

# 2022 Engagement Survey – High level results

**Engagement Score = 67%**

2021 = 65%

Global Ave = 72%







**Response Rate =**

**90%**

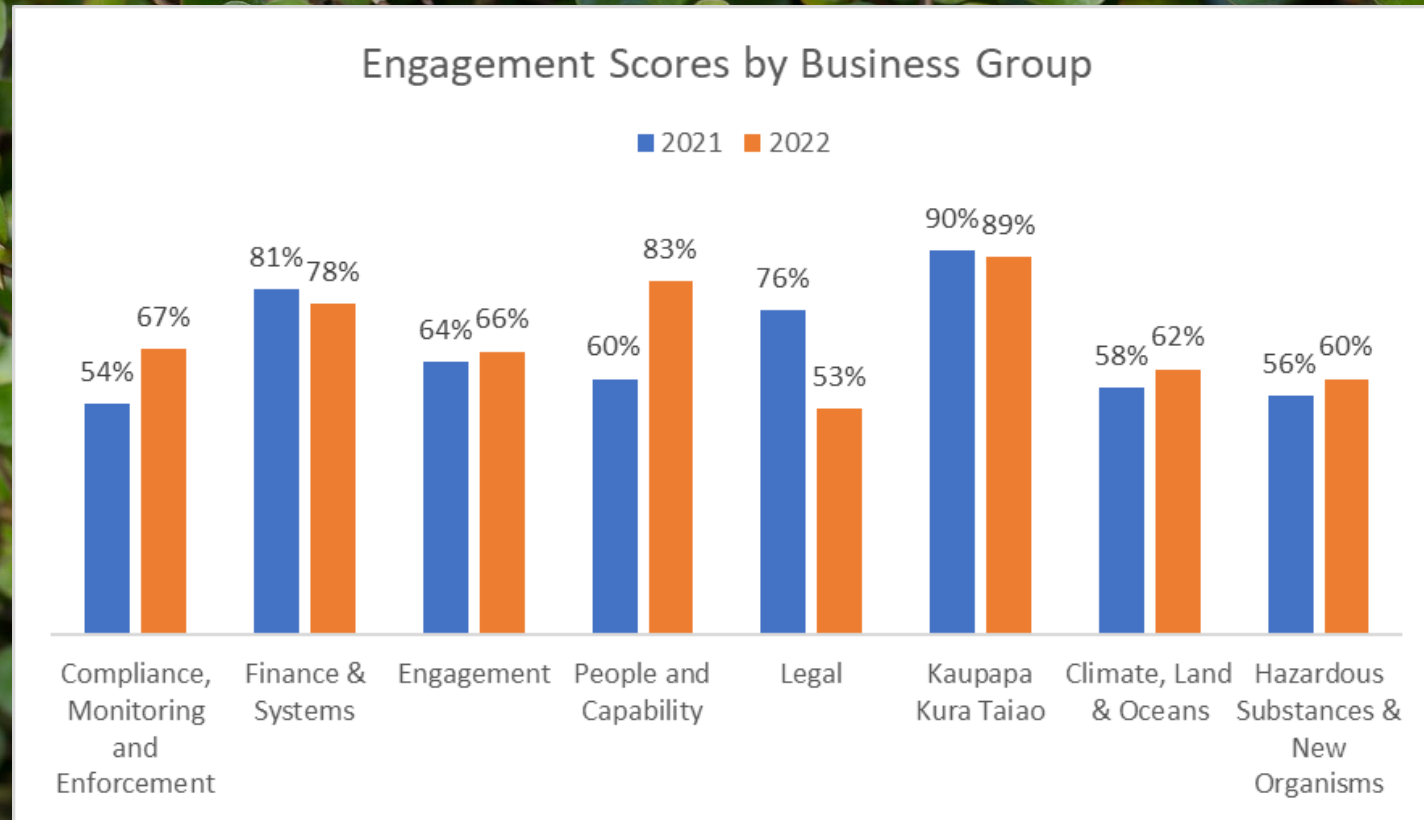
2021 = 93%



42 out of 59 questions have increased since 2021!

