile and so subject to the biggest shifts up or down. So it is entirely possible to regain ground in these areas with some concerted effort and action, and your support for that, in the year ahead. All of us have a chance to influence what that effort might look like.
3. Those drivers that are the real foundation of our workforce, like supervisory management, stress and workload, teamwork, were – relatively speaking – less impacted in this recessionary environment, and that's good news.

Ministries receive their individual reports on June 16. The Deputy Ministers' Committee on the Public Service, chaired by Allan Seckel, will review the results, trends and analysis from BC Stats in detail and will build actions to address what we've heard from staff into our ongoing work to remain a top employer. That response will be reflected in to the next edition of the Corporate HR Plan. You will also see notices coming up of focus groups and perhaps additional survey topics with groups of employees to ensure that we are capturing the right responses to the concerns the survey highlighted.

How effectively we recover from this year depends not just on how the employer responds but on how we all respond. As individual employees, we have the opportunity to offer up our suggestions on what needs to improve or change to get things back on track. So if you have constructive ideas to share, be sure to bring them forward either here on @Work, over on [Spark](#) or with your supervisor or ministry executive.

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