



Action Planning Session



Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosystem

Central Bank of Ireland

10 Jan 2022



Who Responded?

THIS YEAR

Job Role

Staff Non Manager

701

Manager/Supervisor

310

Senior/Executive Manager

228

Exec or C-Level

47

Gender

Female

550

Male

621

Non-binary

2

Other

3

Prefer not to say

102

Age

Less than 25

43

26 to 34

243

35 to 44

557

45 to 54

301

55+

113

Tenure

Less than 2 Years

123

2 to 5 Years

457

6 to 10 Years

317

11 to 15 Years

137

16 to 20 Years

119

20+ Years

130

Work Status

Full-Time

1267

Part-Time

39



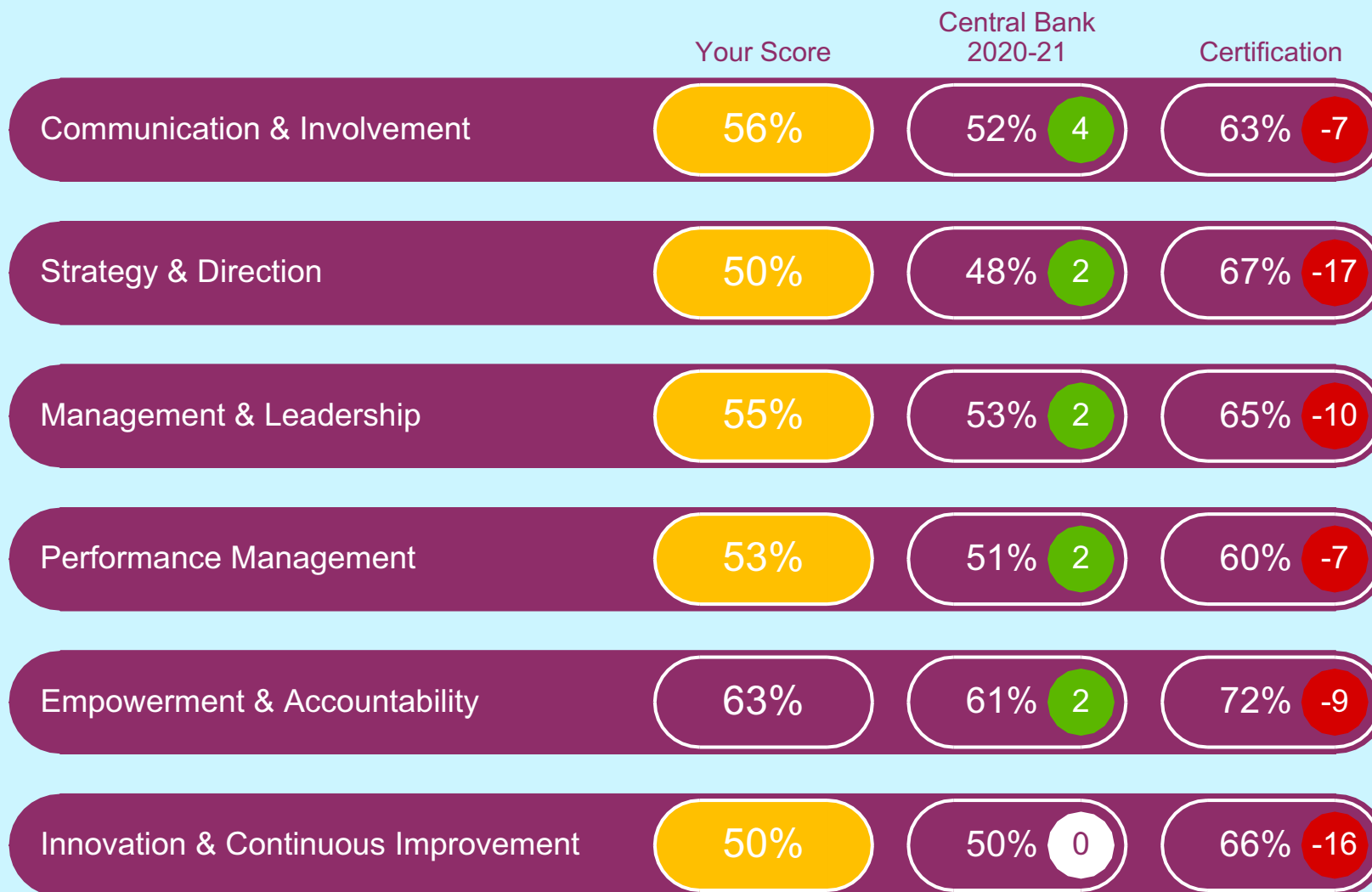
YOUR JOURNEY

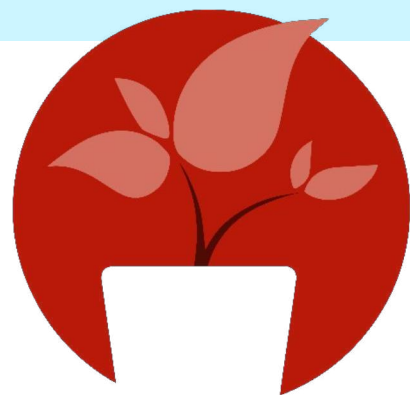
Response Rate & GPTW Statement Score



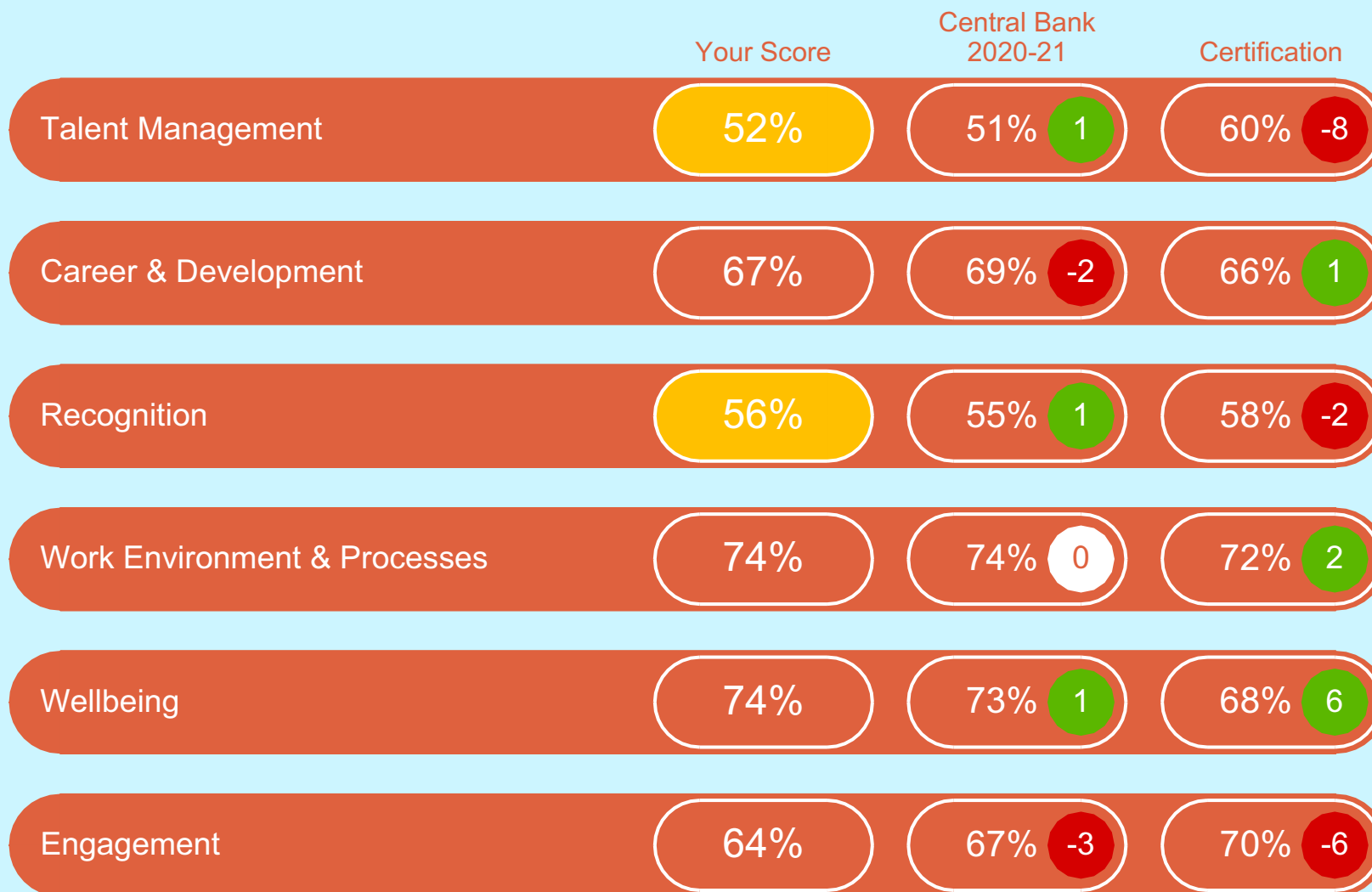


SPOTLIGHT ON
Achieving
Organisational
Objectives





SPOTLIGHT ON
**Give their
Personal Best**





SPOTLIGHT ON
Work Together
as a
Team/Family

	Your Score	Central Bank 2020-21	Certification
Reward	51%	51% 0	55% -4
Diversity & Inclusion	83%	83% 0	86% -3
Our Culture	66%	67% -1	71% -5
Teamwork	61%	63% -2	67% -6
Corporate Social Responsibility	78%	79% -1	65% 13



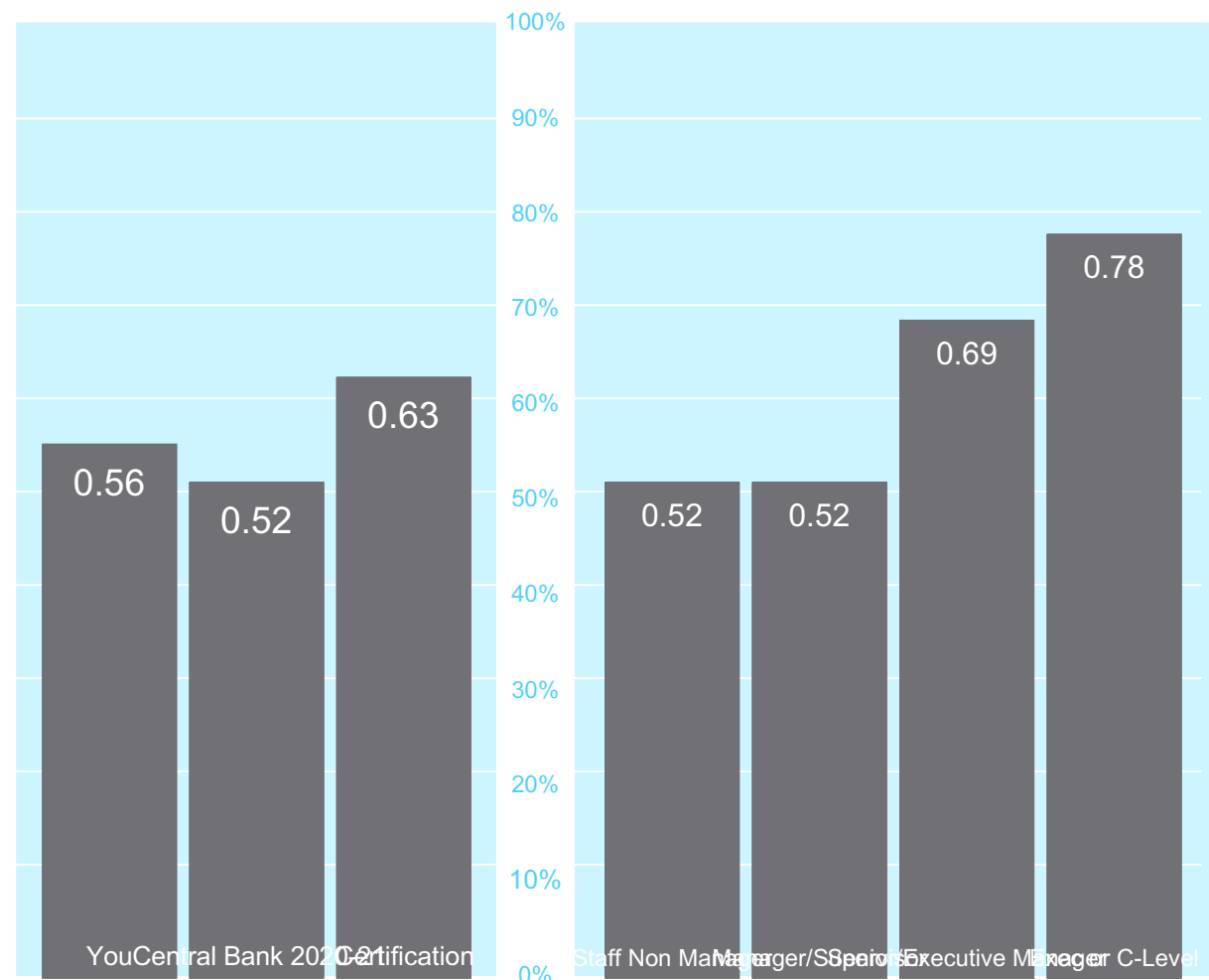
Achieving Organisational Objectives:

Communication & Involvement

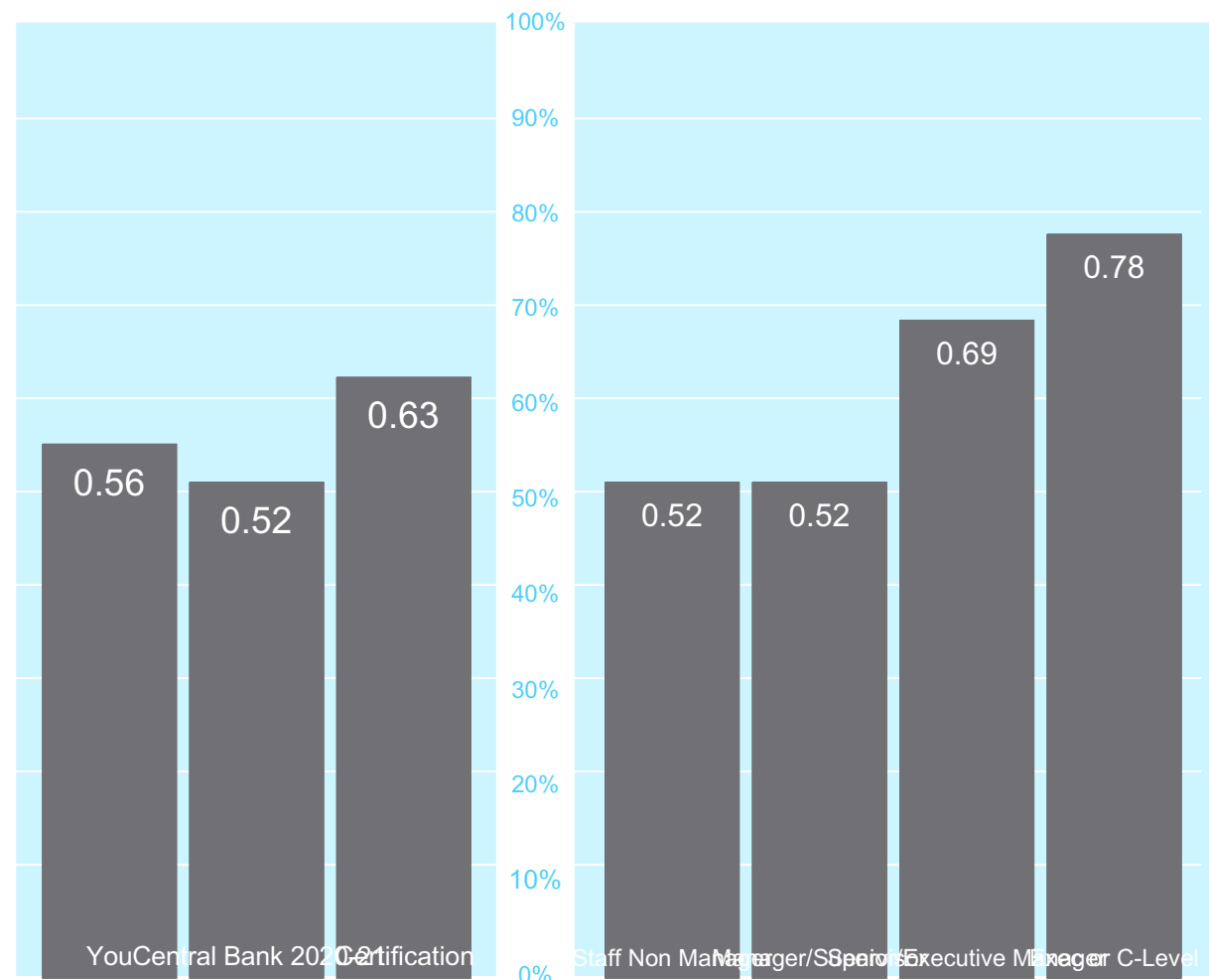
Category

1 of 17

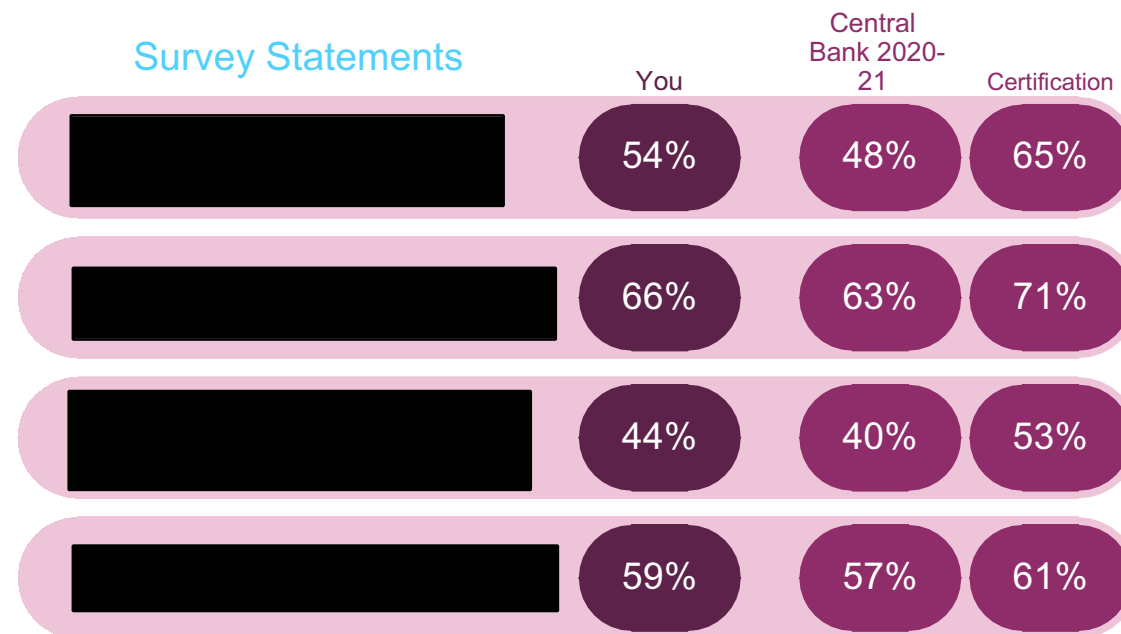
Overall vs Benchmark



Job Roles



Survey Statements





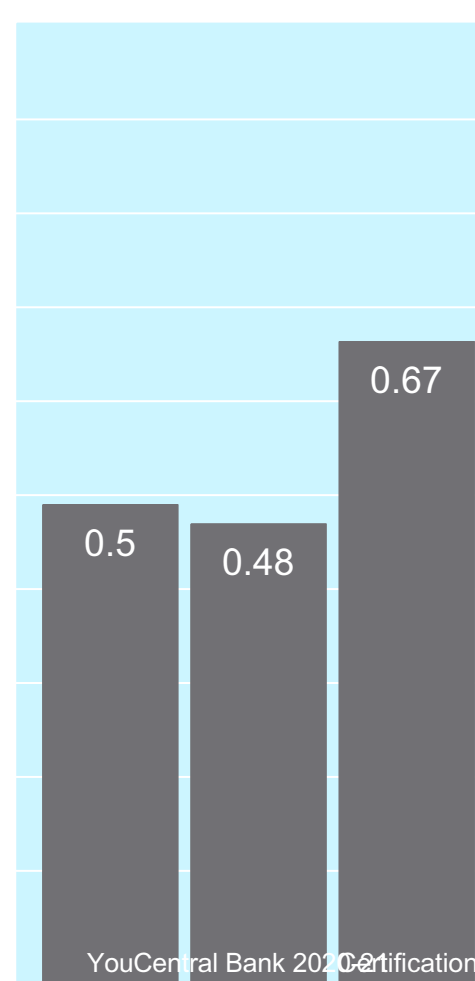
Achieving Organisational Objectives:

Strategy & Direction

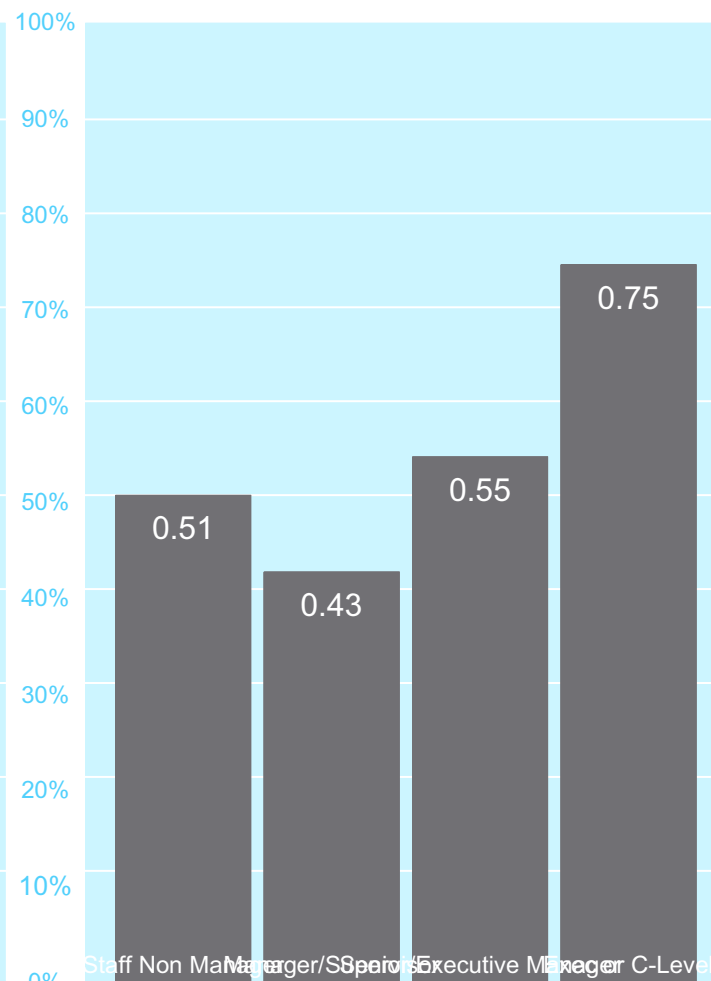
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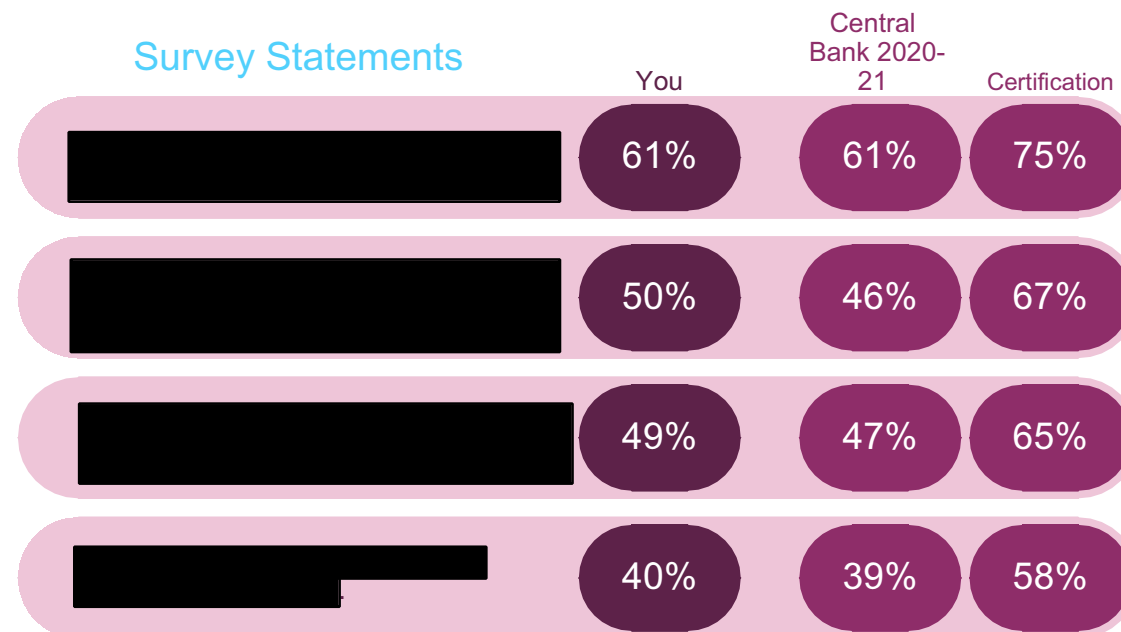
Overall vs Benchmark



Job Roles



Survey Statements





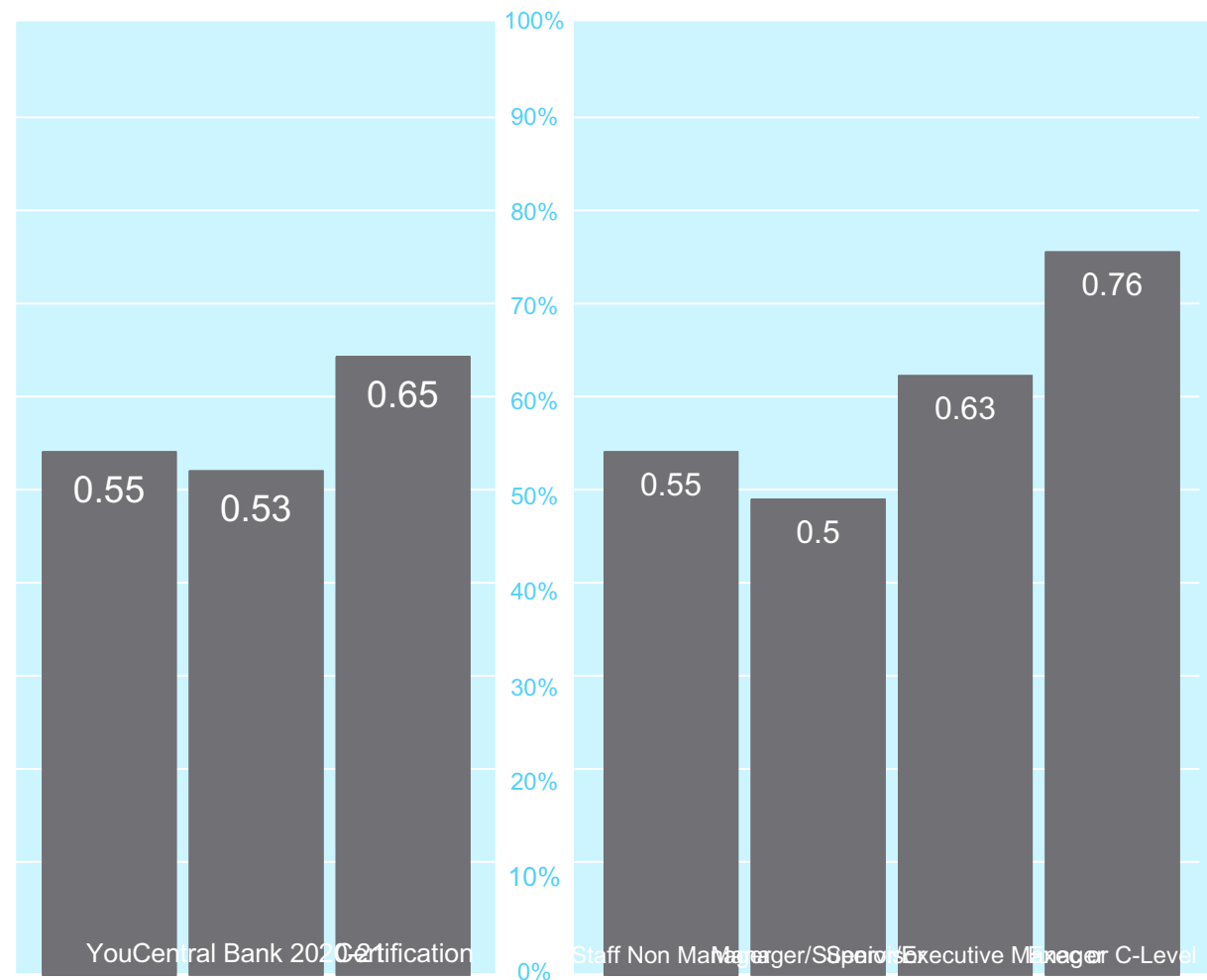
Achieving Organisational Objectives:

