

# **Electoral Office for Northern Ireland**

## **Employee Survey Report 2009**

This report has been compiled with the results of the EONI  
Employee Questionnaire of February 2009

# Electoral Office For Northern Ireland

## Employee Survey Report 2009

### I Feel I am a valued member of Staff

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	3	4.11	0	0	2	3.2
<b>Disagree</b>	2	2.74	3	6	7	11.1
<b>Neither</b>	24	32.88	11	22	14	22.2
<b>Agree</b>	33	45.21	27	54	35	55.6
<b>Strongly Agree</b>	11	15.07	8	16	5	7.9
<b>No Answer</b>	0	0	1	2	0	0
<b>Total</b>	73	100	50	100	63	100

- The percentage of staff feeling valued as an employee of EONI has dropped from 70% to 60.28%

### I would recommend the Electoral Office as a good place to work

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	1	1.37	0	0	5	7.9
<b>Disagree</b>	4	5.48	3	6	8	12.7
<b>Neither</b>	19	26.03	15	30	18	28.6
<b>Agree</b>	35	47.95	24	48	27	42.9
<b>Strongly Agree</b>	14	19.18	7	14	4	6.3
<b>No Answer</b>	0	0	1	2	1	1.6
<b>Total</b>	73	100	50	100	63	100

- The number of employees happy to recommend the Electoral Office as a place to work has risen by 5.13%

### I have received the in house training and development I need to do my job properly

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	0	0	1	2	2	3.2
<b>Disagree</b>	2	2.74	4	8	8	12.7
<b>Neither</b>	12	16.44	5	10	14	22.2
<b>Agree</b>	49	67.13	31	62	33	52.4
<b>Strongly Agree</b>	10	13.7	9	18	6	9.5
<b>Total</b>	73	100	50	100	63	100

-There is a 5.26% decrease in staff unhappy with the in-house training they receive

**Managers are understanding about having to meet family/caring responsibilities**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	0	0	0	0	1	1.6
<b>Disagree</b>	0	0	2	4	1	1.6
<b>Neither</b>	13	17.81	6	12	6	9.5
<b>Agree</b>	29	39.73	28	56	39	61.9
<b>Strongly Agree</b>	30	41.10	13	26	16	25.4
<b>No Answer</b>	1	1.37	1	2	0	0
<b>Total</b>	<b>73</b>	<b>100</b>	<b>50</b>	<b>100</b>	<b>63</b>	<b>100</b>

-Almost identical percentage score on last years EONI employees who believe their managers are understanding about having to meet family/caring responsibilities

**Work problems are taken seriously & dealt with**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	0	0	1	2	3	4.8
<b>Disagree</b>	6	8.22	10	20	11	17.5
<b>Neither</b>	15	20.55	7	14	13	20.6
<b>Agree</b>	32	43.84	21	42	25	39.7
<b>Strongly Agree</b>	19	26.03	10	20	11	17.5
<b>No Answer</b>	1	1.37	1	2	0	0
<b>Total</b>	<b>73</b>	<b>100</b>	<b>50</b>	<b>100</b>	<b>63</b>	<b>100</b>

-13.78% decrease %age of staff who feel their work problems are not taken seriously enough

**Employees are treated fairly**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	2	2.74	0	0	6	9.5
<b>Disagree</b>	5	6.85	11	22	8	12.7
<b>Neither</b>	16	21.92	6	12	18	28.6
<b>Agree</b>	39	53.43	19	38	21	33.3
<b>Strongly Agree</b>	11	15.07	13	26	9	14.3
<b>No Answer</b>	0	0	1	2	1	1.6
<b>Total</b>	<b>73</b>	<b>100</b>	<b>50</b>	<b>100</b>	<b>63</b>	<b>100</b>

-12.41% decrease in number of staff who feel that employees are treated fairly

### I find my job interesting

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	1	1.37	0	0	3	4.8
<b>Disagree</b>	1	1.37	2	4	2	3.2
<b>Neither</b>	12	16.44	8	16	4	6.3
<b>Agree</b>	44	60.28	24	48	46	73
<b>Strongly Agree</b>	15	20.55	16	32	8	12.7
<b>Total</b>	73	100	50	100	63	100

- 80% of staff find their job interesting. Figures very similar to last year.