Engagement index		Global Average 2022	EPA Overall Engagement 2021
Question	Distribution		
I am proud to work with the EPA	 91%	80%	85%
My work gives me a feeling of personal accomplishment	 74% 18%	78%	73%
I would recommend the EPA to people I know as a great place to work	 70% 22%	72%	70%
The culture at the EPA motivates me to contribute more than is normally required to complete my work	 54% 32% 14%	70%	53%
I rarely think about looking for a new job with another company	 44% 20% 36%	59%	47%

# 2022 Business Group Breakdown



# 21/22' Focus Areas - Quantitative results

## Career

'Overall, I feel that my career goals can be met at EPA'

2022: **49%**

2021: 46%

Global: 65%

'My manager helps me in my career development'

2022: **65%**

2021: 57%

Global: 70%

## L&D

'The EPA provides me with opportunities for learning and development'

2022: **81%**

2021: 70%

Global: 71%

'I have the training I need to do my job effectively'

2022: **74%**

2021: 66%

Global: 75%

## Pay

'My total compensation (base salary + any performance payments + benefits) is fair compared to the market rate'

2022: **29%**

2021: 39%

Global: 50%

'I am paid fairly for the work I do'

2022: **43%**

2021: 58%

Global: 55%

## Mental Wellbeing

'I feel the EPA contributes positively to looking after my mental health'

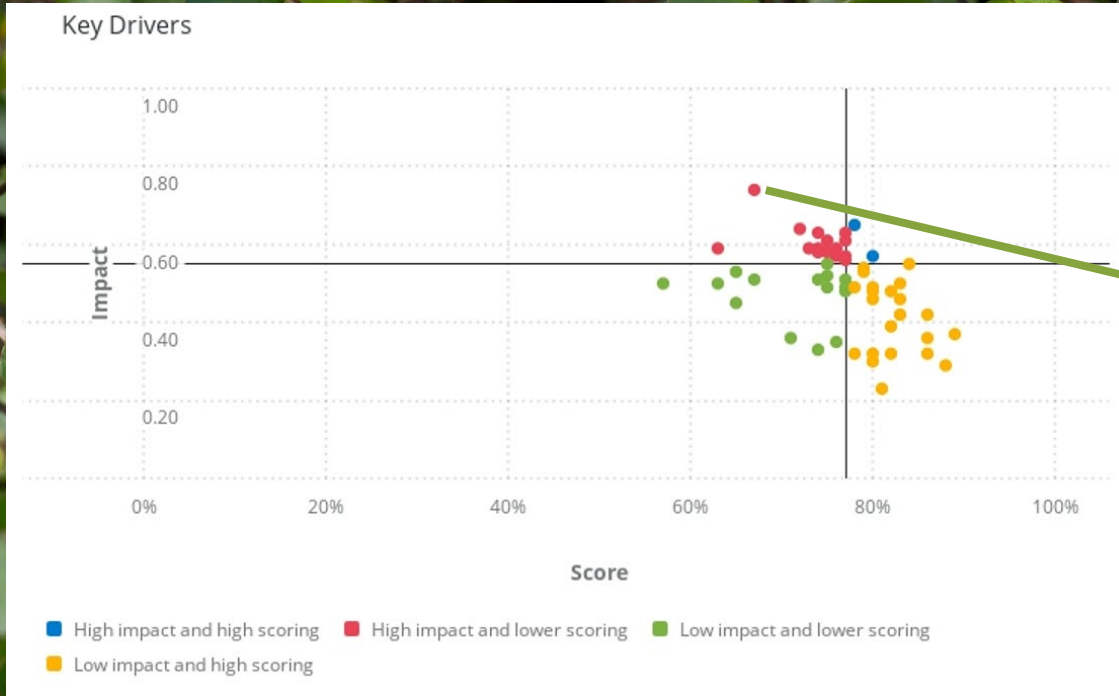
2022: **76%**

2021: 67%

Global: N/A

# Key Drivers

What is most likely to have an impact on engagement?



