

Proportion of respondents providing a favourable response by directorate

The green (light) shading shows a statistically significant higher response than the HOC/PICT total, the red (dark) shading shows a statistically significant lower response. Areas with a response base of less than 30 are ineligible for significance testing.

HOC/PICT	Department of Chamber & Committee Services							Department of Facilities				Department of Information Services					
	Total	DCCS Total	Clerk Assistant's Directorate	Committee Directorate	Legislation Directorate	Official Report Directorate	Serjeant at Arms Directorate	DF Total	Parliamentary Estates Directorate	Catering and Retail Services	Accommodation Services	Support Services	DIS Total	Departmental Services Directorate	Information Management Directorate	Public Services	RISM/POST
Q1. I have a very clear understanding of what is expected of me in my work	91	96	95	97	86	99	94	90	79	93	96	92	92	95	90	82	99
Q2. My job offers me the opportunity to use my skills and abilities	80	81	85	76	73	96	68	79	73	81	76	95	81	76	87	80	81
Q3. My Department does an excellent job of keeping staff informed about matters affecting us	63	65	68	57	43	75	73	63	56	62	68	73	63	67	58	60	66
Q4. There is sufficient contact between Senior Management and staff in my Department	58	59	71	47	64	65	68	61	55	58	69	70	59	57	71	53	60
Q5. My immediate line manager / supervisor communicates effectively	78	80	77	78	95	85	76	79	71	82	79	86	77	86	84	71	78
Q6. I am satisfied with my involvement in decisions that affect my work	60	60	62	59	52	63	50	58	44	57	65	81	59	62	71	57	57
Q7a. There is good cooperation between teams in my Department	71	78	80	73	86	83	74	72	69	69	75	78	71	71	68	69	74
Q7b. There is good cooperation between my Department and other Departments in the House of Commons/PICT	52	50	58	41	41	48	71	56	51	48	70	62	47	67	48	43	46
Q8. There are usually sufficient people in my team to handle the normal workload	68	77	74	73	91	85	68	60	50	58	67	78	73	95	71	52	86
Q9. I have the IT systems support I need to do my job effectively	74	75	63	78	77	75	82	65	62	63	60	89	74	95	71	78	68
Q10. I believe I have the opportunity for personal development and growth	64	64	72	59	59	64	62	60	56	53	67	76	71	81	81	74	65
Q11. I have sufficient opportunities for advancement and promotion	40	42	49	31	41	58	44	36	30	26	50	49	49	57	61	59	38
Q12a. I have a clear understanding of how my performance is evaluated	73	79	82	74	77	80	88	69	59	66	77	81	77	90	81	76	75
Q12b. I have a clear understanding of what I can do to improve my performance	68	71	68	64	68	81	82	67	60	66	71	78	70	81	65	69	71
Q13. The current pace of change in my Department is: (About right)	38	38	40	32	36	36	56	39	44	29	42	54	43	29	48	52	38
Q14. Do you feel you are given appropriate opportunities to express your views?	77	77	80	74	82	89	59	74	78	66	72	92	83	81	81	81	85
Q15a. In general, how effective is The House of Commons Management Board	41	40	52	34	27	27	62	44	38	42	54	49	35	38	32	40	31
Q15b. In general, how effective is the Senior Management of your Department	58	61	68	53	50	63	71	58	48	56	68	70	59	62	65	71	48
Q15c. In general, how effective is your immediate line manager/supervisor	81	84	83	85	95	86	79	79	76	81	77	89	81	86	94	72	84
Q16a. How effective is your immediate line manager/supervisor at helping you improve your performance	73	76	69	76	86	77	76	72	69	72	71	84	73	76	90	70	70
Q16b. How effective is your immediate line manager/supervisor at informing you about your own teams performance	73	73	74	73	91	64	85	72	64	77	69	84	73	76	71	69	76
Q16c. How effective is your immediate line manager/supervisor at supporting you to manage your workload	73	77	77	73	95	82	76	68	63	63	77	78	75	81	87	67	77
Q16d. How effective is your immediate line manager/supervisor at managing any under-performance in your team	52	49	58	40	64	52	56	56	48	56	70	65	49	52	52	51	47