### I often find my job stressful

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	4	5.48	2	4	6	9.5
<b>Disagree</b>	19	26.03	16	32	15	23.8
<b>Neither</b>	20	27.4	14	28	15	23.8
<b>Agree</b>	17	23.29	14	28	19	30.2
<b>Strongly Agree</b>	13	17.81	3	6	8	12.7
<b>No Answer</b>	0	0	1	2	0	0
<b>Total</b>	73	100	50	100	63	100

- 7% increase in %age of staff who find their job stressful.

### I generally have too much work to do.

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	2	2.74	0	0	3	4.8
<b>Disagree</b>	19	26.03	19	38	20	31.7
<b>Neither</b>	33	45.21	19	38	25	39.7
<b>Agree</b>	13	17.81	9	18	8	12.7
<b>Strongly Agree</b>	4	5.48	2	4	7	11.1
<b>No Answer</b>	2	2.74	1	2	0	0
<b>Total</b>	73	100	50	100	63	100

- 23.29% of staff feel they are under pressure at work, slight increase on last year.

**My section/area office has regular team briefings**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	1	1.37	0	0	1	1.6
<b>Disagree</b>	10	13.70	2	4	10	15.9
<b>Neither</b>	10	13.70	10	20	22	34.9
<b>Agree</b>	31	42.47	22	44	25	39.7
<b>Strongly Agree</b>	20	27.40	13	26	5	7.9
<b>No Answer</b>	1	1.37	3	6	0	0
<b>Total</b>	73	100	50	100	63	100

- 11% increase from last year in staff who disagree that their office has regular team briefings.

**There is effective two-way communication between me and my line manager**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	0	0	0	0	1	1.6
<b>Disagree</b>	4	5.48	2	4	4	6.3
<b>Neither</b>	9	12.33	5	10	8	12.7
<b>Agree</b>	30	41.10	23	46	35	55.6
<b>Strongly Agree</b>	30	41.10	20	40	15	23.8
<b>Total</b>	73	100	50	100	63	100

- 82.2% of staff believe that there is effective communication between themselves & their line manager

**I worry a lot about my work outside my working hours**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Strongly Disagree</b>	11	15.07	12	24	15	23.8
<b>Disagree</b>	30	41.1	15	30	18	28.6
<b>Neither</b>	17	23.29	16	32	16	25.4
<b>Agree</b>	12	16.44	5	10	13	20.6
<b>Strongly Agree</b>	3	4.11	1	2	1	1.6
<b>No Answer</b>	0	0	1	2	0	0
<b>Total</b>	73	100	50	100	63	100

- 8.55% increase in staff who worry about their job outside of work from 2008

**I feel the Electoral Office needs to look at new ways of doing things.**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Strongly Disagree</b>	1	1.37	2	4	2	3.2
<b>Disagree</b>	10	13.7	5	10	5	7.9
<b>Neither</b>	32	43.84	30	60	21	33.3
<b>Agree</b>	19	26.03	8	16	21	33.3
<b>Strongly Agree</b>	11	15.07	3	6	14	22.2
<b>No Answer</b>	0	0	2	4	0	0
<b>Total</b>	73	100	50	100	63	100

- 19.1% increase in %age of staff who think that EONI need to look at new ways of doing things.