'Overall, I feel that my career goals can be met at the EPA'

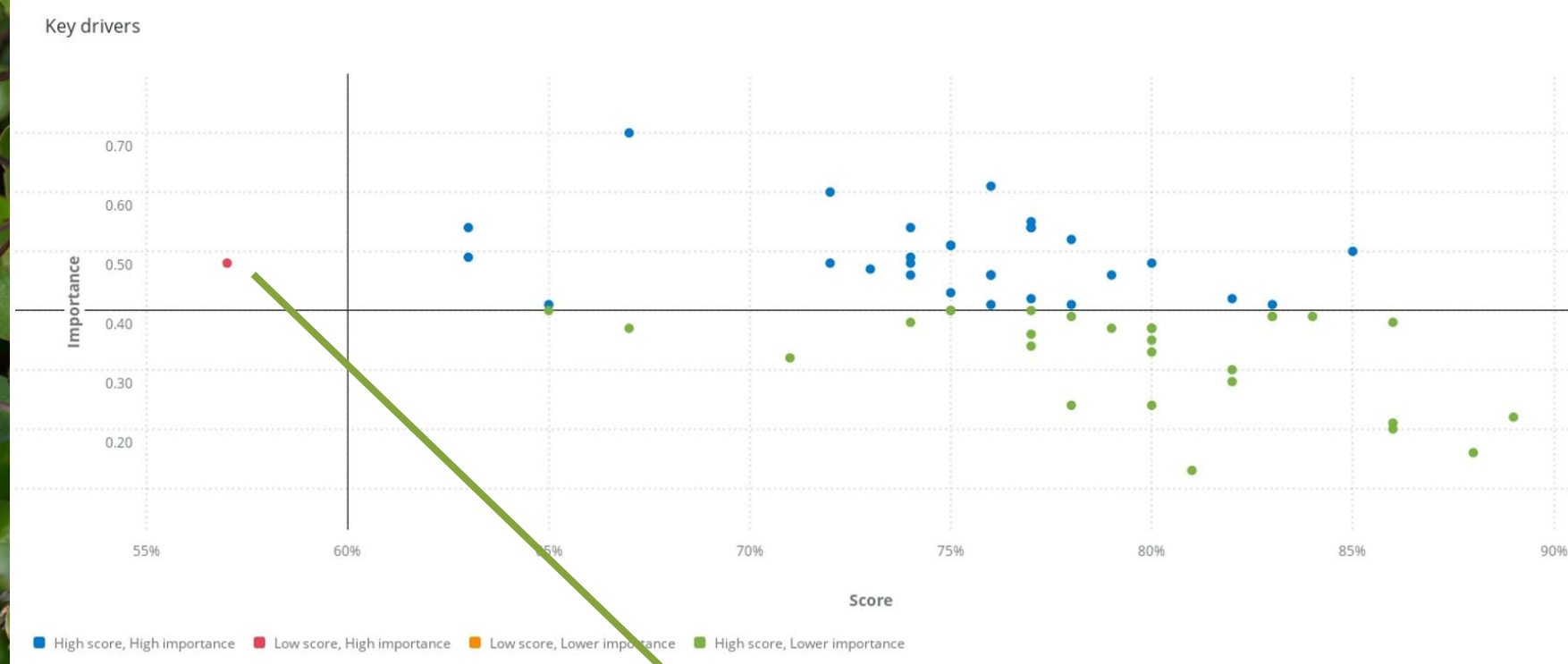
What is most likely to have an impact on job enablement?

2022 Job enablement score = 80% ↑  
 2021 = 76%  
 Global = 77%

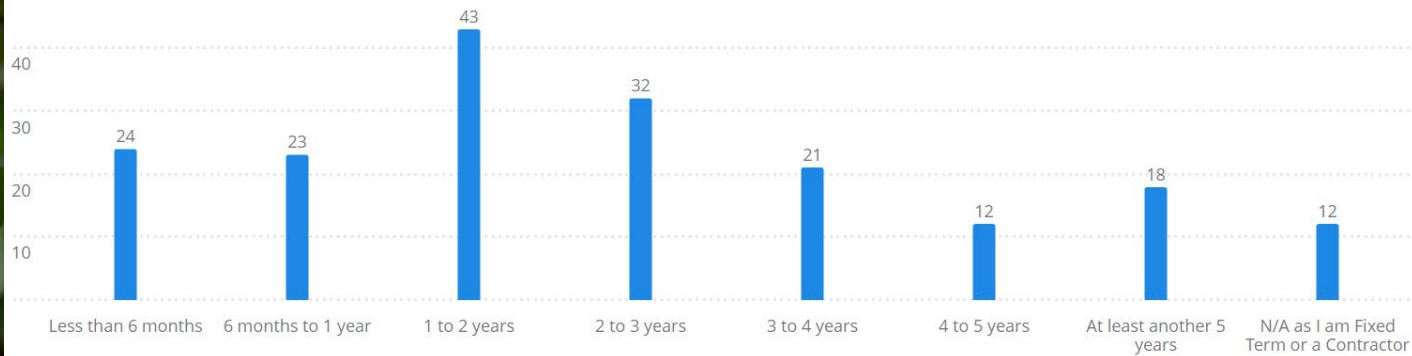
Question	Distribution	Global Average 2022	EPA Overall Engagement 2021
I have the autonomy and trust I need to do my job	86%	78%	82%
I have access to the resources (e.g., materials, equipment, technology, etc.) I need to do my job effectively	80% 12%	75%	74%
My job makes good use of my skills and abilities	76% 14%	76%	73%
My job is challenging and interesting	76% 16%	78%	77%

