

# UKRI People Survey 2022: NERC - British Antarctic Survey report

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UK Research  
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employee  
research

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# 1. Background and methodology



# Background and methodology

The UKRI People Survey was made available to all colleagues across UKRI via the following methods:

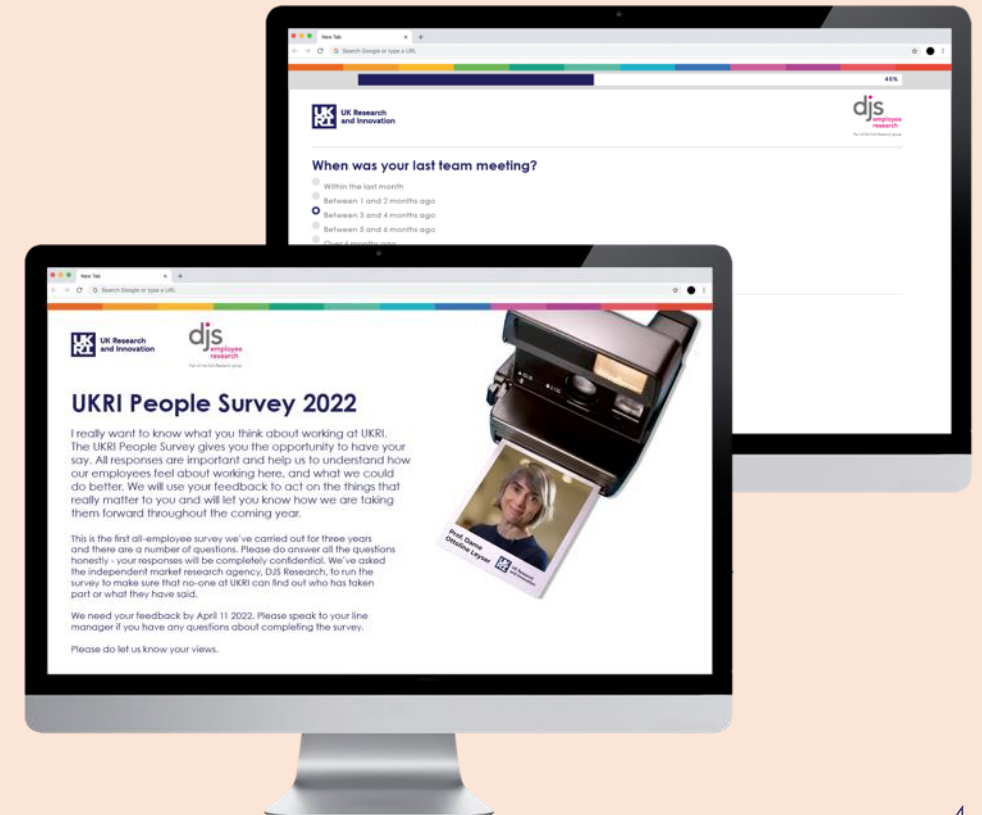
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **7** and **29 April 2022**.

This report provides a summary of the results for **NERC - British Antarctic Survey**, with comparisons to the UKRI average.

The survey questions were designed in close consultation with colleagues across UKRI through focus groups and a user-testing pilot. The survey explored topics such as:

- Engagement
- Line management and senior leadership
- Learning and development
- Performance management
- Organisational objectives and purpose
- Team working
- Pay and benefits
- Resources and workload
- Inclusion and fair treatment, discrimination, bullying and harassment
- Wellbeing



# A guide to this report

## Rounding

Results are presented as whole numbers for ease of reading and interpretation. Rounding is performed at the last stage of calculation for maximum accuracy. Therefore, where results are presented as % (percent) positive, % (percent) neutral or % (percent) negative, there may be instances where the results do not total 100 percent.

## % (percent) positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses (e.g. “strongly agree + agree”) and dividing by the number of respondents who answered the question.

## Confidentiality

It is DJS Research's practice not to present the results of groups to the extent where the confidentiality of individuals may be compromised. Results for teams or departments where **less than 10 responses** have been received will not be presented in the reports. However, their data will still contribute to the scores for their council/area and the organisation overall.