Management & Leadership

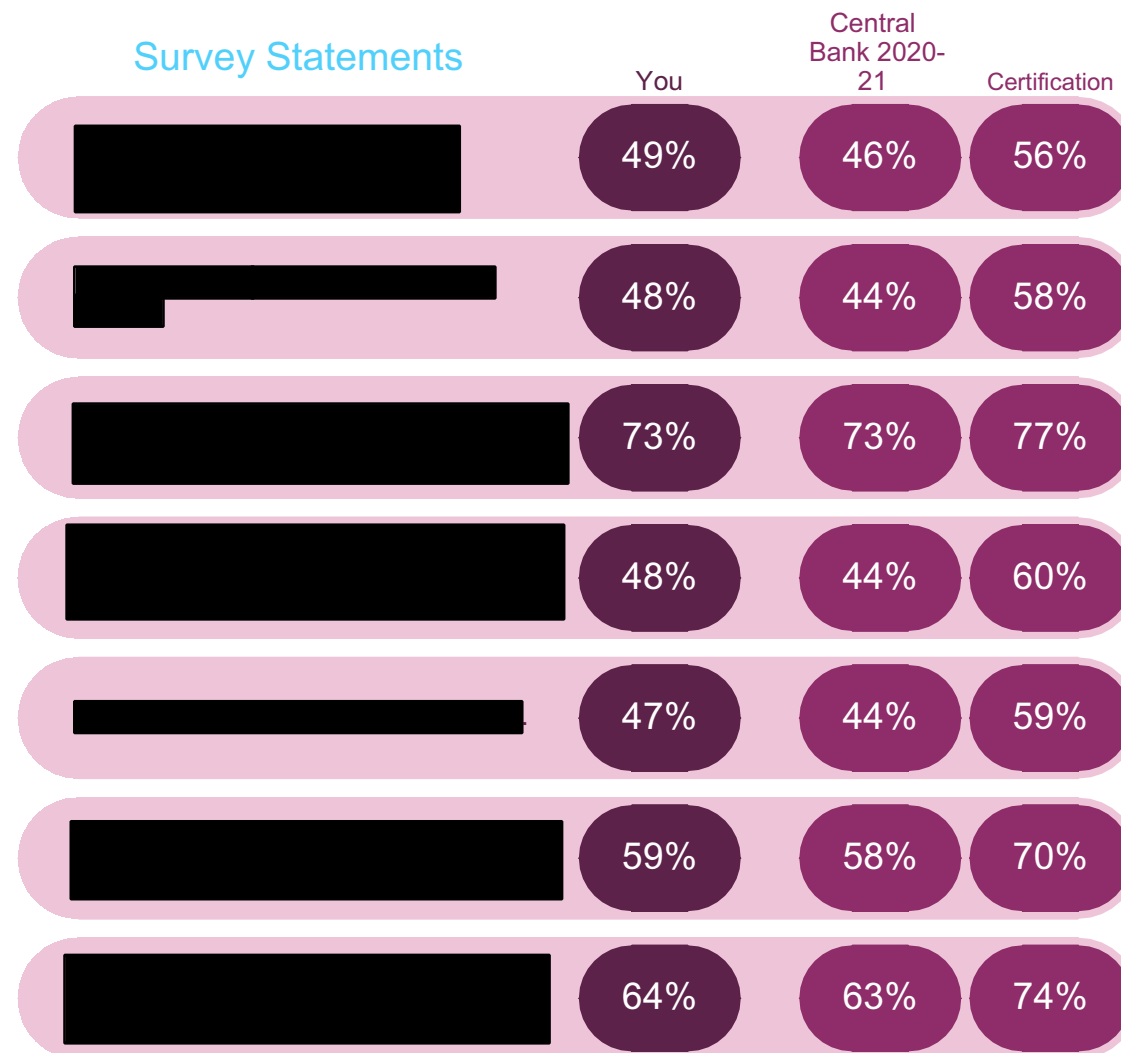
Category

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Overall vs Benchmark



Survey Statements





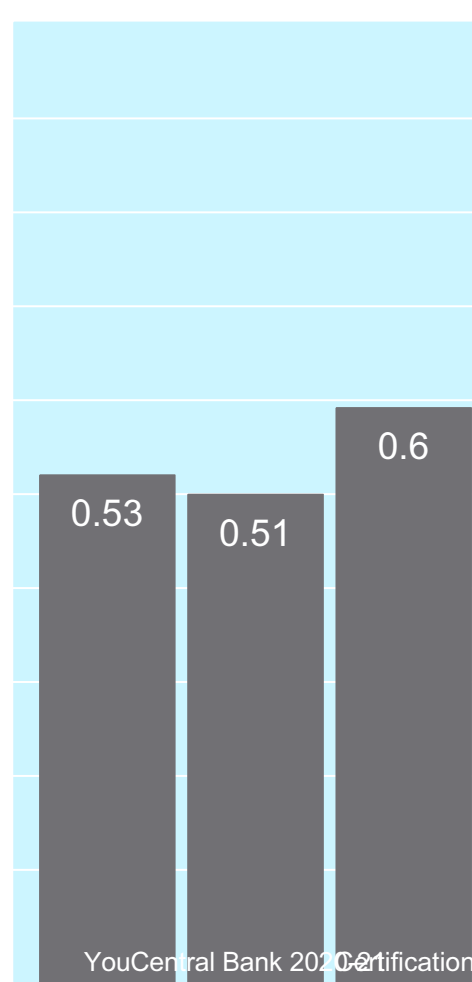
Achieving Organisational Objectives:

Performance Management

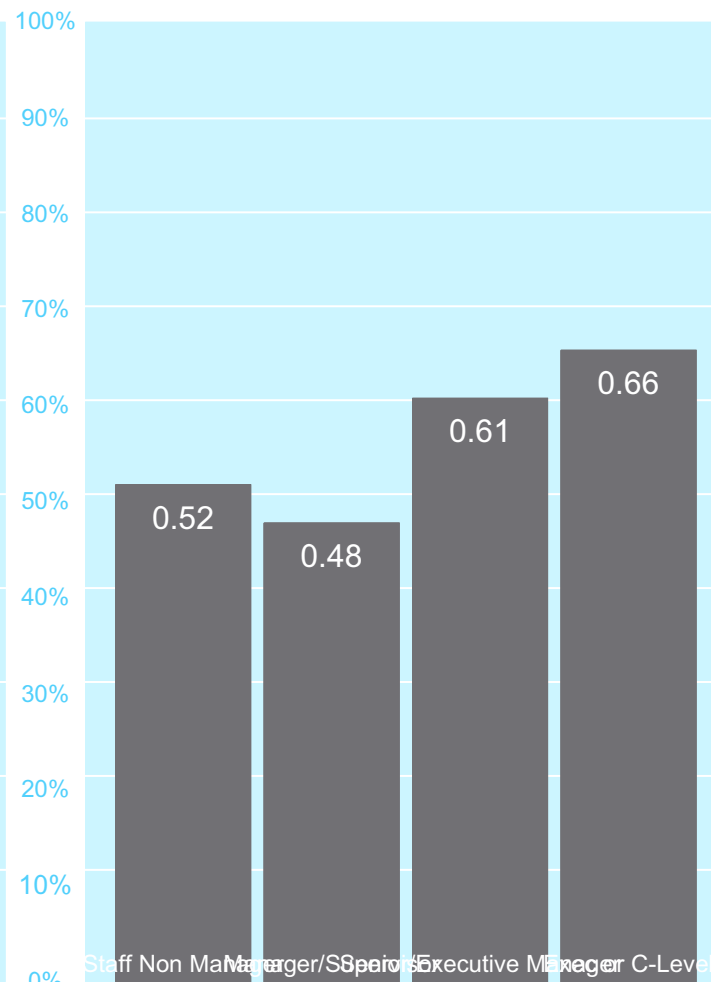
Category

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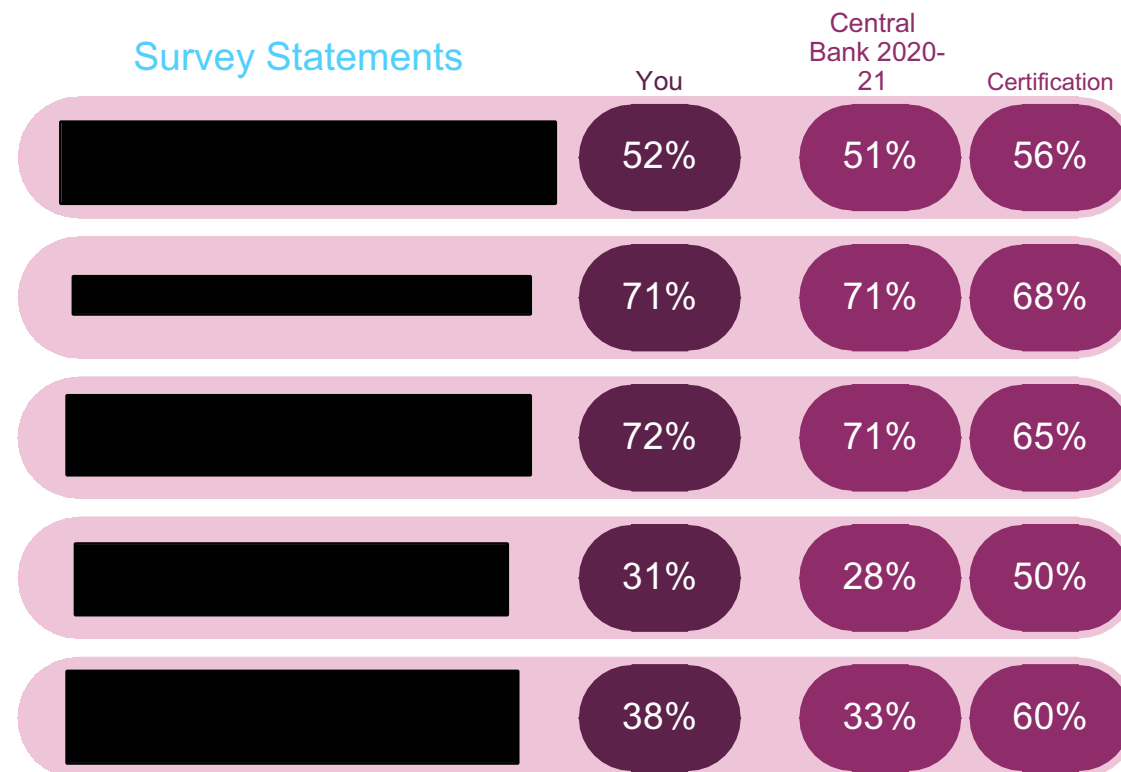
Overall vs Benchmark



Job Roles



Survey Statements





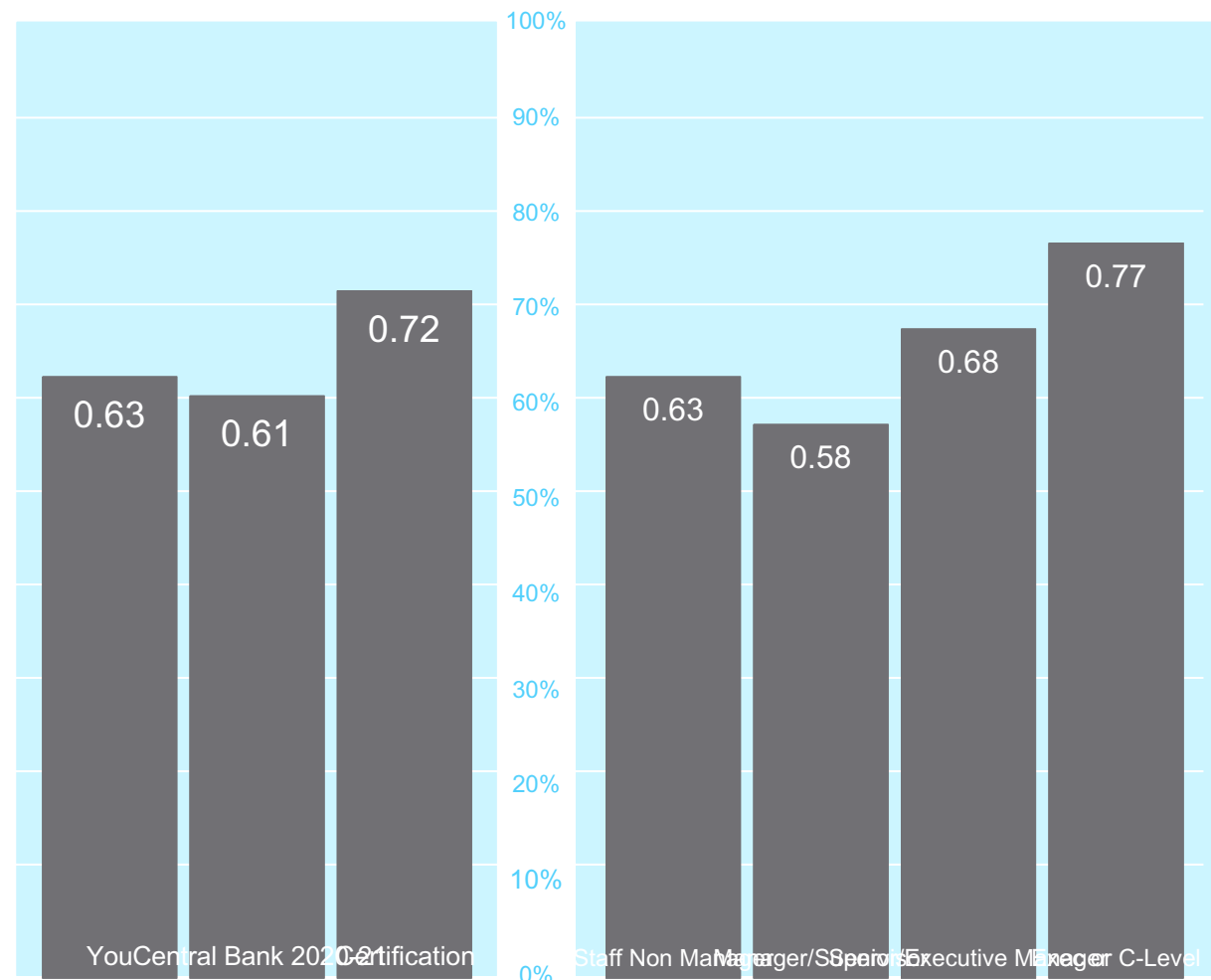
Achieving Organisational Objectives:

Empowerment & Accountability

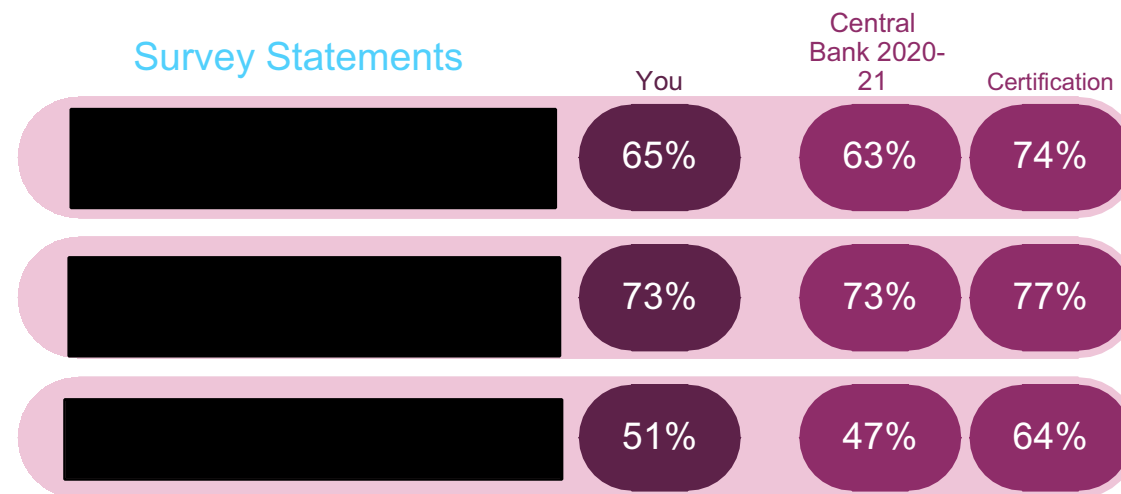
Category

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Overall vs Benchmark



Survey Statements





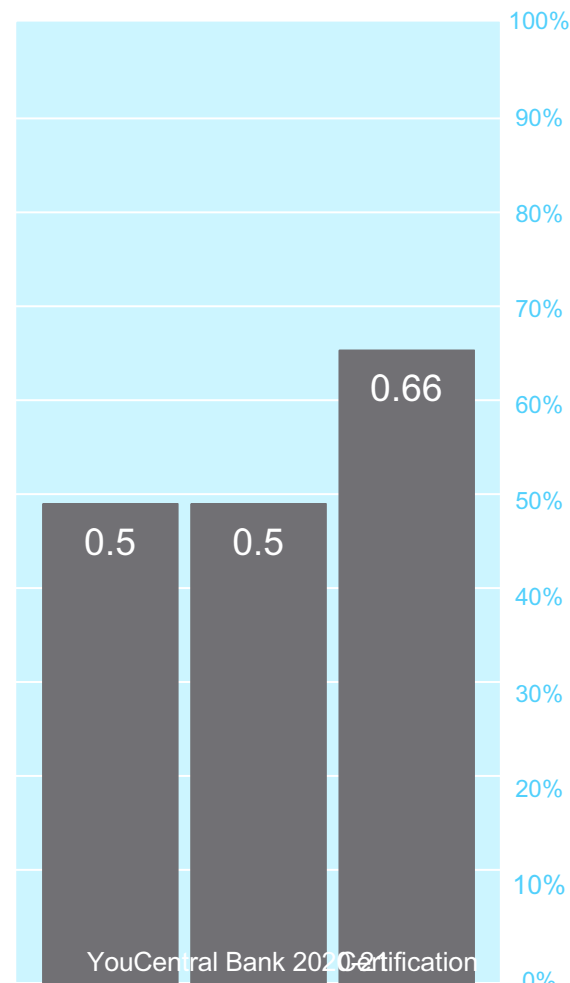
Achieving Organisational Objectives:

Innovation & Continuous Improvement

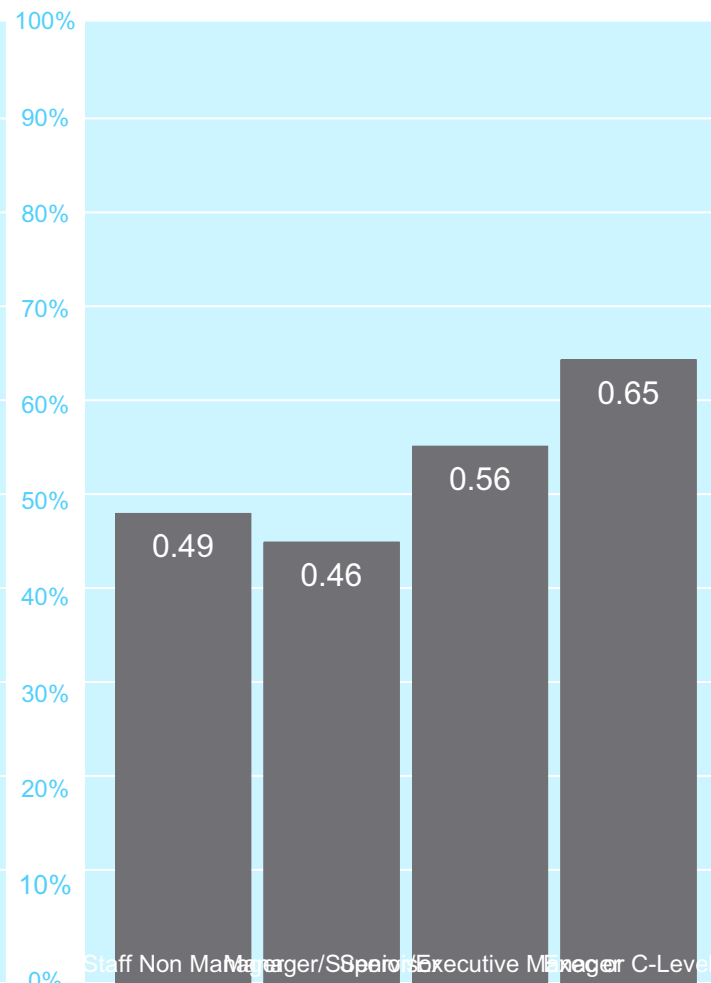
Category

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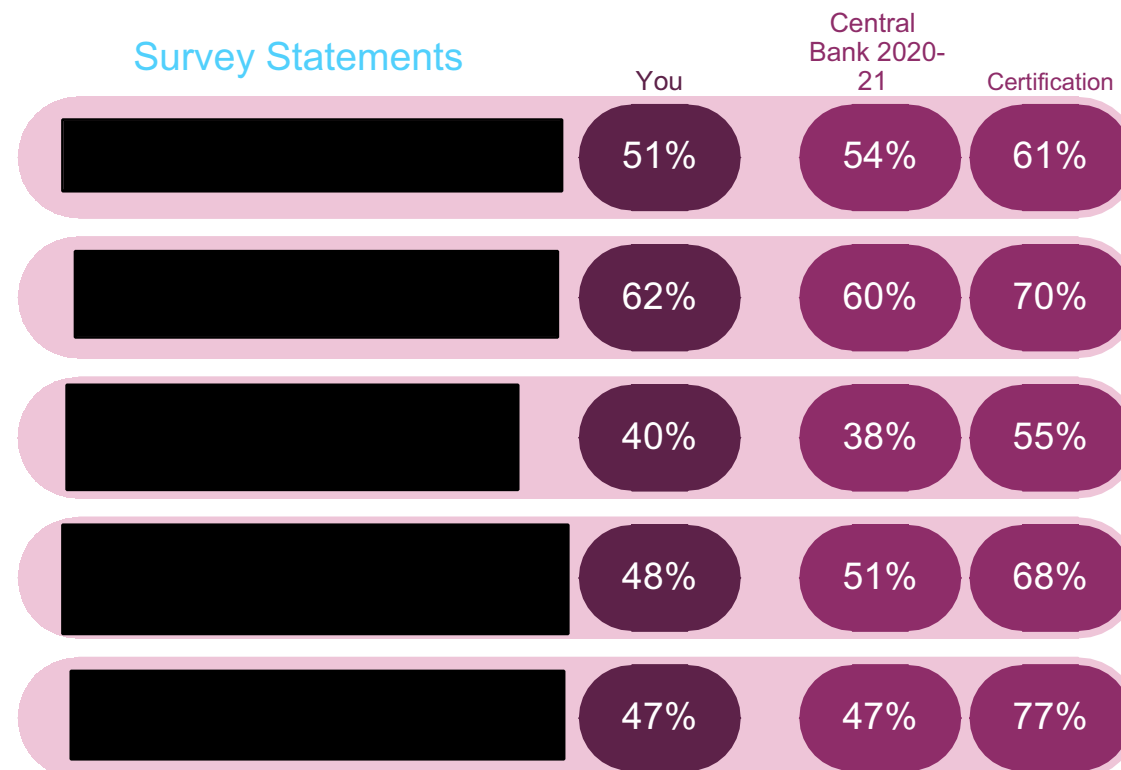
Overall vs Benchmark



Job Roles



Survey Statements



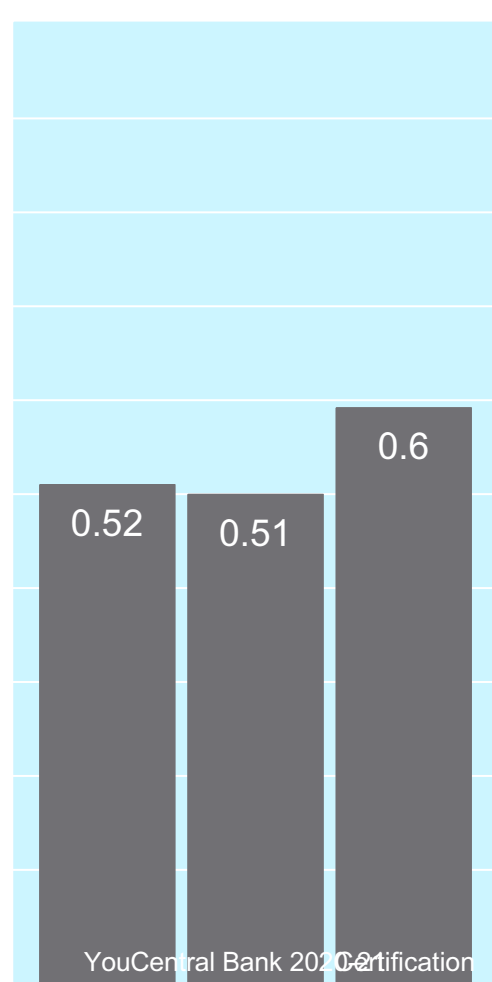


Personal Best:

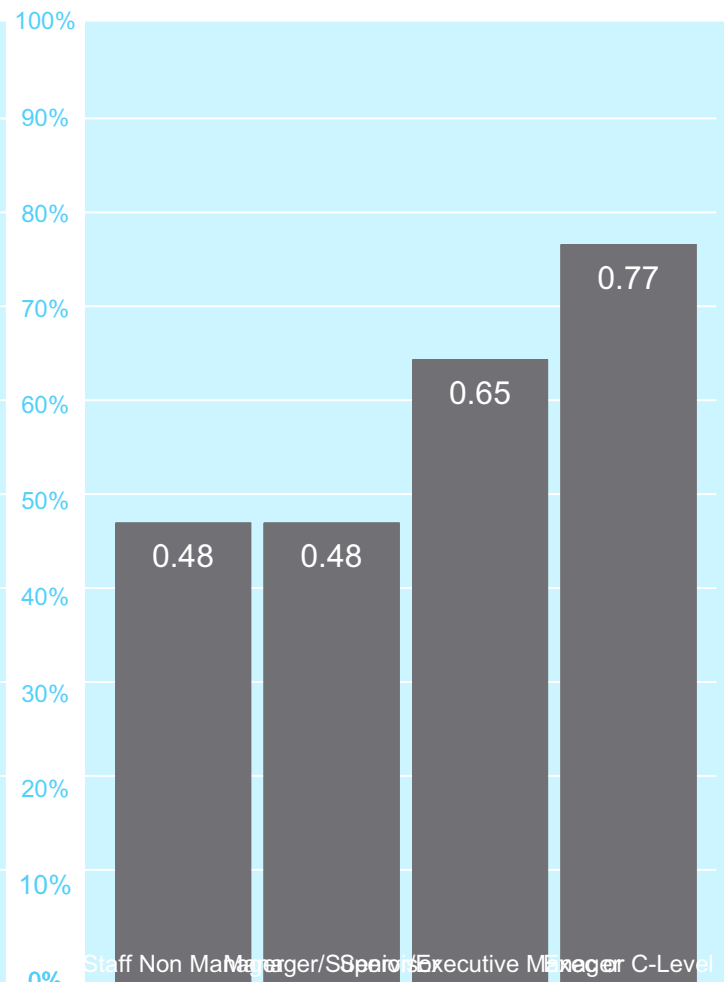
Talent Management

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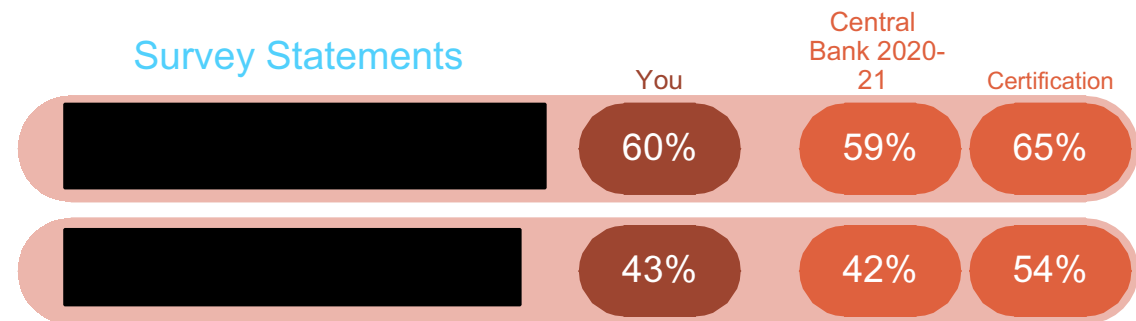
Overall vs Benchmark



