

## APPENDIX 1: Your Views Count 2008/09 - Responses to all questions.

Survey Aspect	% Agree	% Mixed Views	% Disagree	Public Sector Norm 2010
Q1. I am helping to make London the safest major city in the world	58%	32%	11%	n/a
Q2. In my team we build trust by listening and responding	78%	17%	5%	n/a
Q3. My line manager gives regular and constructive feedback on my performance	61%	23%	16%	n/a
Q4. My line manager provides opportunities for face-to-face discussion	75%	15%	10%	n/a
Q5. My line manager empowers me to do my job	68%	20%	12%	n/a
Q6. My line manager helps me to solve problems	69%	19%	12%	75%
Q7. I have confidence in the management team leading the organisation	New Question as of April 2010			n/a
Q8. I am satisfied with my current job	62%	28%	10%	64%
Q9. I am provided with good career opportunities	37%	36%	27%	37%
Q10. I am encouraged to take responsibility for my own development	65%	24%	10%	58%
Q11. I am clear on what the priorities are for my team	82%	13%	5%	n/a
Q12. I am encouraged to share my ideas and suggestions	51%	30%	19%	34%
Q13. I feel motivated at work	New Question as of April 2010			n/a
Q14. I willingly do more than is normally required of me at work to help the organisation to be successful	New Question as of April 2010			82%
Q15. I support the organisations strategic plan and what we are trying to achieve	New Question as of April 2010			n/a
Q16. I understand how I can contribute to the success of the organisation	New Question as of April 2010			n/a
Q17. I support the need for change within the organisation	New Question as of April 2010			n/a
Q18. I feel that the organisation gets the best out of me	New Question as of April 2010			n/a
Q19. I am given the equipment I need to do my job	49%	29%	22%	49%
Q20. I am trained to fulfil my current role	69%	22%	10%	56%
Q21. I make good use of my skills and abilities	80%	12%	7%	54%
Q22. I have a healthy work-life balance	52%	28%	20%	59%
Q23. We are developing the right culture within the organisation to be successful	New Question as of April 2010			n/a
Q24. The organisation is good at retaining the right people	New Question as of April 2010			n/a
Q25. The organisation will be successful in the future	New Question as of April 2010			n/a
Q26. I am treated with fairness and respect	56%	29%	14%	64%
Q27. In my team we respect and support each other	76%	17%	6%	n/a
Q28. In my team we learn from our experience and find ways to be even better	77%	17%	6%	n/a
Q29. I am kept informed of developments	54%	31%	15%	59%
Q30. I am consulted on management decisions that affect me	35%	32%	33%	27%
Q31. My line manager leads by example	66%	21%	13%	n/a
Q32. My line manager values my contribution	75%	17%	8%	n/a
Q33. I get a sense of personal fulfilment from what I do	New Question as of April 2010			n/a
Q34. In my team we take pride in delivering quality policing	84%	12%	4%	44%
Q35. I am optimistic about my own future here	New Question as of April 2010			n/a
Q36. I still intend to be working for the organisation in two years time	New Question as of April 2010			n/a
Q37. I would speak highly of the MPS to those outside the organisation	New Question as of April 2010			n/a

## APPENDIX 2: Your Views Count 2009/10 - Responses to all questions

Survey Aspect	% Agree	% Mixed Views	% Disagree	Public Sector Norm 2010
Q1. I am helping to make London the safest major city in the world	61%	30%	9%	n/a
Q2. In my team we build trust by listening and responding	79%	17%	5%	n/a
Q3. My line manager gives regular and constructive feedback on my performance	61%	22%	16%	n/a
Q4. My line manager provides opportunities for face-to-face discussion	75%	15%	10%	n/a
Q5. My line manager empowers me to do my job	68%	20%	12%	n/a
Q6. My line manager helps me to solve problems	69%	20%	12%	75%
Q7. I have confidence in the management team leading the organisation	New Question as of April 2010			n/a
Q8. I am satisfied with my current job	62%	27%	11%	64%
Q9. I am provided with good career opportunities	37%	34%	28%	37%
Q10. I am encouraged to take responsibility for my own development	65%	24%	11%	58%
Q11. I am clear on what the priorities are for my team	81%	13%	5%	n/a
Q12. I am encouraged to share my ideas and suggestions	50%	29%	21%	34%
Q13. I feel motivated at work	New Question as of April 2010			n/a
Q14. I willingly do more than is normally required of me at work to help the organisation to be successful	New Question as of April 2010			82%
Q15. I support the organisations strategic plan and what we are trying to achieve	New Question as of April 2010			n/a
Q16. I understand how I can contribute to the success of the organisation	New Question as of April 2010			n/a
Q17. I support the need for change within the organisation	New Question as of April 2010			n/a
Q18. I feel that the organisation gets the best out of me	New Question as of April 2010			n/a
Q19. I am given the equipment I need to do my job	49%	29%	22%	49%
Q20. I am trained to fulfil my current role	68%	22%	10%	56%
Q21. I make good use of my skills and abilities	79%	13%	8%	54%
Q22. I have a healthy work-life balance	54%	28%	18%	59%
Q23. We are developing the right culture within the organisation to be successful	New Question as of April 2010			n/a
Q24. The organisation is good at retaining the right people	New Question as of April 2010			n/a
Q25. The organisation will be successful in the future	New Question as of April 2010			n/a
Q26. I am treated with fairness and respect	55%	29%	15%	64%
Q27. In my team we respect and support each other	76%	18%	6%	n/a
Q28. In my team we learn from our experience and find ways to be even better	77%	17%	6%	n/a
Q29. I am kept informed of developments	53%	30%	17%	59%
Q30. I am consulted on management decisions that affect me	34%	32%	33%	27%
Q31. My line manager leads by example	67%	20%	13%	n/a
Q32. My line manager values my contribution	75%	17%	9%	n/a
Q33. I get a sense of personal fulfilment from what I do	New Question as of April 2010			n/a
Q34. In my team we take pride in delivering quality policing	84%	13%	3%	44%
Q35. I am optimistic about my own future here	New Question as of April 2010			n/a
Q36. I still intend to be working for the organisation in two years time	New Question as of April 2010			n/a
Q37. I would speak highly of the MPS to those outside the organisation	New Question as of April 2010			n/a