

Summary of Results - Organisational Analysis - Aug 2006

	Your Results	Suggested Interim Target	Suggested Longer Term Target
Demands	3.07	3.50	4.25
Control	3.11	3.50	4.33
Managers' Support	3.44	3.80	4.60
Peer Support	3.67	4.00	4.75
Relationships	3.97	4.25	4.75
Role	4.10 *	4.60	5.00
Change	2.81	3.33	4.00

Key



Doing very well - need to maintain performance

Represents those at, above or close to the 80th percentile[†]



Good, but need for improvement

Represents those better than average but not yet at, above or close to the 80th percentile[†]



Clear need for improvement

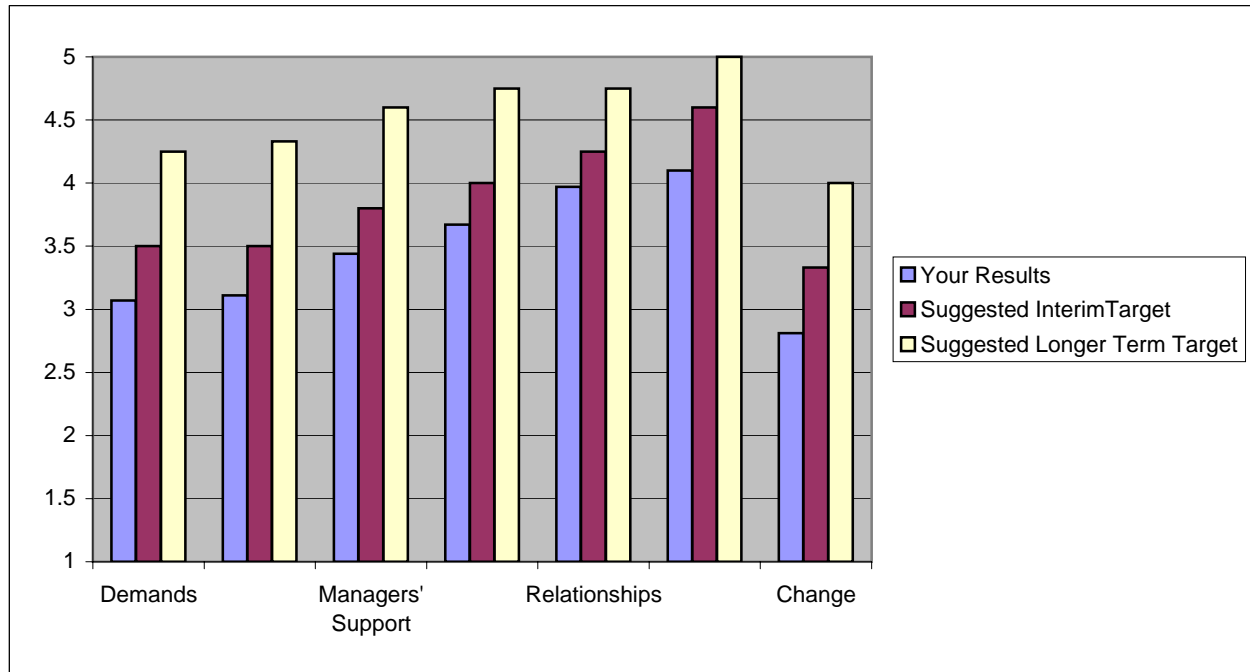
Represents those likely to be below average but not below the 20th percentile[†]



Urgent action needed

Represents those below the 20th percentile[†]

* Not an accurate scoring - Different and defined roles can bring out conflicting results - HSE



Key for achievable timescales



Doing very well - need to maintain performance yearly review



Good but need for improvement - within 6 months



Clear need for improvement - within 3 months



Urgent action required - within 1 month

[†]Compared with results from a representative national survey of employees (see the HSE Analysis Tool User Manual for more information)