## Council/area labelling

Some questions within the survey asked colleagues to consider their council or area specifically and not UKRI as a whole. Throughout this report, where we show the term **[council/area]**, this indicates where a question was asked of a person's council or area and not UKRI as a whole.

## 2. Headline findings





# Average scores per survey theme (1)

<b>Engagement with UKRI</b>  <b>51%</b> Difference to UKRI -8% Difference to parent* -4%	<b>Engagement with [council/area]</b>  <b>53%</b> Difference to UKRI -16% Difference to parent* -7%	<b>My work</b>  <b>76%</b> Difference to UKRI +2% Difference to parent* +3%	<b>Organisational objectives and purpose</b>  <b>53%</b> Difference to UKRI -9% Difference to parent* -4%	<b>My manager</b>  <b>71%</b> Difference to UKRI -3% Difference to parent* -2%
<b>Support for managers</b>  <b>68%</b> Difference to UKRI -3% Difference to parent* -2%	<b>My team</b>  <b>79%</b> Difference to UKRI -2% Difference to parent* -1%	<b>Learning and development</b>  <b>50%</b> Difference to UKRI -5% Difference to parent* -3%	<b>Pay and benefits</b>  <b>30%</b> Difference to UKRI -10% Difference to parent* -3%	<b>Resources and workload</b>  <b>62%</b> Difference to UKRI -4% Difference to parent* -3%

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

\*Parent = NERC

## Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within [council/area]	Senior leadership within department
<b>71%</b> Difference to UKRI -3% Difference to parent* 0%	<b>61%</b> Difference to UKRI -7% Difference to parent* -4%	<b>54%</b> Difference to UKRI -3% Difference to parent* -2%	<b>46%</b> Difference to UKRI -15% Difference to parent* -6%	<b>65%</b>
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment	
<b>46%</b> Difference to UKRI -4% Difference to parent* -2%	<b>73%</b> Difference to UKRI -1% Difference to parent* +1%	<b>7%</b> Difference to UKRI +2% Difference to parent* 0%	<b>11%</b> Difference to UKRI +4% Difference to parent* +2%	

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

\*Parent = NERC



# Comparisons to the UKRI average

**Response rate:** 27%


**No. of responses:** 152 of 557

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I am interested in my work	97%	+5 ↑
Have you been bullied or harassed at work during the past 12 months? (% yes)	11%	+4
I am sufficiently challenged by my work	85%	+3
Overall, to what extent do you feel that the things you do in your life are worthwhile? (% score 7-10)	71%	+3
Have you been discriminated against at work during the past 12 months? (% yes)	7%	+2


Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
The Senior Leadership Team in [council/area] are sufficiently visible	18%	-42 ↓
I believe the actions of [council/area]'s Senior Leadership Team are consistent with [council/area]'s values	24%	-36 ↓
[council/area] inspires me to do the best in my job	25%	-35 ↓
The communication we receive from [council/area]'s Senior Leadership Team is honest and open	20%	-35 ↓
The Senior Leadership Team at [council/area] keeps me informed about matters that affect me	22%	-34 ↓

# Questions with the strongest responses

**Strengths:** What are colleagues most positive about?

Most positively scoring questions		% (percent) positive (net agree)
I am interested in my work		97%
My manager trusts me to do my job effectively, even if I am not working from the same location as them		93%
I am trusted to carry out my job effectively		93%
I have the skills I need to do my job effectively		91%
The people in my team can be relied upon to help when things get difficult in my job		86%

**Areas of concern:** What are colleagues most negative about?

Most negatively scoring questions		% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		86%
I feel that my pay adequately reflects my performance		74%
There are opportunities for promotion within my current role		64%
I am satisfied with the total benefits package		53%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		49%

Note: only agree/disagree scale questions asked to all colleagues are included in this analysis. Yes/no questions and agree/disagree scale questions not asked to all have been excluded to ensure consistent and like for like comparisons.

### 3. Employee engagement



# Engagement with UKRI

		Strongly agree	Agree	Neither	Disagree	Strongly disagree	% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Engagement with UKRI index score*							51%	-8	-4
I am proud when I tell others I am part of UKRI		9%	34%	51%			43%	-21 ↓	-12 ↓
I would recommend UKRI as a great place to work		5%	31%	51%	12%		36%	-27 ↓	-15 ↓
I feel a strong personal attachment to UKRI		11%	47%	33%	7%		14%	-19 ↓	-8 ↓
UKRI inspires me to do the best in my job		16%	60%	17%			20%	-21 ↓	-10 ↓

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

\*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

# Engagement with NERC

		<div> <span>Strongly agree</span> <span>Agree</span> <span>Neither</span> <span>Disagree</span> <span>Strongly disagree</span> </div>	% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Engagement with NERC index score*			53%	-16	-7
I am proud when I tell others I am part of NERC	<div> <div>13%</div> <div>38%</div> <div>43%</div> <div></div> <div></div> </div>		51%	-31 ↓	-15 ↓
I would recommend NERC as a great place to work	<div> <div>7%</div> <div>34%</div> <div>44%</div> <div>12%</div> <div></div> </div>		40%	-33 ↓	-14 ↓
I feel a strong personal attachment to NERC	<div> <div>6%</div> <div>21%</div> <div>42%</div> <div>24%</div> <div>7%</div> </div>		27%	-32 ↓	-16 ↓
NERC inspires me to do the best in my job	<div> <div>5%</div> <div>20%</div> <div>57%</div> <div>11%</div> <div>7%</div> </div>		25%	-35 ↓	-17 ↓