Q16e. How effective is your immediate line manager/supervisor at promoting a culture of diversity	63	56	75	48	50	50	71	69	65	67	73	76	59	67	48	69	53
Q17a. In general, how do you think your overall pay, benefits and employment conditions compare with other staff in the House of Commons/PICT	56	63	82	62	64	42	62	40	42	33	41	51	58	52	58	54	61
Q17b. In general, how do you think your overall pay, benefits and employment conditions compare with The Civil Service	53	58	75	57	41	46	50	40	47	30	38	54	58	38	45	54	67
Q17c. In general, how do you think your overall pay, benefits and employment conditions compare with private sector employers	35	36	58	30	23	30	38	35	20	43	33	51	39	14	42	43	41
Q18a. I have a clear understanding of the overall goals of my department	84	91	85	95	82	92	91	79	76	76	80	92	88	95	94	89	84
Q18b. I have a clear understanding of the overall goals of The House of Commons Service/PICT as a whole	77	83	83	84	86	75	85	69	66	66	72	81	83	86	81	86	81
Q19. I understand how the work I do contributes to the achievement of my Departments goals	89	93	92	96	91	93	85	86	87	82	87	92	91	95	97	89	91
Q20. I am sufficiently informed about my Departments performance against its goals	63	68	71	60	77	81	62	64	56	64	70	76	66	57	81	57	71
Q21. The management style in my Department encourages employees to give their best	49	49	57	38	45	63	50	52	42	50	59	68	50	57	48	55	46
Q22. Managers in my Department actively work towards equality of opportunity in all areas	51	44	55	32	36	54	47	57	51	51	69	62	50	52	45	52	50
Q23. In my Department we are encouraged to come up with innovative solutions to work-related problems	60	51	65	44	55	54	44	62	52	66	61	76	65	81	52	66	65
Q24. Best practice is shared effectively across teams in my Department	45	47	49	46	32	51	44	53	45	44	70	62	41	48	35	33	46
Q25. Sufficient effort is being made to make my Department a more efficient organisation	54	52	62	41	27	63	68	63	56	60	70	73	53	62	52	52	53
Q26. I receive regular and constructive feedback on my performance	62	65	60	64	64	68	71	59	55	54	62	78	63	71	77	52	65
Q27a. The House of Commons Service/PICT does a good job of recruiting the right people for its future needs	45	48	54	45	45	46	53	40	40	29	53	46	50	38	45	51	53
Q27b. The House of Commons Service/PICT does a good job of developing people to their full potential	42	42	51	34	18	46	56	45	33	39	58	65	48	52	42	53	45
Q28. I think my performance is evaluated fairly	73	80	80	76	77	86	79	68	59	65	76	81	75	76	81	74	75
Q29. The House of Commons Service/PICT Service value and support people from different backgrounds and lifestyles	69	59	82	44	64	54	76	72	65	67	82	86	69	62	71	74	66
Q30. My work schedule allows sufficient flexibility to meet my personal needs	71	66	82	69	95	47	44	69	63	62	80	86	79	71	87	75	82
Q31. Staff are treated with respect here, whatever job or area they work in	57	53	55	48	55	60	56	58	45	58	67	70	54	57	55	51	56
Q32. The House of Commons Management Board provide a clear sense of direction	36	27	40	20	14	18	41	43	34	34	67	46	34	29	39	39	30
Q33. Senior Management are sufficiently visible to staff	50	49	55	40	64	45	71	53	45	48	61	68	47	38	55	51	43
Q34. Overall I have confidence in decisions made by Senior Management in my department	47	46	57	36	36	51	56	50	36	47	62	68	42	48	42	52	33

Proportion of respondents providing a favourable response by directorate

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	Department of Chamber & Committee Services										Department of Facilities				Department of Information Services			
	HOC/PICT Total	DCCS Total	Clerk Assistant's Directorate	Committee Directorate	Legislation Directorate	Official Report Directorate	Serjeant at Arms Directorate	DF Total	Parliamentary Estates Directorate	Catering and Retail Services	Accommodation Services	Support Services	DIS Total	Departmental Services Directorate	Information Management Directorate	Public Services	RISM/POST	