**Development needs highlighted through my appraisal are largely met**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Strongly Disagree</b>	0	0	1	2	3	4.8
<b>Disagree</b>	1	1.37	3	6	1	1.6
<b>Neither</b>	30	41.1	17	34	28	44.4
<b>Agree</b>	36	49.32	20	40	27	42.9
<b>Strongly Agree</b>	4	5.48	3	6	2	3.2
<b>Spoilt</b>	0	0	0	0	1	1.6
<b>No Answer</b>	2	2.74	6	12	1.	1.6
<b>Total</b>	73	100	50	100	63	100

- 8.8% increase in %age of staff who agree that development needs are largely met.

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**How satisfied are you with the encouragement you receive to contribute to improvements with regard to your work?**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Very Dissatisfied</b>	1	1.37	0	0	2	3.2
<b>Dissatisfied</b>	3	4.11	6	12	2	3.2
<b>Neither</b>	22	30.14	13	26	23	36.5
<b>Satisfied</b>	38	52.06	24	48	31	49.2
<b>Very Satisfied</b>	9	12.33	7	14	5	7.9
<b>Total</b>	73	100	50	100	63	100

-Similar %age to last year in staff satisfied with encouragement received

**How satisfied are you with the sense of personal accomplishment your work gives you?**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Very Dissatisfied</b>	0	0	0	0	1	1.6
<b>Dissatisfied</b>	3	4.11	2	4	3	4.8
<b>Neither</b>	15	20.55	8	16	14	22.2
<b>Satisfied</b>	40	54.8	32	64	34	54
<b>Very Satisfied</b>	15	20.55	8	16	11	17.5
<b>Total</b>	73	100	50	100	63	100

- Near 5% decrease in staff satisfied with sense of personal accomplishment achieved from their work

**How satisfied are you with the staff appraisal and performance management system?**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Very Dissatisfied</b>	4	5.48	4	8	5	7.9
<b>Dissatisfied</b>	5	6.85	7	14	10	15.9
<b>Neither</b>	34	46.58	20	40	25	39.7
<b>Satisfied</b>	21	28.77	11	22	19	30.2
<b>Very Satisfied</b>	6	8.22	3	6	2	3.2
<b>No Answer</b>	3	4.11	5	10	2	3.2
<b>Total</b>	73	100	50	100	63	100

-Number of satisfied staff up 9% from last year.

**How satisfied are you with the work delegated to you from your manager?**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Very Dissatisfied</b>	0	0	0	0	2	3.2
<b>Dissatisfied</b>	2	2.74	4	8	6	9.5
<b>Neither</b>	14	19.18	9	18	12	19
<b>Satisfied</b>	48	65.76	31	62	34	54
<b>Very Satisfied</b>	9	12.33	6	12	9	14.3
<b>Total</b>	73	100	50	100	63	100

-5.26% decrease in dissatisfaction with the work delegated to staff from their manager.

**How satisfied are you with your manager's effectiveness in building a team spirit?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	2	2.74	2	4	3	4.8
<b>Dissatisfied</b>	3	4.11	2	4	7	11.1
<b>Neither</b>	10	13.7	4	8	12	19
<b>Satisfied</b>	36	49.32	22	44	28	44.4
<b>Very Satisfied</b>	22	30.14	20	40	13	20.6
<b>Total</b>	73	100	50	100	63	100

-Similar %age from 2008 in level of satisfaction with managers effectiveness in building a team spirit

**How satisfied are you with the operation of the staff bonus scheme?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	4	5.48	6	12	12	19
<b>Dissatisfied</b>	8	10.96	9	18	17	27
<b>Neither</b>	49	67.13	17	34	24	38.1
<b>Satisfied</b>	6	8.22	10	20	5	7.9
<b>Very Satisfied</b>	1	1.37	1	2	2	3.2
<b>No Answer</b>	5	6.85	7	14	3	4.8
<b>Total</b>	73	100	50	100	63	100

- 16.44% of staff are unhappy with operation of the staff bonus scheme.