Job Roles



Survey Statements





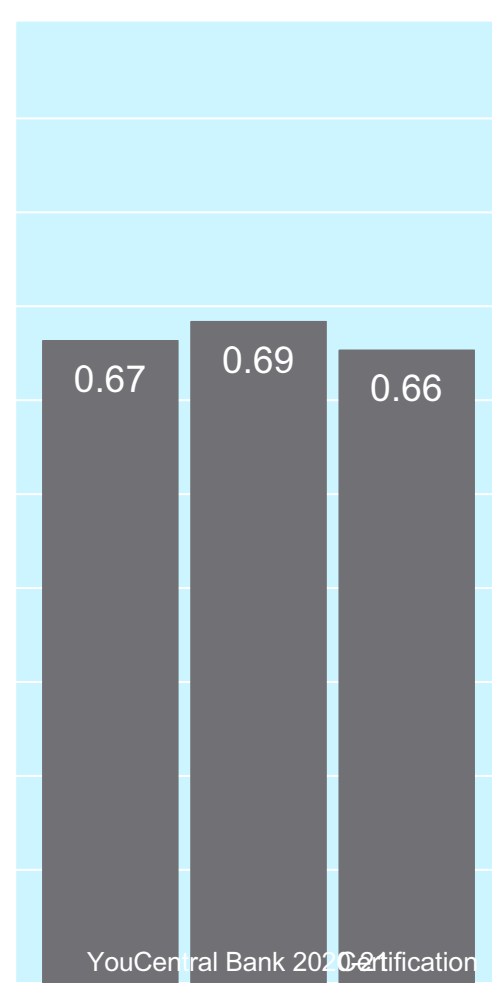
Personal Best:

Career & Development

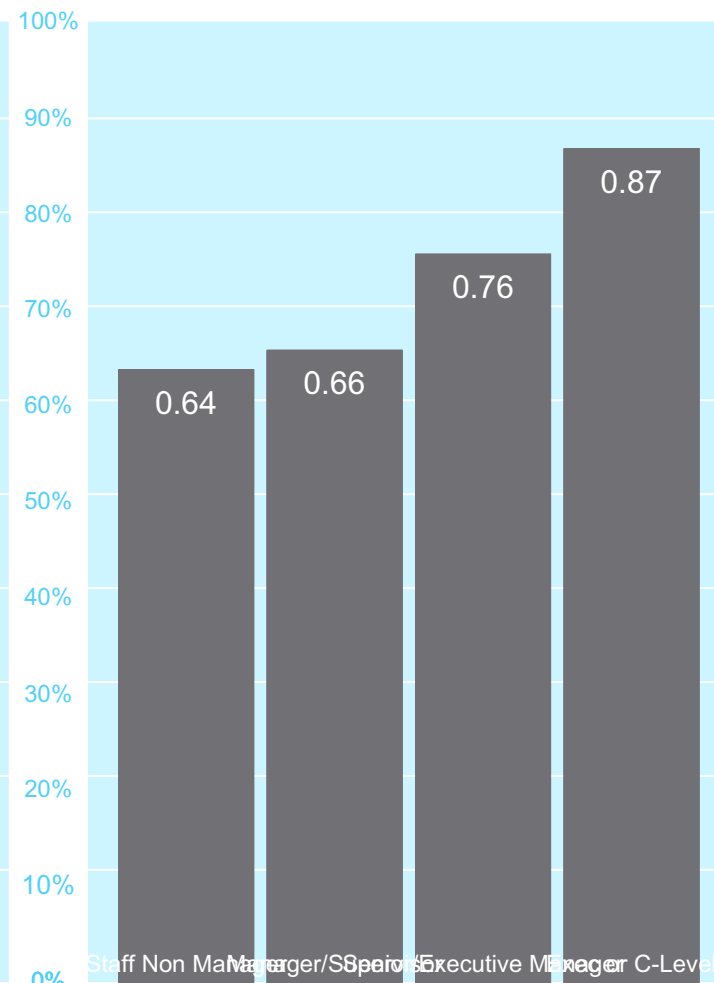
Category

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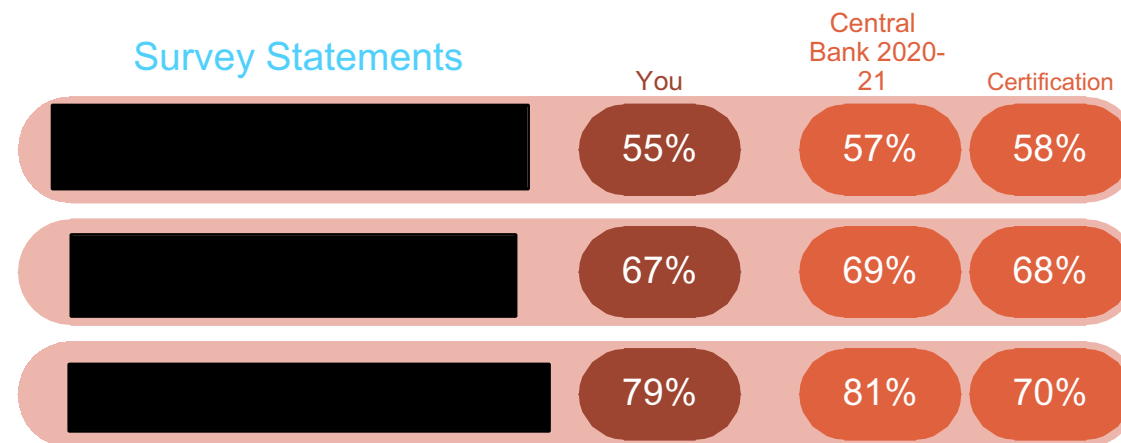
Overall vs Benchmark



Job Roles



Survey Statements





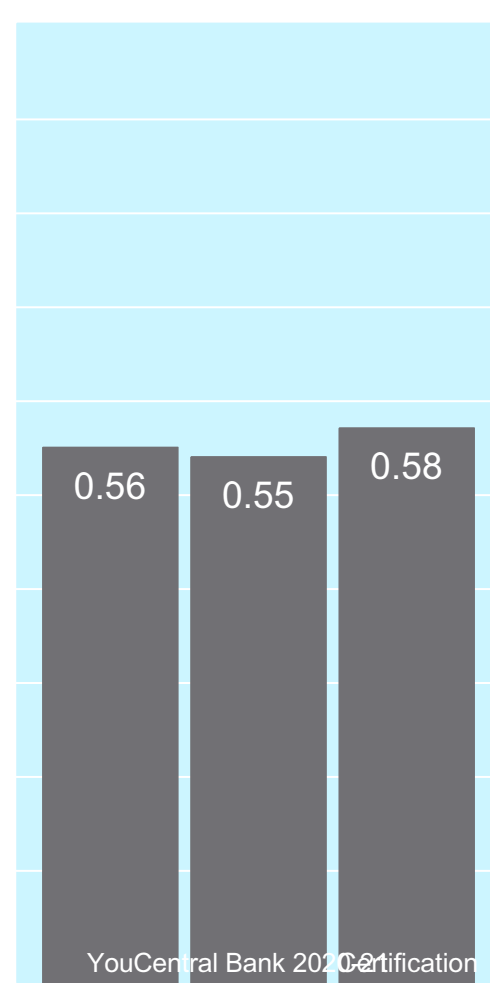
Personal Best:

Recognition

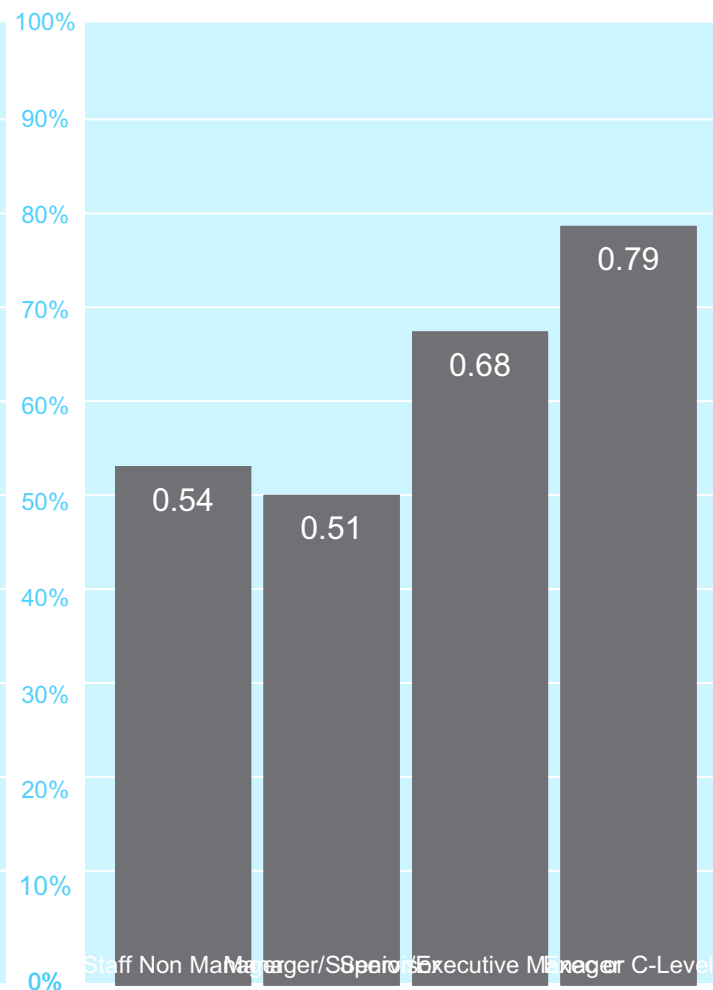
Category

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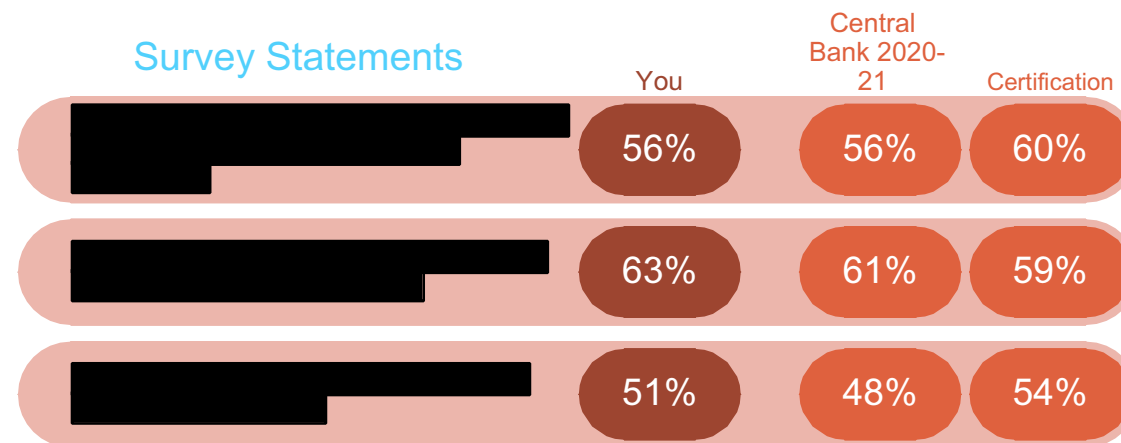
Overall vs Benchmark



Job Roles



Survey Statements





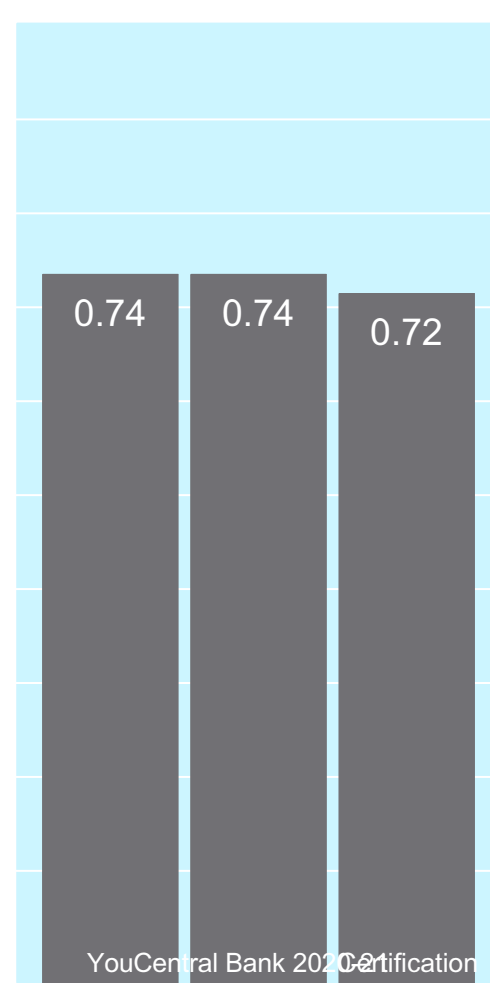
Personal Best:

Work Environment & Processes

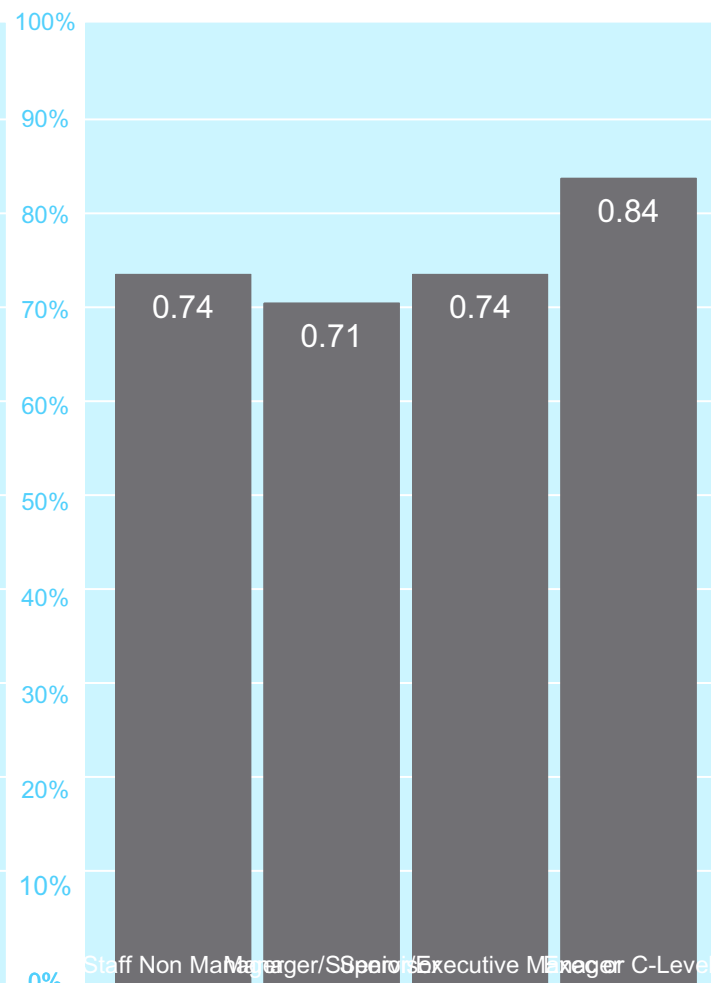
Category

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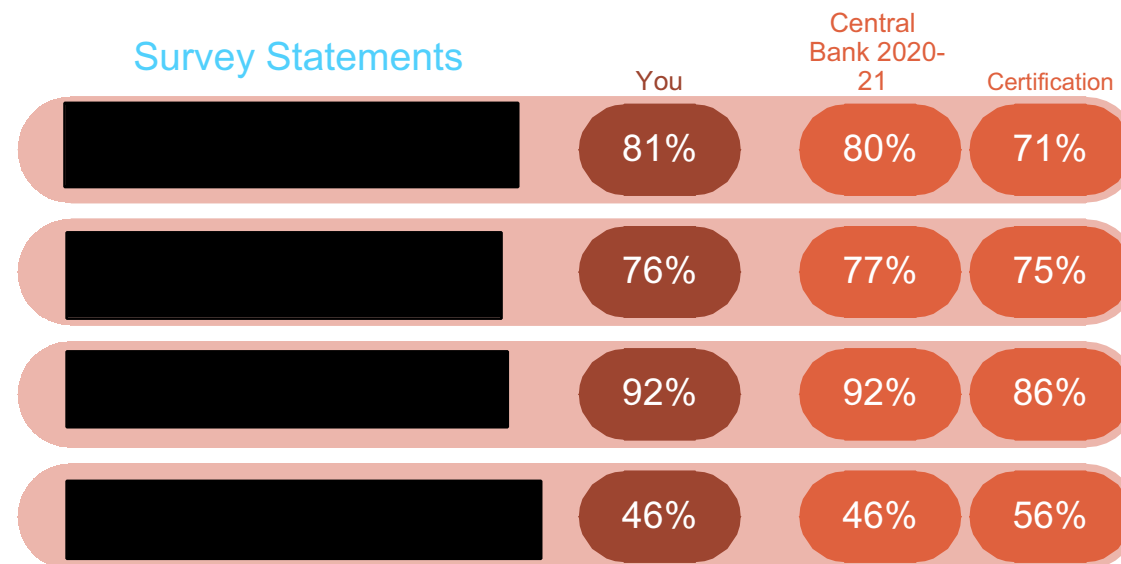
Overall vs Benchmark



Job Roles



Survey Statements



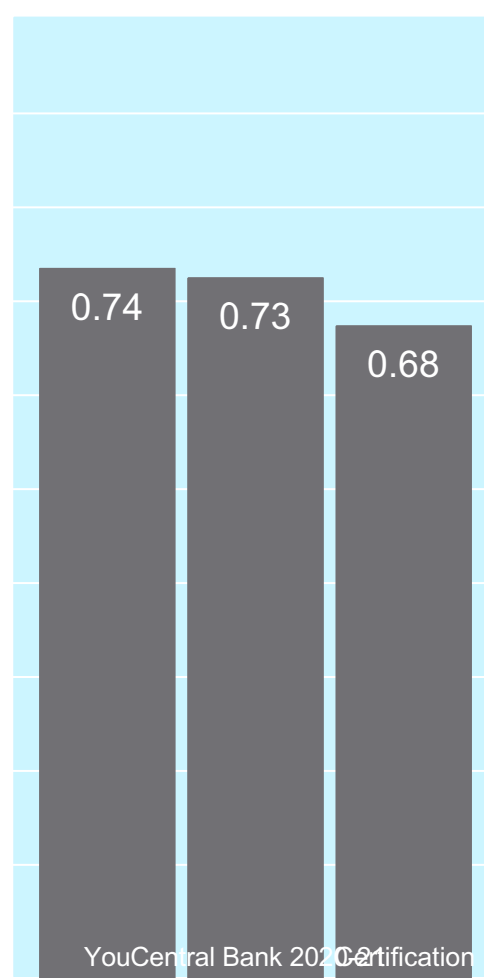


Personal Best:

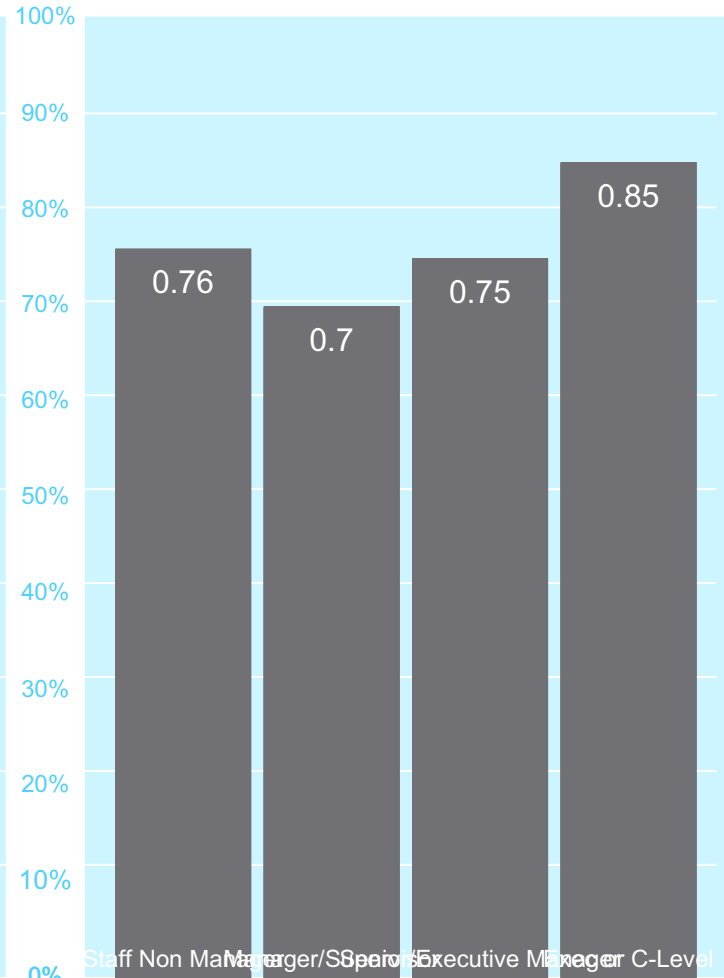
Wellbeing

Category **11 of 17**

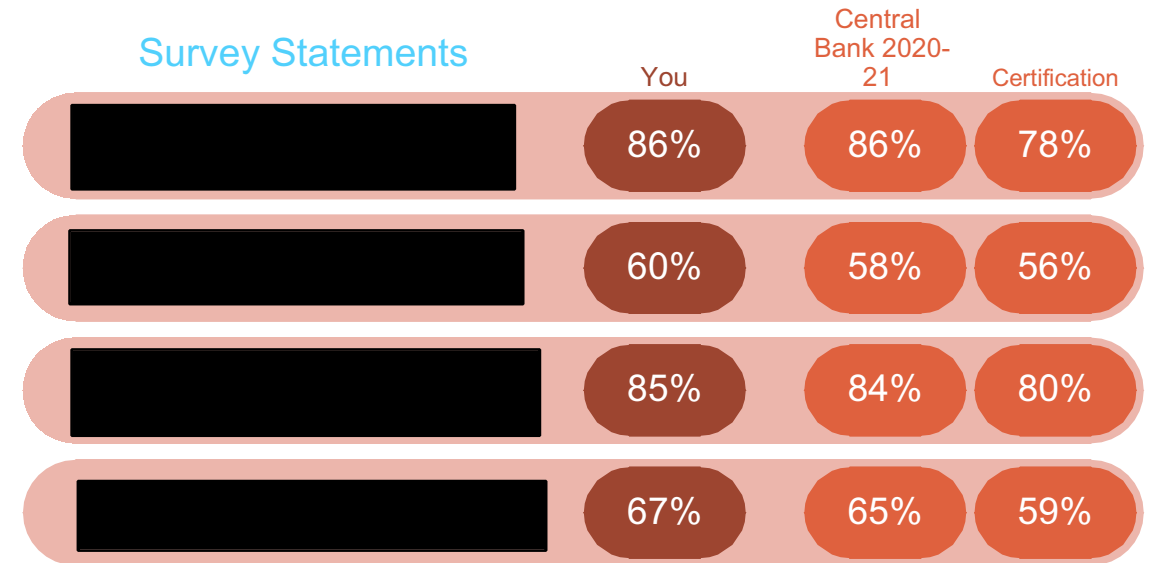
Overall vs Benchmark



Job Roles



Survey Statements





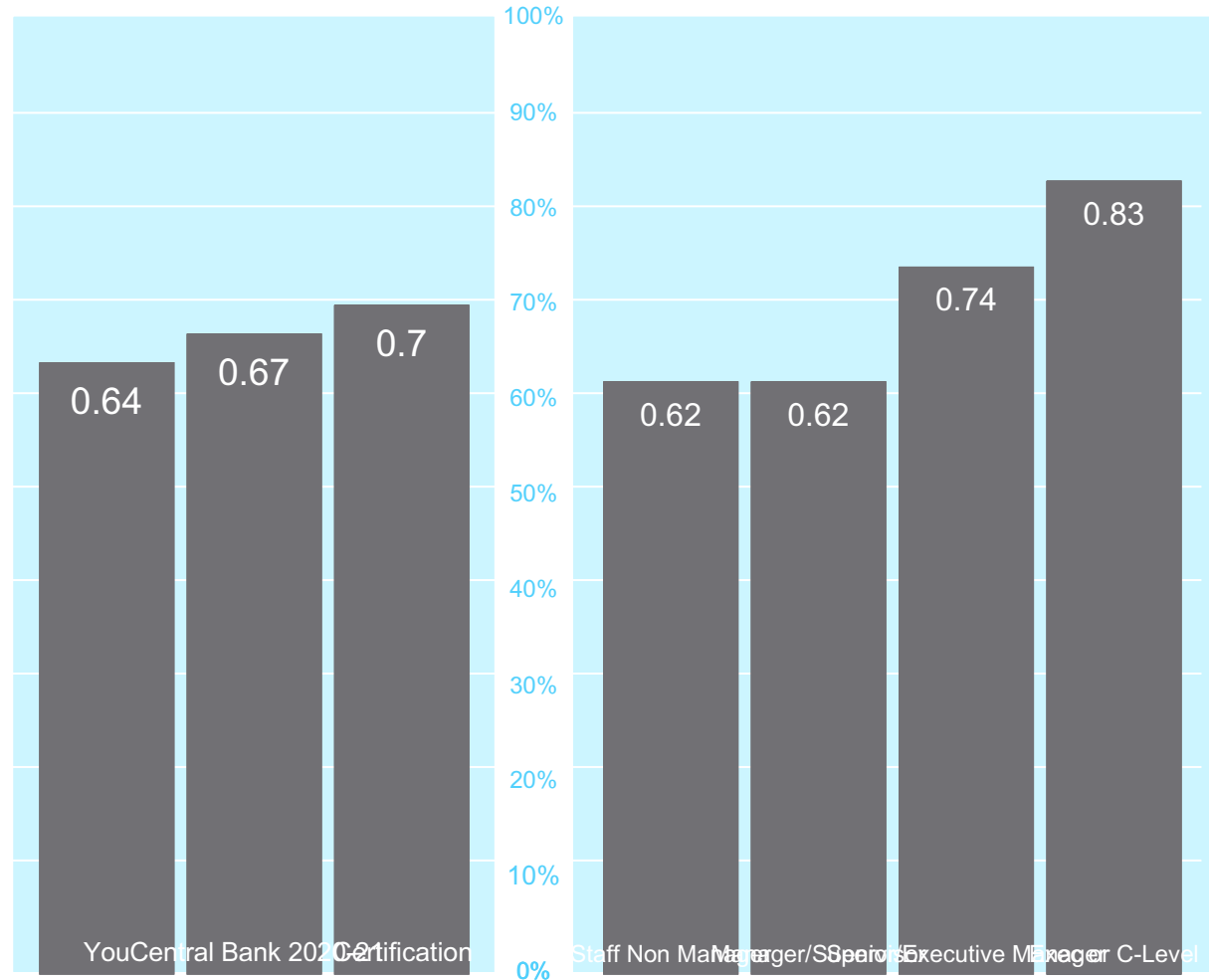
Personal Best:

Engagement

Category

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Overall vs Benchmark



Survey Statements





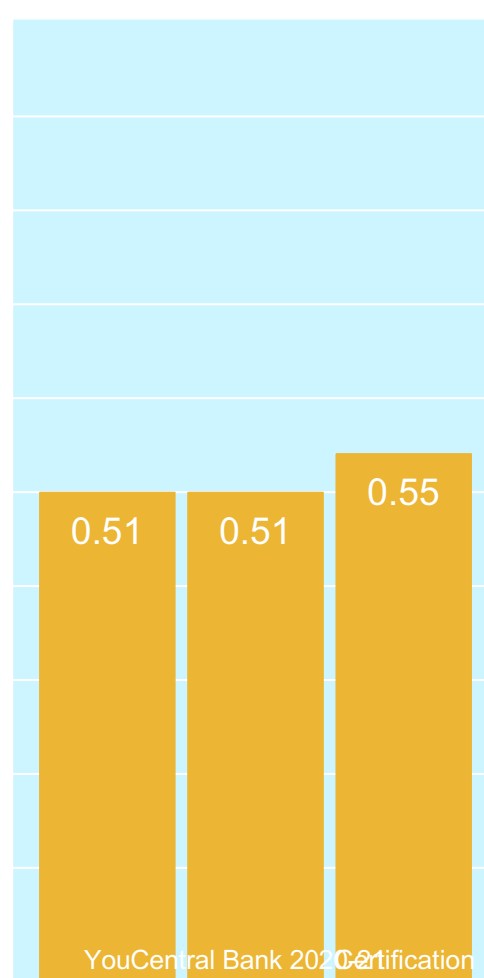
Teamwork:

Reward

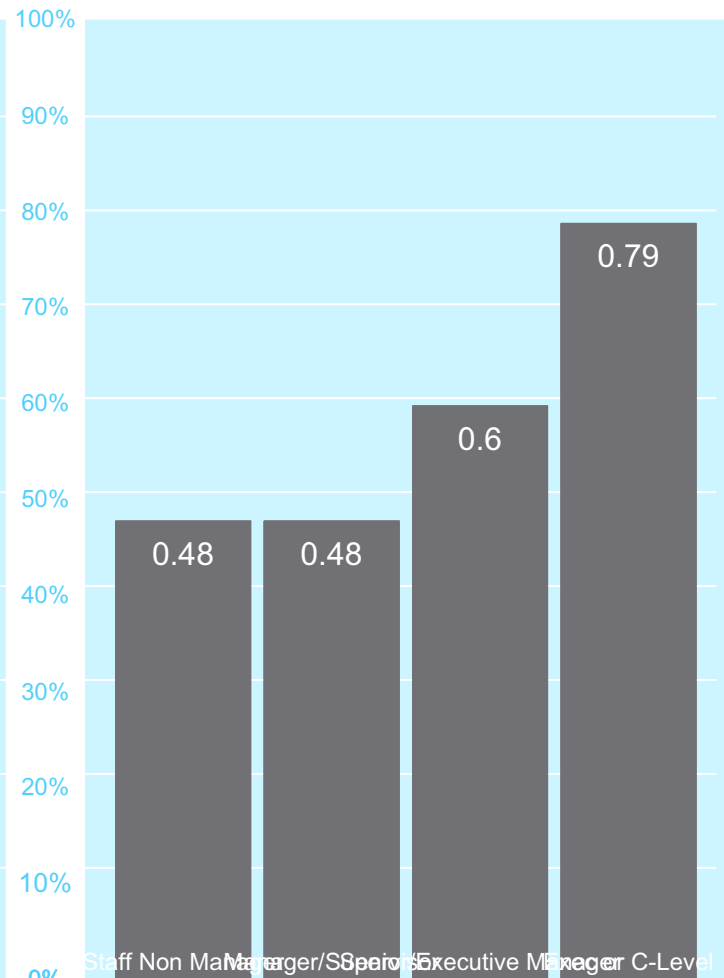
Category

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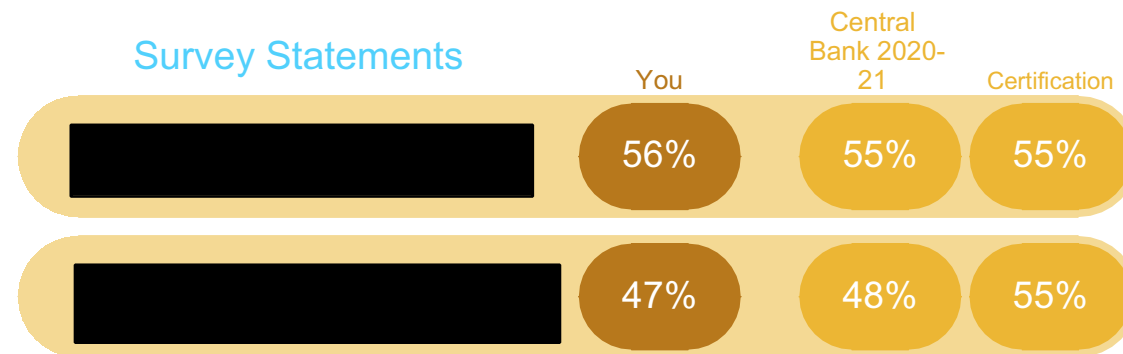
Overall vs Benchmark



Job Roles



Survey Statements





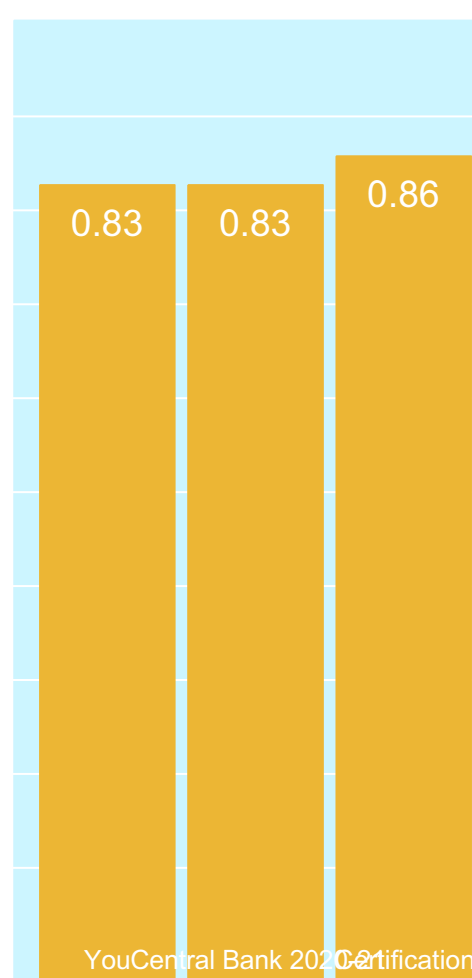
Teamwork:

Diversity & Inclusion

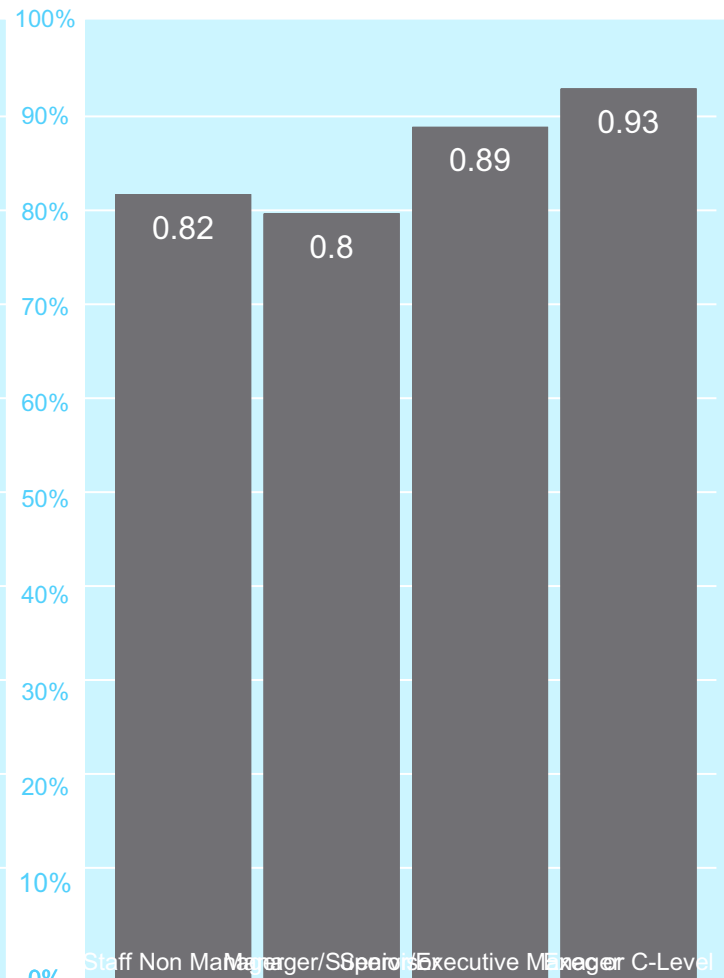
Category

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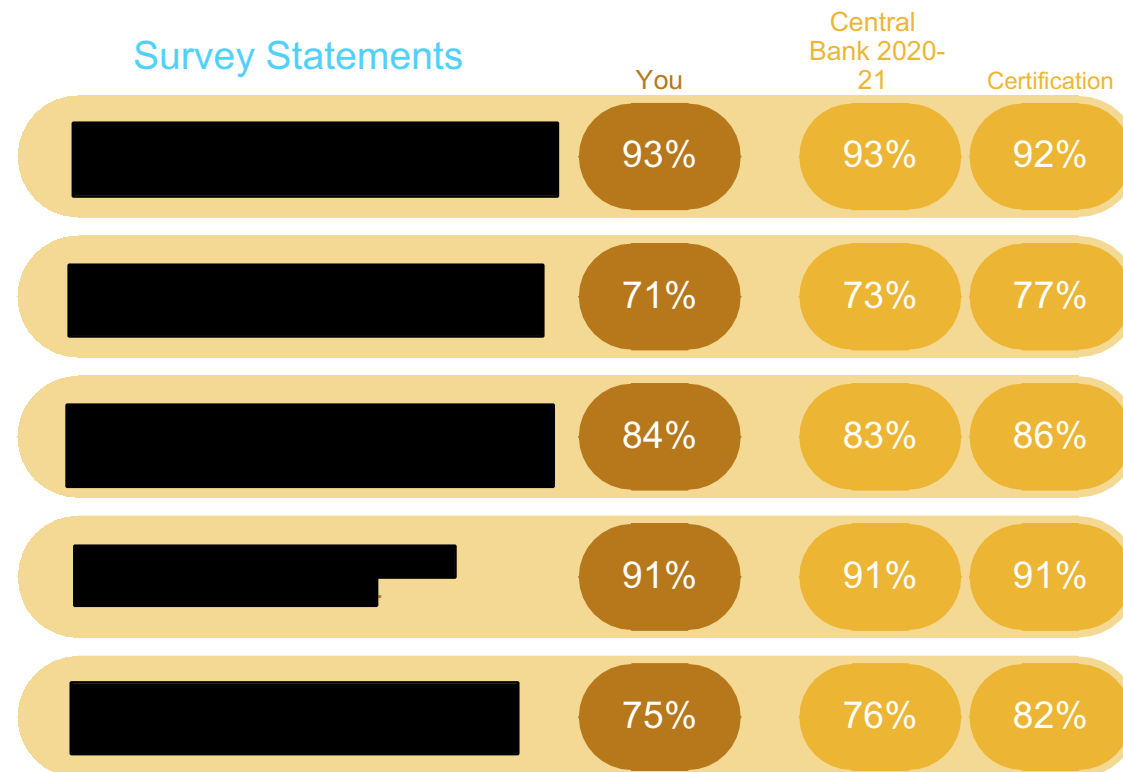
Overall vs Benchmark



Job Roles



Survey Statements





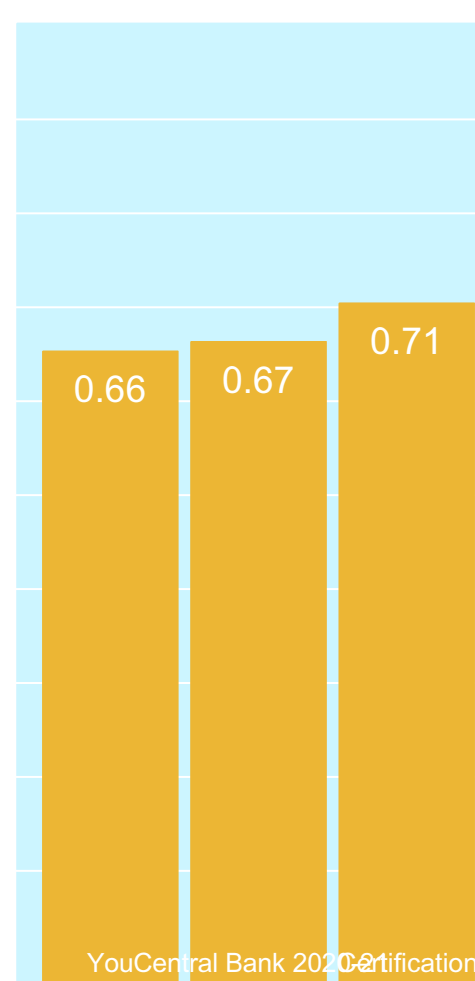
Teamwork:

Our Culture

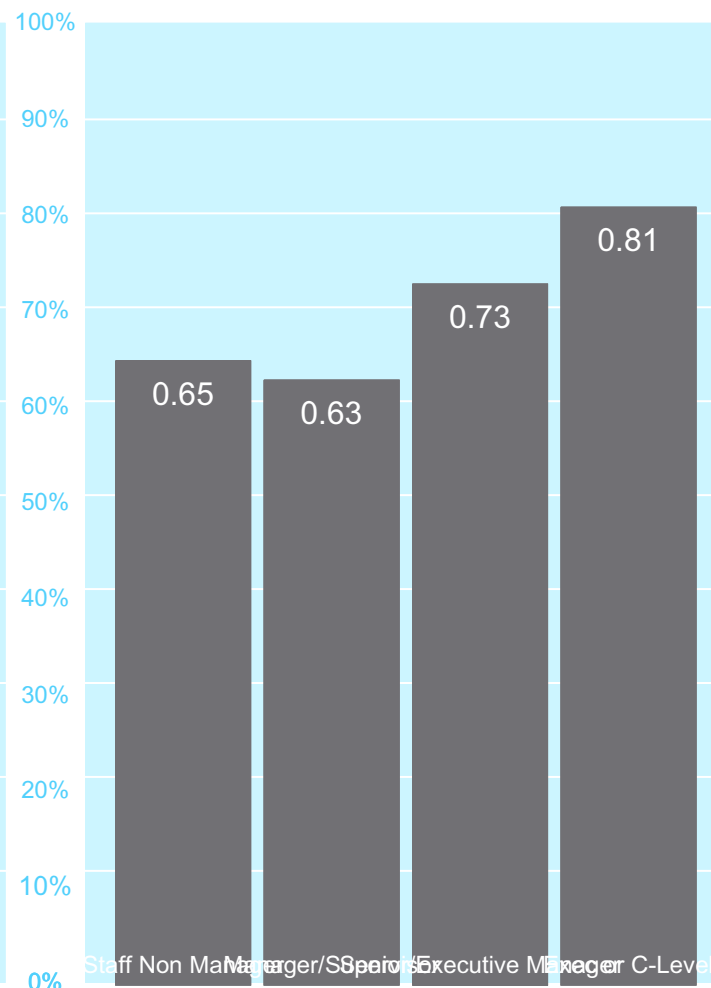
Category

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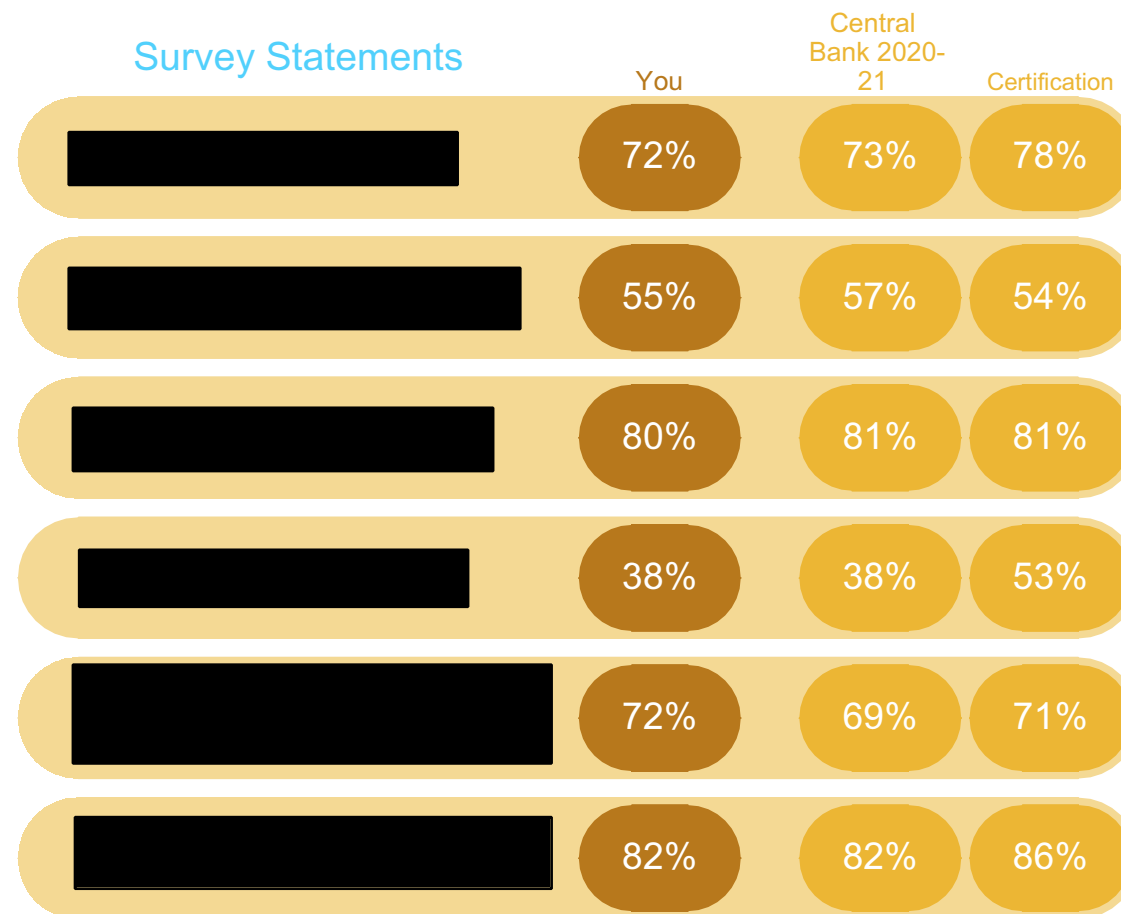
Overall vs Benchmark