# Intent to Stay

'I rarely think about looking for a new job with another company'



"I intend to keep working at the EPA for..."



**Greatest impact on intent to stay:**  
 'My total compensation (base salary + any performance payments + benefits) is fair compared to the market rate'

# Highs & Lows

## Top 5 scores

Question	Distribution ▾	Global Average 2022	EPA Overall Engagement 2021
The EPA is committed to people safety	 96%	85%	94%
The EPA is a safe place to work	 94%	85%	94%
I feel comfortable reporting any safety, health or wellbeing concern, no matter how small	 93%	-	94%
My manager supports my efforts to balance my work and personal life	 92%	78%	87%
I am proud to work with the EPA	 91%	80%	85%

## Bottom 5 scores

Question	Distribution ▾	Global Average 2022	EPA Overall Engagement 2021
At the EPA, we do a good job of sharing knowledge across Business Groups	 48% 28% 25%	57%	43%
I rarely think about looking for a new job with another company	 44% 20% 36%	59%	47%
I am paid fairly for the work I do	 43% 29% 29%	55%	58%
At the EPA, people are rewarded according to their performance	 36% 43% 21%	51%	34%
My total compensation (base salary + any performance payments + benefits) is fair compared to the market rate	 29% 34% 38%	50%	39%

# Greatest changes

## Largest increases

'The EPA provides me with the opportunity for learning and development'

+11%

(70% -> 81%)

'I am comfortable voicing my ideas and opinions, even if they are different from others'

+10%

(78% -> 88%)

'EPA shows a commitment to ethical business decisions and conduct'

+10%

(71 -> 81%)

## Largest decreases

'I am paid fairly for the work I do'

-15%

(58% -> 43%)

'My total compensation (base salary + any performance payments + benefits) is fair compared to the market rate'

-10%

(39% -> 29%)

'I can see a clear link between my work and the EPA's strategic objectives'

-7%

(79% -> 72%)

# What are people talking most about?

'What does the EPA do well that helps you be successful?'

'What could the EPA do better to help you be successful?'

**Supportive environment**  
**Flexible Working**  
**Work-life balance/wellbeing**

**Workload/resourcing**  
**Growth & Development**  
**Pay**  
**Collaboration/Cohesion**

**Flexible working**  
"Looks after its staff through its flexible working approaches"

**Flexible Working & Supportive environment**  
"The EPA has fostered a flexible working environment. The EPA generally has a positive internal culture"

**Workload/resourcing**  
"A lot depends on baseline funding, and how we can get more people in to help us with the ever increasing workloads"

**Pay**  
"More competitive pay. More meaningful application of skillset"

**Supportive environment & Flexible working**  
"Empathetic management, WFH fits around other commitments"

**Work-life balance**  
"supports a healthy work-life balance"

**Workload/Resourcing**  
"Prioritise recruitment to replace people who have left and ensure that there are enough resources to get through high work loads"

**Pay**  
"Adjust remuneration to inflation and cost of living"

**Career progression**  
"Clearer career progression pathways that provide incentive to progress"

**Wellbeing**  
"Provide support in work and wellbeing"

**Supportive environment**  
"Strong supportive culture"

**Collaboration**  
"It would be nice if the work programmes of all teams could be shared across the organisation. It would be interesting to see what types of work other teams are doing (one EPA) and also be helpful to see if there is any work done by other teams that is relevant (directly or indirectly) to my role."