Q35. The Management Board are sufficiently visible to staff	28	28	43	21	23	18	41	36	29	30	51	38	19	29	23	21	15	
Q36a. I am proud to work for my Department	81	85	82	85	73	92	85	80	72	82	87	84	83	90	87	83	80	
Q36b. I am proud to work for The House of Commons/PICT	82	81	78	79	77	85	88	82	77	82	88	84	81	100	81	80	78	
Q37. I am willing to work beyond what is required in my job in order to help the House of Commons Service/PICT be successful	90	91	89	93	95	86	91	88	85	88	88	95	86	86	81	93	83	
Q38. I have the opportunity for input before changes are made which will affect my job	47	43	66	35	41	42	29	49	34	50	59	68	48	48	42	44	53	
Q39. It is safe to speak up and challenge the way things are done in the organisation	47	47	60	40	55	51	35	48	37	42	61	68	49	52	48	48	50	
Q40. I am treated with fairness and respect regardless of my pay-band	63	62	68	55	64	74	56	62	52	58	68	81	55	67	52	51	58	
Q41a. I support the overall aims and objectives of my Department	86	89	85	92	77	88	94	84	81	79	87	95	89	81	94	94	85	
Q41b. I support the overall aims and objectives of The House of Commons Service/PICT	83	86	86	87	82	78	97	80	83	71	85	95	85	90	94	84	83	
Q42. I feel valued and appreciated for the work I do	67	71	77	67	64	75	65	65	55	65	71	76	66	81	81	61	63	
Q43. My employer values what all employees can offer the organisation regardless of their cultural backgrounds, personal styles and ideas	63	58	66	48	55	67	62	66	57	63	79	73	61	52	61	66	59	
Q44. The House has a working environment in which different views and perspectives are valued	53	50	62	42	50	49	59	57	43	54	68	76	51	67	48	46	53	
Q45. I would recommend the House of Commons/PICT as a good place to work	73	73	74	69	59	76	85	73	62	72	81	89	75	90	74	75	73	
Q46. It would take a lot to make me look for another employer	59	61	62	53	59	71	76	65	50	64	77	84	59	57	68	49	64	
Q47. Overall the physical working conditions at my location are satisfactory (e.g. ventilation, temperature, space to work)	67	73	69	76	73	78	62	68	63	58	78	89	56	71	55	44	62	
Q48. There are adequate security measures at my location	85	88	94	85	91	85	91	80	80	77	83	78	80	86	77	79	80	
Q49. I think that the results of this survey will be acted on, where possible	42	36	46	33	36	38	24	46	29	44	60	68	39	67	42	32	38	
Q50a. How important is Management development in helping you to develop your career in the House of Commons/PICT?	78	75	80	85	68	56	79	76	78	73	71	89	79	95	74	84	75	
Q50b. How important is Coaching in helping you to develop your career in the House of Commons/PICT?	72	70	74	70	55	69	79	71	65	72	70	86	70	81	77	75	63	
Q50c. How important is Mentoring in helping you to develop your career in the House of Commons/PICT?	67	63	60	63	50	69	65	67	60	71	61	78	67	86	74	72	58	
Q50d. How important are Secondment opportunities to other Departments in the House of Commons in helping you to develop your career in the House of Commons/PICT?	68	63	68	69	50	49	76	62	53	61	67	76	74	81	74	69	77	
Q50e. How important are Secondment opportunities to the Civil Service in helping you to develop your career in the House of Commons/PICT?	55	48	48	60	41	34	38	52	52	49	54	59	53	76	35	52	53	
Q50f. How important is Advice and assistance on how to apply for available roles in helping you to develop your career in the House of Commons/PICT?	72	67	66	69	68	63	74	71	73	67	70	76	76	76	71	74	79	
Q50g. How important is Advice on potential career routes inside the House of Commons/PICT in helping you to develop your career in the House of Commons/PICT?	74	69	69	70	77	63	76	72	73	67	69	86	75	81	68	72	78	
Q50h. How important is Advice on potential career routes outside the House of Commons/PICT in helping you to develop your career in the House of Commons/PICT?	58	47	51	53	41	35	47	59	63	56	57	62	61	76	48	66	58	