**How satisfied are you with your work life balance?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	0	0	2	4	2	3.2
<b>Dissatisfied</b>	9	12.33	2	4	6	9.5
<b>Neither</b>	16	21.92	18	36	21	33.3
<b>Satisfied</b>	36	49.32	19	38	27	42.9
<b>Very Satisfied</b>	11	15.19	8	16	7	11.1
<b>No Answer</b>	1	1.37	1	2	0	0
<b>Total</b>	73	100	50	100	63	100

- Only 12.33% of staff are dissatisfied with their work life balance

**How satisfied are you with the amount of overtime you are expected to do?**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Very Dissatisfied</b>	0	0	0	0	0	0
<b>Dissatisfied</b>	2	2.74	0	0	3	4.8
<b>Neither</b>	37	50.69	21	42	25	39.7
<b>Satisfied</b>	27	36.99	21	42	30	47.6
<b>Very Satisfied</b>	5	6.85	2	4	4	6.3
<b>No Answer</b>	2	2.74	6	12	1	1.6
<b>Total</b>	73	100	50	100	63	100

- Only 2 people dissatisfied with amount of overtime in 2009.

**How satisfied are you with the control you have over your own work?**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Very Dissatisfied</b>	3	4.11	1	2	3	4.8
<b>Dissatisfied</b>	4	5.48	5	10	9	14.3
<b>Neither</b>	25	34.25	14	28	17	27
<b>Satisfied</b>	34	46.58	25	50	27	42.9
<b>Very satisfied</b>	7	9.59	3	6	7	11.1
<b>No Answer</b>	0	0	2	4	0	0
<b>Total</b>	73	100	50	100	63	100

- Slight decrease in dissatisfaction over control of employee's work.

**How satisfied are you with the respect you get from colleagues/line managers?**

	<b>2009 Frequency</b>	<b>2009 Percentage</b>	<b>2008 Frequency</b>	<b>2008 Percentage</b>	<b>2007 Frequency</b>	<b>2007 Percentage</b>
<b>Very Dissatisfied</b>	03	0	0	0	4	6.3
<b>Dissatisfied</b>	1	1.37	4	8	2	3.2
<b>Neither</b>	11	15.07	8	16	9	14.3
<b>Satisfied</b>	42	57.54	23	46	40	63.5
<b>Very Satisfied</b>	18	24.66	15	30	7	11.1
<b>No Answer</b>	1	1.37	0	0	1	1.6
<b>Total</b>	73	100	50	100	63	100

- Third year in a row that level of dissatisfaction over respect from colleagues is below 10%

**How satisfied are you with the Electoral Office's commitment to continually seeking ways to improve its service?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	2	2.74	2	4	0	0
<b>Dissatisfied</b>	8	10.96	4	8	13	20.6
<b>Neither</b>	33	45.21	13	26	21	33.3
<b>Satisfied</b>	26	35.62	26	52	23	36.5
<b>Very Satisfied</b>	4	5.48	5	10	5	7.9
<b>No Answer</b>	0	0	0	0	1	1.6
<b>Total</b>	73	100	50	100	63	100

- 41.1% of staff feel satisfied with the Electoral Offices's commitment to continually seeking ways to improve its service, this is a decrease of 20.9% on the previous year/

**How satisfied are you with the sense of empowerment you feel?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	2	2.74	2	4	4	6.3
<b>Dissatisfied</b>	8	10.96	7	14	9	14.3
<b>Neither</b>	33	45.21	21	42	26	41.3
<b>Satisfied</b>	26	35.62	18	36	21	33.3
<b>Very Satisfied</b>	4	5.48	1	2	3	4.8
<b>No Answer</b>	0	0	1	2	0	0
<b>Total</b>	73	100	50	100	63	100

- 41.1% of staff are satisfied with their sense of empowerment.

