

## ECHA's staff survey results 2023

Action requested of the Management Board	
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<b>Take note</b>	ECHA's Staff Survey 2023 results

### Issues for consideration

ECHA's 2023 staff engagement survey was conducted by ECHA's independent service partner, Eezy Flow Oy, in April/ May 2023.

The purpose of the survey was to provide information on staff engagement and satisfaction levels in ECHA. The survey attracted an excellent response rate of 95.5% of staff. The service provider's report of the results of the survey is provided in Annex 1.

In summary, the overall results of ECHA are above the benchmark level (that is, Finland expert norm). The People Power® rating, showing the overall level of the results, remained AA (Good), with the overall index slightly higher, 77.4 in 2023 compared to 77.0 in 2021.

The People Power® rating of AA has led to ECHA being recognised as one of the most inspiring workplaces in Finland for the second time ([certification](#)). This recognition is awarded to organisations based in Finland that achieve outstanding results in Eezy Flow's PeoplePower® employee survey<sup>1</sup>, while the certification states that this '*signals a high employee engagement level*' and that '*the organisation is an inspiring workplace where business is developed together with employees*'.

ECHA's Human Resources Unit has analysed the overall results of the survey and proposed organisation-wide development measures (see below). In parallel, the unit and directorate-level analysis and follow-up are critical components to address identified issues as, in essence, the deeper the granularity of the analysis, the greater the potential impact on staff members. It is considered that this dual approach (focus at both organisation and unit levels) will stimulate the necessary commitment and ownership across all levels which is critical to achieve sustained impact.

<sup>1</sup> Further information available here: [In English — Innostavimmat](#)

**Organisation-wide development measures**

<b>Priority areas for development</b>	<b>Development measures</b>
<p><b>Open and consistent communication</b></p>	<p>Provide refresher training on 'giving and receiving feedback' for managers and team leaders.</p> <p>Provide proactive communication on the reclassification process to increase transparency.</p> <p>Continue to provide authentic, positive and regular feedback, and promote staff development opportunities.</p> <p>Ensure an internal communications focus on organisational strategy and ECHA's future direction.</p>
<p><b>Information sharing</b></p>	<p>Promote Directors Team /Management Team and other decisions, and rationale, through ECHANet (ECHA's intranet), meeting minutes and unit meetings.</p> <p>Continue to organise cross-Unit activities to facilitate, recognise and celebrate horizontal work/projects.</p> <p>Continue to improve our IT tools, and product management capabilities, and adopt new ways of working to increase efficiency at work.</p>