Q54a. How good do you think the House of Commons/PICT is at providing staff with induction training	73	73	72	69	68	78	74	75	73	72	79	84	79	76	71	80	81	
Q54b. How good do you think the House of Commons/PICT is at providing staff with on the job learning	82	84	91	78	82	92	82	75	61	80	78	92	91	90	97	89	92	
Q54c. How good do you think the House of Commons/PICT is at providing staff with technical/specialist skills training	70	70	75	63	73	79	62	66	60	61	68	86	76	81	81	69	80	
Q54d. How good do you think the House of Commons/PICT is at providing staff with IT training	76	80	83	80	86	74	76	69	67	56	78	89	83	81	97	68	91	
Q54e. How good do you think the House of Commons/PICT is at providing staff with management development	54	53	66	45	64	55	47	54	45	48	62	78	58	62	71	57	54	
Q54f. How good do you think the House of Commons/PICT is at providing staff with coaching	51	54	57	45	27	70	56	50	36	54	57	59	49	48	65	55	41	
Q54g. How good do you think the House of Commons/PICT is at providing staff with mentoring	52	55	55	48	36	72	56	51	40	51	57	65	47	52	61	55	38	
Q54h. How good do you think the House of Commons/PICT is at providing staff with support for professional qualifications	60	58	63	55	50	61	56	59	53	58	63	68	64	71	84	60	62	
Q54i. How good do you think the House of Commons/PICT is at providing staff with experience of various Departments	40	42	46	36	55	41	44	38	23	37	53	46	49	52	48	55	44	
Q54j. How good do you think the House of Commons/PICT is at providing staff with careers advice	28	22	22	19	14	20	32	35	20	30	53	54	27	48	29	28	22	
Q55a. My workload does not prevent me from attending relevant training courses	62	59	57	63	77	46	62	62	57	48	83	78	71	86	77	60	76	
Q55b. I have access to the right training and development to develop my skills for the future	61	57	58	54	64	54	62	64	56	56	77	81	68	76	84	63	67	
Q55c. I have received sufficient training for the job I am required to do	77	81	78	76	86	93	82	77	64	77	85	89	80	81	94	74	82	
Q56a. My Line Manager actively supports development of my skills & knowledge	79	81	82	81	73	86	79	76	73	69	85	86	83	90	94	74	85	
Q56b. My Line Manager discusses how I can use new learning in my job	65	64	65	59	59	69	74	66	65	60	70	81	68	76	84	58	70	
Q57. At the present time are you seriously considering leaving the House of Commons/PICT? (% answering no)	60	66	66	57	64	79	65	66	52	61	74	92	61	62	71	51	67	
Q58a. Senior Management does a good job of setting objectives clearly	61	60	69	55	59	67	53	62	56	60	67	70	65	62	65	70	62	
Q58b. Senior Management do a good job of working together as a team	52	53	63	48	64	49	56	55	41	50	73	68	53	57	48	59	50	
Q58c. Senior Management do a good job of managing change	46	42	55	34	36	39	50	52	40	50	61	70	44	52	45	54	36	
Q58d. Senior Management do a good job of making decisions promptly	40	42	52	28	41	49	53	43	37	37	53	54	41	43	32	49	36	
Q59. Overall how satisfied are you with your job?	63	68	72	61	64	76	76	63	56	59	69	73	63	71	71	55	65	

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	Department of Resources						OCE/ Speaker's Office	Parliamentary Information and Communications Technology				
	HOC/PICT Total	Human Resources				Business Management Directorate		Directorate of Operations and Members Services		Directorate of Technology and Programmes		Directorate of Resources
		DR Total	Financial Management Directorate	Management and Development Directorate	Operations Directorate			PICT Total	Members Services	Directorate of Technology	Directorate of Programmes and Projects	
Q1. I have a very clear understanding of what is expected of me in my work	91	94	84	95	96	100	96	83	83	80	86	88
Q2. My job offers me the opportunity to use my skills and abilities	80	76	77	85	65	89	93	75	71	77	78	76
Q3. My Department does an excellent job of keeping staff informed about matters affecting us	63	72	68	76	67	89	81	49	58	43	39	60