**How satisfied are you with your physical working conditions/environment?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	0	0	0	0	3	4.8
<b>Dissatisfied</b>	2	2.74	4	8	7	11.1
<b>Neither</b>	18	24.66	9	18	14	22.2
<b>Satisfied</b>	38	52.06	26	52	30	47.6
<b>Very Satisfied</b>	14	19.18	10	20	9	14.3
<b>No Answer</b>	1	1.37	1	2	0	0
<b>Total</b>	73	100	50	100	63	100

-Satisfaction levels have stayed the same since last year.

**How satisfied are you with your job description compared to the actual duties you undertake?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	0	0	0	0	5	7.9
<b>Dissatisfied</b>	8	10.96	4	8	8	12.7
<b>Neither</b>	18	24.66	14	28	11	17.5
<b>Satisfied</b>	35	47.95	26	52	35	55.6
<b>Very Satisfied</b>	12	16.44	5	10	4	6.3
<b>No answer</b>	0	0	1	2	0	0
<b>Total</b>	73	100	50	100	63	100

- Only 10.96% of employees dissatisfied with this.

**How satisfied are you with career developments opportunities within your organisation?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	5	6.85	2	4	14	22.2
<b>Dissatisfied</b>	15	20.55	11	22	13	20.6
<b>Neither</b>	33	45.21	17	34	22	34.9
<b>Satisfied</b>	17	23.29	14	28	12	19
<b>Very Satisfied</b>	2	2.74	1	2	2	3.2
<b>No Answer</b>	1	1.37	5	10	0	0
<b>Total</b>	73	100	50	100	63	100

-1.4% increase in levels of dissatisfaction with opportunities for career development.

**How satisfied are you with the level of consultation with you about proposed plans and changes to the EO affecting you?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	5	6.85	3	6	6	9.5
<b>Dissatisfied</b>	9	12.33	9	18	6	9.5
<b>Neither</b>	33	45.21	20	40	28	44.4
<b>Satisfied</b>	24	32.88	8	16	20	31.7
<b>Very Satisfied</b>	0	0	5	10	3	4.8
<b>No Answer</b>	2	2.74	5	10	0	0
<b>Total</b>	73	100	50	100	63	100

- 6.88% increase in levels of satisfaction in this area when you compare 2009 to 2008.

**How satisfied are you with explanations on the reasons for change given to you?**

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Dissatisfied</b>	3	4.11	1	2	3	4.8
<b>Dissatisfied</b>	10	13.7	9	18	9	14.3
<b>Neither</b>	24	32.88	18	36	26	41.3
<b>Satisfied</b>	33	45.21	15	30	21	33.3
<b>Very Satisfied</b>	2	2.74	3	6	4	6.3
<b>No Answer</b>	1	1.37	4	8	0	0
<b>Total</b>	73	100	50	100	63	100

- 11.95% increase from 2008 to 2009 in satisfaction with explanations for change given.

**Do you understand the objectives of your team and the Electoral Office and how you are expected to contribute to achieving them?**

	Frequency	Percent
<b>No</b>	2	2.74
<b>Yes</b>	71	97.27
<b>No Answer</b>	0	0
<b>Total</b>	73	100

**Do you understand what your training, learning and development activities should achieve for you, your team and the Electoral Office**

	Frequency	Percent
<b>No</b>	3	4.11
<b>Yes</b>	69	94.53
<b>No Answer</b>	1	1.37
<b>Total</b>	73	100

**Do you believe that everyone has appropriate and fair access to the support they need and that there is equality of opportunity for people to learn and develop?**

	Frequency	Percent
<b>No</b>	13	17.8
<b>Yes</b>	59	80.83
<b>No Answer</b>	1	1.37
<b>Total</b>	73	100

**Do you understand what your manager should be doing to lead, manage and develop you effectively?**

	Frequency	Percent
<b>No</b>	6	8.22
<b>Yes</b>	65	89.05
<b>No Answer</b>	2	2.74
<b>Total</b>	73	100