Job Roles



Survey Statements





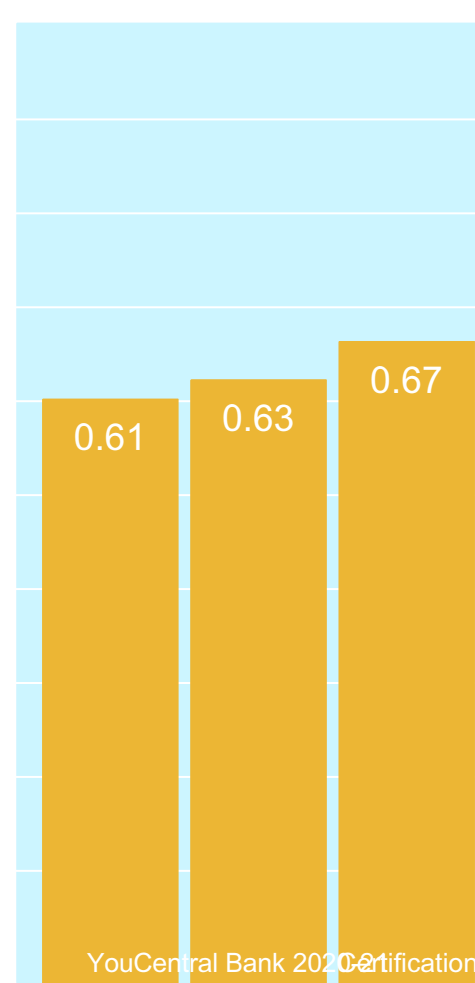
Teamwork:

Teamwork

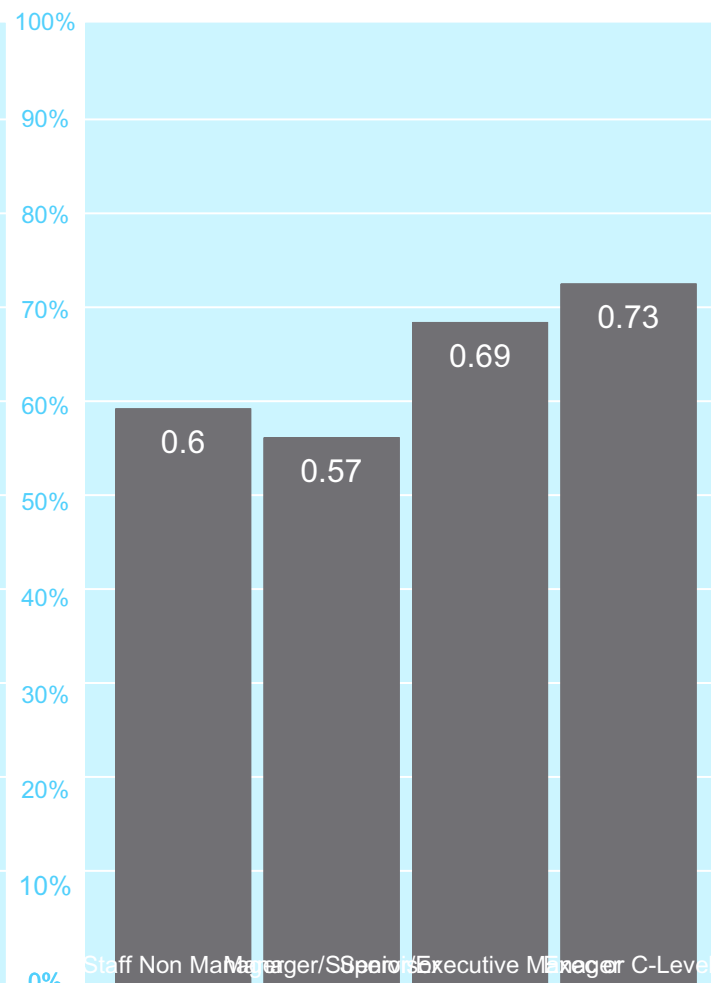
Category

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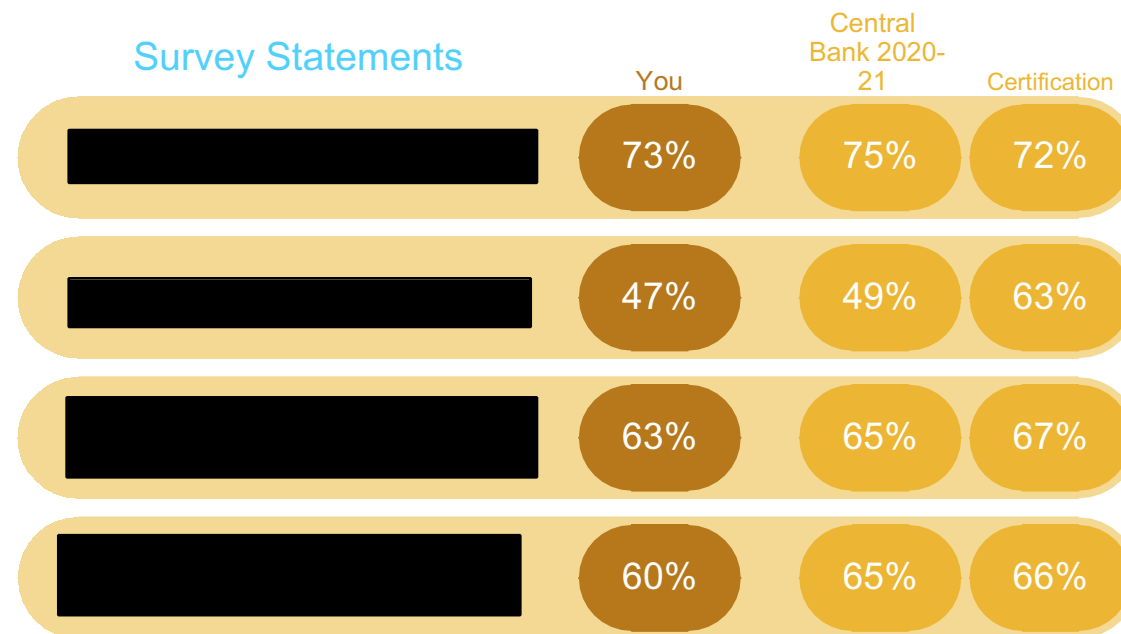
Overall vs Benchmark



Job Roles



Survey Statements



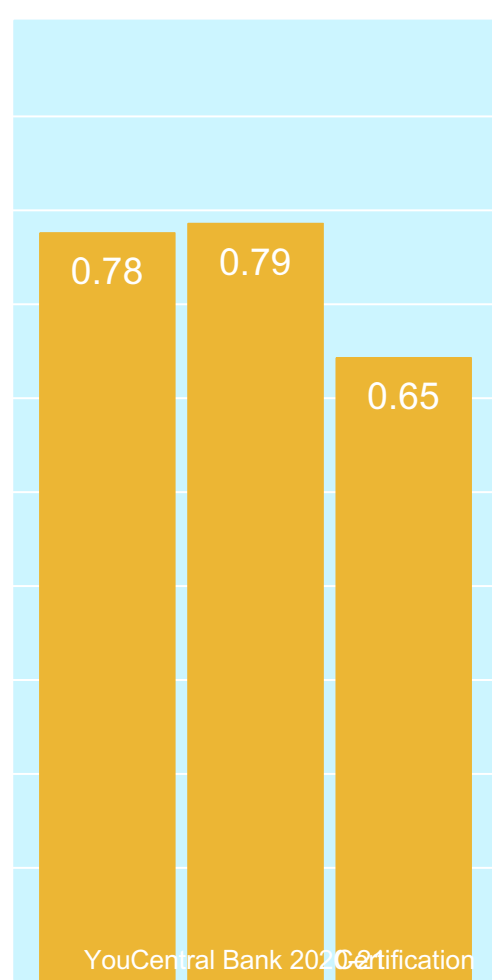


Teamwork:

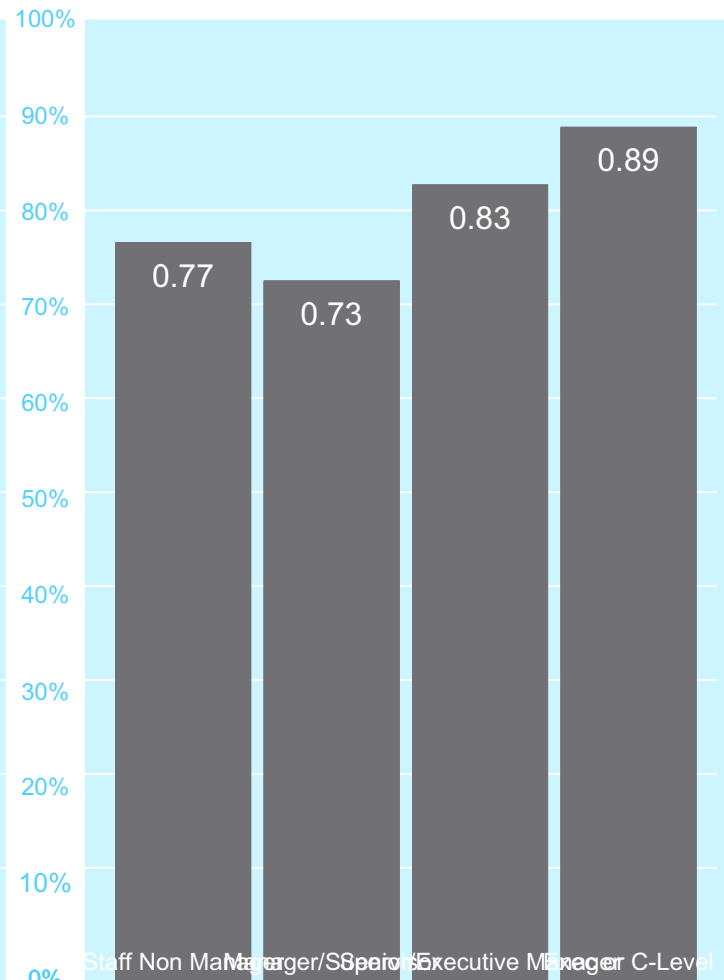
Corporate Social Responsibility

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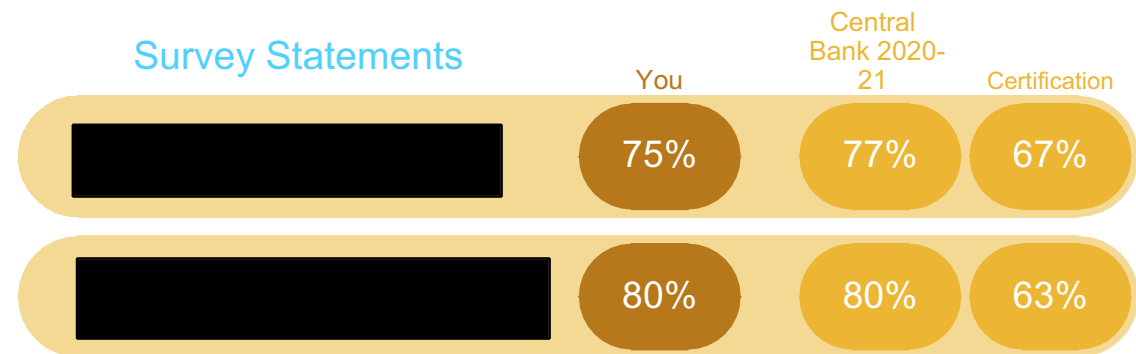
Overall vs Benchmark



Job Roles



Survey Statements



Additional Analysis



SPOTLIGHT ON...

Filter01

**2020-21 vs
2021-22**

Filter01 (# Responses)	2020-21 All Question Average	2021-22 All Question Average	Diff
Delivering & Co-Ordinating (437)	58%	58%	-
Delivering & Processing (259)	64%	66%	+2
Leading & Enabling (121)	80%	79%	-1
Managing & Developing (452)	61%	60%	-1
Shaping & Leading (16)	87%	85%	-2
TECHNICAL & GENERAL (30)	38%	35%	-3

SPOTLIGHT ON...

Filter02

**2020-21 vs
2021-22**

Filter02 (# Responses)	2020-21 All Question Average	2021-22 All Question Average	Diff
CENTRAL BANKING (177)	65%	68%	+3
FINANCIAL CONDUCT (339)	60%	60%	-
GOVERNOR (120)	64%	59%	-5
OPERATIONS (373)	61%	62%	+1
PRUDENTIAL REGULATION (290)	61%	61%	-
SENIOR MANAGEMENT (16)	87%	85%	-2

Thank You



Any Organisation Can Create a Great Workplace
Our Mission is to Help You Do It

My contact details:

