

Questionnaire

This survey is being conducted as part of a research project based at the University of Nottingham, and is funded by the UK's Economic and Social Research Council, and the Hong Kong Research Grants Council. The objective of this research is to assess how public officials think about integrity. Specifically, questions are concerned with how you decide on an ethical course of action in any given situation, and how you view levels of integrity within the UK public service. The survey also seeks to explore what forms of support can best ensure that integrity is maintained.

We would like to stress that all responses are completely confidential; we do not ask for, nor can we collect, your name or any specific personally identifiable information. The survey complies with the ethical review requirements of both the ESRC and the University of Nottingham.

In the first part, we would like to ask some information with regard to your own career.

Part 1

What is your age?
[Integer response]

What is your gender?
[Male, Female]

What is the highest educational qualification you possess?
[GCSEs/O-levels, A-levels, Undergraduate degree, Masters degree, Doctoral degree]

Are you in a position with managerial responsibilities?
[Yes, no]

[IF YES] For how many people are you directly responsible for managing?
[0-5, 6-10, 11-20, 21-40, 41-80, 80+]

For how long have you been a civil servant?
[0-6 months, 7-12 months, 1-2 years, 3-4 years, 5-10 years, 11-20 years, 21-30 years, 31+ years]

Are you a member of the senior civil service?
[yes, no]

If not what is your pay grade?
[Grade 6, Grade 7]

Have you ever been employed full time in the private sector?
[yes, no]

[If YES] For how long were you employed full-time in the private sector?
[0-6 months, 7-12 months, 1-2 years, 3-4 years, 5-10 years, 11-20 years,
21-30 years, 31+ years]

Do you presently work within a government department, or for a non-departmental body?

[Work as a civil servant within a government department, work as a civil servant within a non-departmental body]

Part 2

Please indicate to what extent you agree or disagree with each of the following statements

[strongly agree, agree, agree with some reservations, neither agree nor disagree, disagree with some reservations, disagree, strongly disagree]:

- a. I am clear about my personal values (i.e. my convictions of what is right and wrong, of what is important, and so on).
- b. My personal convictions are generally compatible with the values of my organisation.
- c. My organisation seems to be guided by high standards of morality
- d. I find that sometimes I must compromise personal convictions to conform to my organisation's expectations.
- e. I am confident that I understand the values of my superiors with whom I work closely.
- f. I am confident that I understand the values of my co-workers (i.e. colleagues at my level) with whom I work closely.
- g. I am confident that I understand my subordinates' values
- h. I'm confident I understand my organisations' values.
- i. My supervisors seem to be less concerned about ethics than I am.
- j. My co-workers seem to be less concerned about ethics and morality than I am.

k. My subordinates seem to be less concerned about ethics and morality than I am.

l. I would I resign if my boss insisted that I carry out some action that I strongly felt was wrong.

m. I would tell people outside my organisation if my boss insisted that I carry out some action that I felt strongly was wrong.

An ethical dilemma is a situation in which you are confronted with the need to choose from two or more conflicting courses of action. Each of these options is compelling because it upholds some important moral principles and conforms with some of your deepest convictions regarding what is right and wrong. Listed below are some typical ethical dilemmas, please indicate how frequently you experience these difficult choices in the workplace

[Happens frequently, Happens occasionally, happens infrequently, happens very infrequently, never happens].

Conflict between loyalty to your boss and loyalty to the organisation

Conflict between loyalty to your boss an obligation to the law

Conflict between loyalty to your boss and what is in your view best for the community

Conflict between loyalty to your boss and professional standards of ethics

Conflict between loyalty to your boss and loyalty to a friend who is a colleague in the workplace

Conflict between your own well-being (i.e. what is in your best interest) and loyalty to your boss

Conflict between your own well-being and loyalty to your organisation

Conflict between your own well-being and what is in your view best for the community

Conflict between your own well-being and obligation to the law

Conflict between your own well-being and professional standards of ethics

Conflict between your own well-being and loyalty to a colleague who is a friend

When you were confronted with an ethical dilemma in performing your job, whom do you usually consult? (rank the two most important, use '1' of the most important, '2' for the second most important)

Spouse

Co-workers (other people at my level)

Family member(s)

No one (I work it out myself)

Friend(s) at work

Friend(s) outside the organisation
Superior(s)
Member(s) of my professional group
Legal professionals
Member(s) of my religious group
Other (please specify)

In making decisions regarding how you should conduct yourself in the workplace, how important to you are the factors listed below?

[Very Important, Important, Moderately Important, Only marginally important, Not important at all]

Duty to your organisation
Professional standards of ethics
Opinions of your superiors
Opinions of your co-workers in the workplace
Opinions of your professional colleagues
Opinions of your family
Opinions of your friends
Your own conscience
Avoidance of conflict
Respect for human dignity
Respect for individual freedom and autonomy
Respect for individual privacy
Appearing selfless
Your personal integrity
Maintaining your objectivity
Your personal level of accountability
Openness to the public
Honesty
The leadership of your superiors
Fairness
Equality
Your personal well-being
Respect for the law
Respect for organisational rules and regulations
The reputation of your organisation
Your own reputation

Unethical behaviour (e.g. example corruption, unfairness, betrayal of organisational interests, et cetera) in organisations is due to the number of factors. If you were to explain unethical behaviour that might arise in your own organisation, how would you rank the relative importance of following factors? (use '1' for the most important item and '6' for the least important item)

Behaviour of superiors
Society's moral climate
Behaviour of one's colleagues in the workplace
The practices of one's profession
Formal organisation policy
Personal interests

The following list contains some suggestions which have been proposed for improving ethical behaviour and decision-making among public officials. How useful do you think they are?

[Very useful, Useful, Not very useful, Not at all useful]

Stricter hierarchical supervision
Develop training programs to cultivate a stronger sense of morality among public officials
Adopt more legislation to regulate and punish unethical behaviour in the public sector
Introduce a more detailed code of administrative ethics to guide bureaucratic actions and decisions
Create a moral climate in the public sector through exemplary political and administrative leadership

During the last five years, have you personally observed any behaviour in your current workplace that you consider corrupt?

[yes, no]

Now we would like to ask you some questions about public office holders as a whole – by this we mean government ministers, MPs, local councillors and public officials with jobs in government departments, local councils or other public bodies.

Overall, how would you rate the standards of conduct of public office holders in the United Kingdom?

[Very low, quite low, neither high nor low, quite high, very high, don't know]

And how do you think standards of public office holders in the United Kingdom today compare with a few years ago?

[Got a lot worse, got a bit worse, stayed the same, improved a little, improved a lot, don't know]

How confident do you feel that the authorities in the United Kingdom are committed to improving standards in public life?

[Not at all confident, not very confident, fairly confident, very confident, don't know]

And how confident do you feel that the authorities will generally uncover wrongdoing by people in public life?

[Not at all confident, not very confident, fairly confident, very confident, don't know]

Thank you for taking part in this study. Your responses will be treated confidentially.