**Is your manager effective in leading, managing and developing you?**

	<b>Frequency</b>	<b>Percent</b>
<b>No</b>	13	17.81
<b>Yes</b>	57	78.09
<b>No Answer</b>	3	4.11
<b>Total</b>	73	100

**Are you satisfied that you receive recognition for your contribution to the organisation?**

	<b>Frequency</b>	<b>Percent</b>
<b>No</b>	21	28.77
<b>Yes</b>	48	65.76
<b>No Answer</b>	4	5.48
<b>Total</b>	73	100

**Are you encouraged to take ownership and responsibility by being involved in decision making?**

	<b>Frequency</b>	<b>Percent</b>
<b>No</b>	19	26.03
<b>Yes</b>	48	65.76
<b>No Answer</b>	6	8.22
<b>Total</b>	73	100

**Are your learning and development needs being met?**

	<b>Frequency</b>	<b>Percent</b>
<b>No</b>	8	10.96
<b>Yes</b>	60	82.20
<b>No Answer</b>	5	6.85
<b>Total</b>	73	100

**Do you understand how learning and development has improved your performance, the performance of your team and the organisation?**

	<b>Frequency</b>	<b>Percent</b>
<b>No</b>	8	10.96
<b>Yes</b>	61	83.57
<b>No Answer</b>	4	5.48
<b>Total</b>	73	100

**Do you feel that the Electoral Office is making improvements to the way it manages and develops its staff?**

	<b>Frequency</b>	<b>Percent</b>
<b>No</b>	18	24.66
<b>Yes</b>	52	71.24
<b>No Answer</b>	3	4.11
<b>Total</b>	73	100

In general, how would you describe the overall level of communication in the Electoral Office?

	2009 Frequency	2009 Percentage	2008 Frequency	2008 Percentage	2007 Frequency	2007 Percentage
<b>Very Poor</b>	4	5.48	1	2	3	4.8
<b>Poor</b>	8	10.96	6	12	17	27
<b>Good</b>	45	61.65	32	64	37	58.7
<b>Very good</b>	9	12.33	8	16	3	4.8
<b>Spoilt</b>	0	0	0	0	1	1.6
<b>Don't Know</b>	3	4.11	0	0	2	3.2
<b>No Answer</b>	4	5.48	3	6	0	0
<b>Total</b>	73	100	50	100	63	100

- 74% of EONI staff believe the overall level of communication to be good or very good, a 6% decrease on 2008

## EMPLOYEE STATISTICS 2008

### Employee gender breakdown

	Frequency	Percent
<b>Male</b>	8	10.96
<b>Female</b>	59	80.83
<b>No Answer</b>	6	8.22
<b>Total</b>	73	100

### Employee age group breakdown

	Frequency	Percent
<b>16 - 30</b>	7	9.59
<b>31 - 40</b>	11	15.07
<b>41 - 50</b>	12	16.44
<b>Over 50</b>	28	38.36
<b>No Answer</b>	15	20.55
<b>Total</b>	73	100

### Employee grade breakdown

	Frequency	Percent
<b>Electoral Assistant</b>	27	36.99
<b>Admin Officer / Assistant</b>	0	0
<b>Area Officer / EO1</b>	31	42.27
<b>Staff Officer &amp; Above</b>	9	12.33
<b>No Answer</b>	6	8.22
<b>Total</b>	73	100

### Length of service

	Frequency	Percent
< 1 Year	17	23.29
1 – 3 Years	5	6.85
> 3 Years	32	43.84
No Answer	19	26.02
<b>Total</b>	<b>73</b>	<b>100</b>

### Employees with dependants

	Frequency	Percent
No	32	43.84
Yes	28	38.36
No Answer	13	17.81
<b>Total</b>	<b>73</b>	<b>100</b>

### Employee work patterns

	Frequency	Percent
Full - Time	34	46.58
Part - Time	27	36.99
No Answer	12	16.44
<b>Total</b>	<b>73</b>	<b>100</b>