Q4. There is sufficient contact between Senior Management and staff in my Department	58	64	55	71	57	83	89	39	44	28	44	52
Q5. My immediate line manager / supervisor communicates effectively	78	79	65	80	85	83	81	71	62	69	78	88
Q6. I am satisfied with my involvement in decisions that affect my work	60	69	52	73	69	94	85	52	40	51	61	64
Q7a. There is good cooperation between teams in my Department	71	71	68	73	69	78	67	56	63	51	61	48
Q7b. There is good cooperation between my Department and other Departments in the House of Commons/PICT	52	56	55	71	50	39	85	47	46	37	53	64
Q8. There are usually sufficient people in my team to handle the normal workload	68	83	94	80	76	89	74	48	50	37	47	72
Q9. I have the IT systems support I need to do my job effectively	74	86	84	90	83	89	89	76	77	68	75	100
Q10. I believe I have the opportunity for personal development and growth	64	68	61	76	63	78	67	57	44	58	67	68
Q11. I have sufficient opportunities for advancement and promotion	40	35	23	41	37	39	56	30	35	28	28	32
Q12a. I have a clear understanding of how my performance is evaluated	73	74	71	85	65	78	81	63	60	60	61	84
Q12b. I have a clear understanding of what I can do to improve my performance	68	70	68	76	63	83	74	57	50	58	56	68
Q13. The current pace of change in my Department is: (About right)	38	31	29	46	19	39	37	34	31	35	39	32
Q14. Do you feel you are given appropriate opportunities to express your views?	77	78	74	76	78	89	81	71	81	58	75	76
Q15a. In general, how effective is The House of Commons Management Board	41	42	39	51	35	50	63	39	46	37	33	40
Q15b. In general, how effective is the Senior Management of your Department	58	61	48	68	63	61	78	46	50	43	42	56
Q15c. In general, how effective is your immediate line manager/supervisor	81	81	71	83	87	78	89	75	62	75	81	96
Q16a. How effective is your immediate line manager/supervisor at helping you improve your performance	73	76	71	76	76	83	78	69	56	68	81	80
Q16b. How effective is your immediate line manager/supervisor at informing you about your own teams performance	73	76	71	73	80	78	81	70	73	71	58	76
Q16c. How effective is your immediate line manager/supervisor at supporting you to manage your workload	73	78	74	80	78	83	74	67	54	75	67	72
Q16d. How effective is your immediate line manager/supervisor at managing any under-performance in your team	52	56	52	59	54	67	67	47	44	46	47	56
Q16e. How effective is your immediate line manager/supervisor at promoting a culture of diversity	63	76	68	88	70	78	70	64	56	62	75	72
Q17a. In general, how do you think your overall pay, benefits and employment conditions compare with other staff in the House of Commons/PICT	56	67	68	71	61	72	63	63	63	58	61	76
Q17b. In general, how do you think your overall pay, benefits and employment conditions compare with The Civil Service	53	61	65	63	56	67	63	48	48	45	53	52
Q17c. In general, how do you think your overall pay, benefits and employment conditions compare with private sector employers	35	36	19	51	30	50	52	26	25	28	25	28
Q18a. I have a clear understanding of the overall goals of my department	84	78	74	80	78	83	96	80	81	71	83	96
Q18b. I have a clear understanding of the overall goals of The House of Commons Service/PICT as a whole	77	76	61	88	74	78	89	72	75	62	83	80
Q19. I understand how the work I do contributes to the achievement of my Departments goals	89	92	84	95	94	89	96	82	85	77	78	96
Q20. I am sufficiently informed about my Departments performance against its goals	63	62	52	68	61	67	78	46	65	32	33	60
Q21. The management style in my Department encourages employees to give their best	49	54	39	63	56	56	78	34	38	34	31	32
Q22. Managers in my Department actively work towards equality of opportunity in all areas	51	60	55	63	61	61	67	44	50	40	44	40
Q23. In my Department we are encouraged to come up with innovative solutions to work-related problems	60	63	58	71	59	67	74	58	58	58	50	68
Q24. Best practice is shared effectively across teams in my Department	45	45	45	46	48	33	70	31	35	25	33	36
Q25. Sufficient effort is being made to make my Department a more efficient organisation	54	58	48	66	56	61	67	40	38	34	36	64
Q26. I receive regular and constructive feedback on my performance	62	60	52	71	52	72	78	57	54	57	53	68
Q27a. The House of Commons Service/PICT does a good job of recruiting the right people for its future needs	45	44	45	56	37	39	52	43	40	38	39	68
Q27b. The House of Commons Service/PICT does a good job of developing people to their full potential	42	40	29	51	43	28	52	28	27	29	22	44
Q28. I think my performance is evaluated fairly	73	72	65	80	69	78	81	63	60	58	61	88
Q29. The House of Commons Service/PICT Service value and support people from different backgrounds and lifestyles	69	75	74	78	70	83	81	74	73	69	78	80
Q30. My work schedule allows sufficient flexibility to meet my personal needs	71	77	77	80	76	72	67	68	60	63	81	80
Q31. Staff are treated with respect here, whatever job or area they work in	57	62	58	56	67	67	59	61	56	68	61	56
Q32. The House of Commons Management Board provide a clear sense of direction	36	42	35	41	44	50	56	34	44	31	25	32
Q33. Senior Management are sufficiently visible to staff	50	60	42	61	69	67	70	39	52	25	44	48
Q34. Overall I have confidence in decisions made by Senior Management in my department	47	52	42	51	59	50	67	41	44	31	47	52

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	HOC/PICT Total	DR Total	Human Resources		Business Management Directorate		Directorate of Operations and Members Services		Directorate of Technology and Projects		Directorate of Resources	
			Financial Management Directorate	Management and Development Directorate			Operations Directorate	Members Services	Technology	Programmes and Projects		
Q35. The Management Board are sufficiently visible to staff	28	31	26	29	30	50	52	20	23	15	28	24
Q36a. I am proud to work for my Department	81	76	71	83	74	72	81	73	83	66	64	84
Q36b. I am proud to work for The House of Commons/PICT	82	86	84	95	83	78	85	81	83	83	81	76
Q37. I am willing to work beyond what is required in my job in order to help the House of Commons Service/PICT be successful	90	92	90	98	89	94	100	90	88	94	92	84
Q38. I have the opportunity for input before changes are made which will affect my job	47	53	55	54	48	61	56	43	33	48	47	44
Q39. It is safe to speak up and challenge the way things are done in the organisation	47	53	45	51	61	44	56	37	27	42	39	44
Q40. I am treated with fairness and respect regardless of my pay-band	63	73	68	66	83	67	74	65	60	68	69	64
Q41a. I support the overall aims and objectives of my Department	86	83	84	88	81	78	93	82	90	74	83	84
Q41b. I support the overall aims and objectives of The House of Commons Service/PICT	83	80	81	88	75	78	85	80	88	74	83	76
Q42. I feel valued and appreciated for the work I do	67	74	68	83	67	89	78	54	48	52	58	64
Q43. My employer values what all employees can offer the organisation regardless of their cultural backgrounds, personal styles and ideas	63	74	68	80	72	72	85	61	62	52	69	68
Q44. The House has a working environment in which different views and perspectives are valued	53	58	52	63	57	61	56	52	62	49	44	48
Q45. I would recommend the House of Commons/PICT as a good place to work	73	76	71	86	74	67	74	68	69	63	69	76
Q46. It would take a lot to make me look for another employer	59	56	55	61	52	61	63	44	44	42	47	44
Q47. Overall the physical working conditions at my location are satisfactory (e.g. ventilation, temperature, space to work)	67	78	81	78	74	89	67	60	60	57	53	76
Q48. There are adequate security measures at my location	85	94	90	96	93	94	85	89	88	88	89	92
Q49. I think that the results of this survey will be acted on, where possible	42	51	39	54	54	61	48	39	50	28	39	48
Q50a. How important is Management development in helping you to develop your career in the House of Commons/PICT?	78	83	77	85	81	94	67	82	81	77	97	76
Q50b. How important is Coaching in helping you to develop your career in the House of Commons/PICT?	72	76	71	85	70	78	74	74	85	58	86	72
Q50c. How important is Mentoring in helping you to develop your career in the House of Commons/PICT?	67	74	84	80	65	72	63	71	79	58	89	64
Q50d. How important are Secondment opportunities to other Departments in the House of Commons in helping you to develop your career in the House of Commons/PICT?	68	76	68	68	83	89	70	73	85	55	75	92
Q50e. How important are Secondment opportunities to the Civil Service in helping you to develop your career in the House of Commons/PICT?	55	70	61	68	80	61	59	61	71	48	56	80
Q50f. How important is Advice and assistance on how to apply for available roles in helping you to develop your career in the House of Commons/PICT?	72	76	68	76	81	78	63	76	87	71	67	80
Q50g. How important is Advice on potential career routes inside the House of Commons/PICT in helping you to develop your career in the House of Commons/PICT?	74	80	74	78	85	78	74	81	87	77	78	84
Q50h. How important is Advice on potential career routes outside the House of Commons/PICT in helping you to develop your career in the House of Commons/PICT?	58	68	68	61	80	50	59	68	85	60	53	76
Q54a. How good do you think the House of Commons/PICT is at providing staff with induction training	73	75	74	78	70	83	63	62	60	55	78	60
Q54b. How good do you think the House of Commons/PICT is at providing staff with on the job learning	82	85	84	80	85	94	78	71	69	71	78	68
Q54c. How good do you think the House of Commons/PICT is at providing staff with technical/specialist skills training	70	70	61	78	65	83	78	68	48	69	83	84
Q54d. How good do you think the House of Commons/PICT is at providing staff with IT training	76	77	71	80	76	83	85	65	56	55	81	84
Q54e. How good do you think the House of Commons/PICT is at providing staff with management development	54	57	55	61	46	83	59	49	50	37	75	64
Q54f. How good do you think the House of Commons/PICT is at providing staff with coaching	51	60	55	61	57	72	56	43	44	35	33	72
Q54g. How good do you think the House of Commons/PICT is at providing staff with mentoring	52	60	65	61	54	72	59	46	52	32	42	76
Q54h. How good do you think the House of Commons/PICT is at providing staff with support for professional qualifications	60	65	42	85	59	72	74	51	42	42	67	72
Q54i. How good do you think the House of Commons/PICT is at providing staff with experience of various Departments	40	34	23	37	31	56	52	29	19	26	42	40
Q54j. How good do you think the House of Commons/PICT is at providing staff with careers advice	28	36	23	46	28	61	33	24	25	14	31	44
Q55a. My workload does not prevent me from attending relevant training courses	62	65	81	63	57	61	52	53	42	45	78	60
Q55b. I have access to the right training and development to develop my skills for the future	61	63	52	76	56	78	63	48	35	43	67	60
Q55c. I have received sufficient training for the job I am required to do	77	79	77	80	78	83	89	62	65	46	83	64
Q56a. My Line Manager actively supports development of my skills & knowledge	79	79	74	90	72	83	78	74	60	71	92	84
Q56b. My Line Manager discusses how I can use new learning in my job	65	65	61	73	56	83	67	61	44	60	78	76
Q57. At the present time are you seriously considering leaving the House of Commons/PICT? (% answering no)	60	52	55	68	37	56	63	44	44	45	47	40
Q58a. Senior Management does a good job of setting objectives clearly	61	65	48	80	63	61	78	53	62	40	58	60
Q58b. Senior Management do a good job of working together as a team	52	53	29	59	57	67	70	37	42	29	44	40
Q58c. Senior Management do a good job of managing change	46	52	32	63	50	67	59	37	50	32	25	44
Q58d. Senior Management do a good job of making decisions promptly	40	44	29	41	48	61	59	25	31	23	19	28
Q59. Overall how satisfied are you with your job?	63	64	58	63	67	67	67	51	52	51	50	48