**Base:** All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

\*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

## 4. Open text themes





# What one change would improve your working life at UKRI?

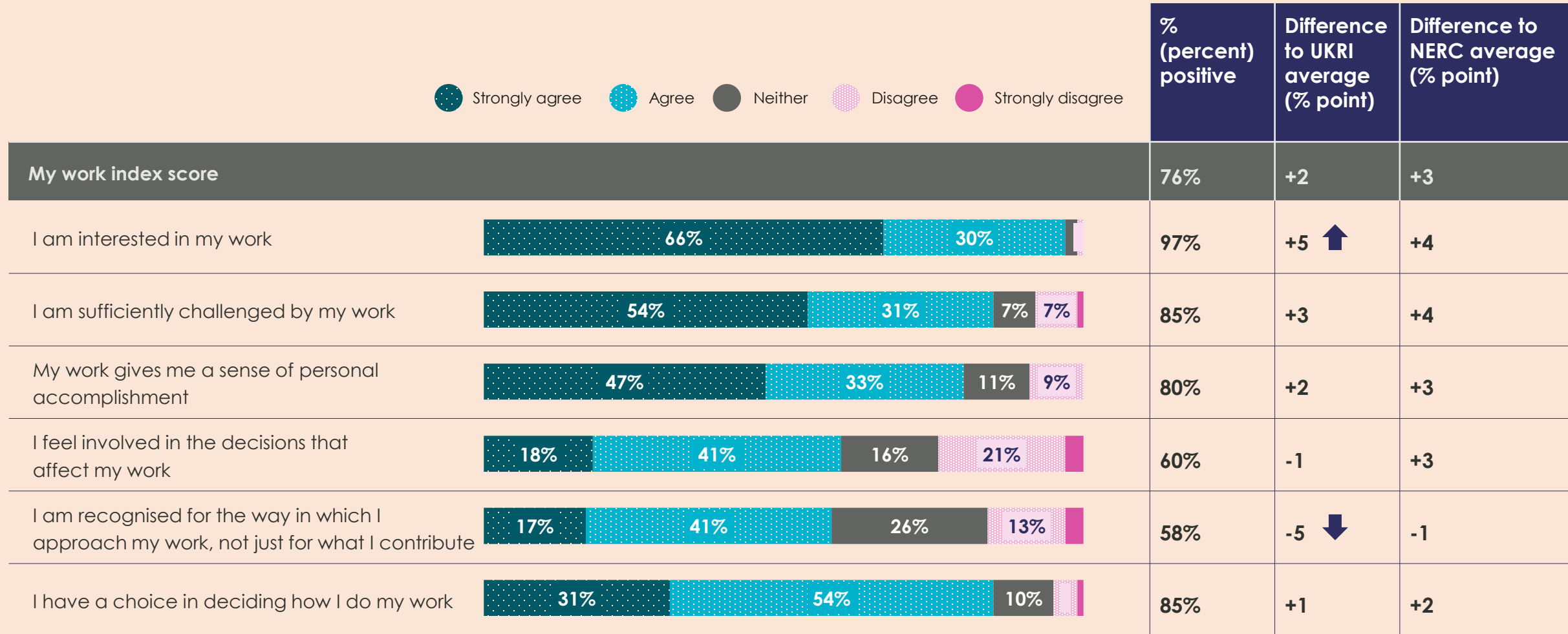


Base: All respondents. Only showing responses of 2% and above. 1% Other, 0% Don't know, 46% No comment.

## 5. All questions by survey theme

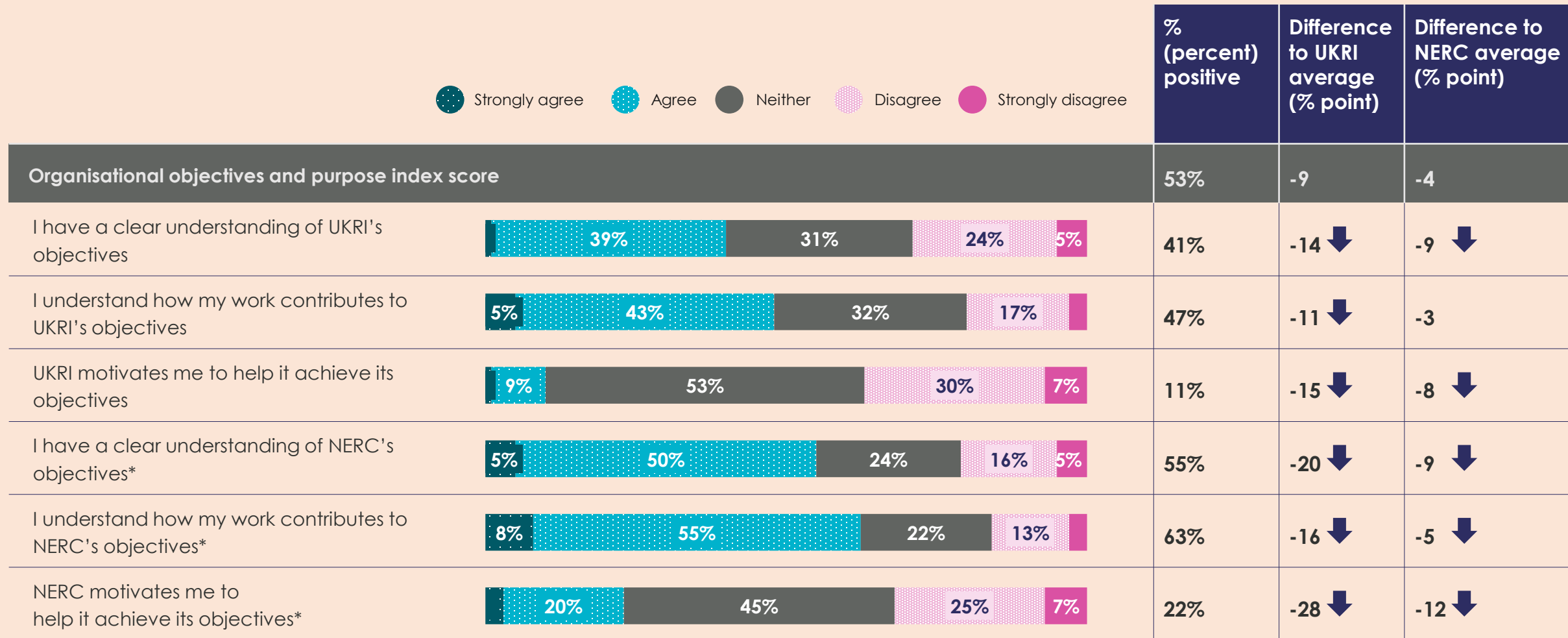


# My work



**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Organisational objectives and purpose



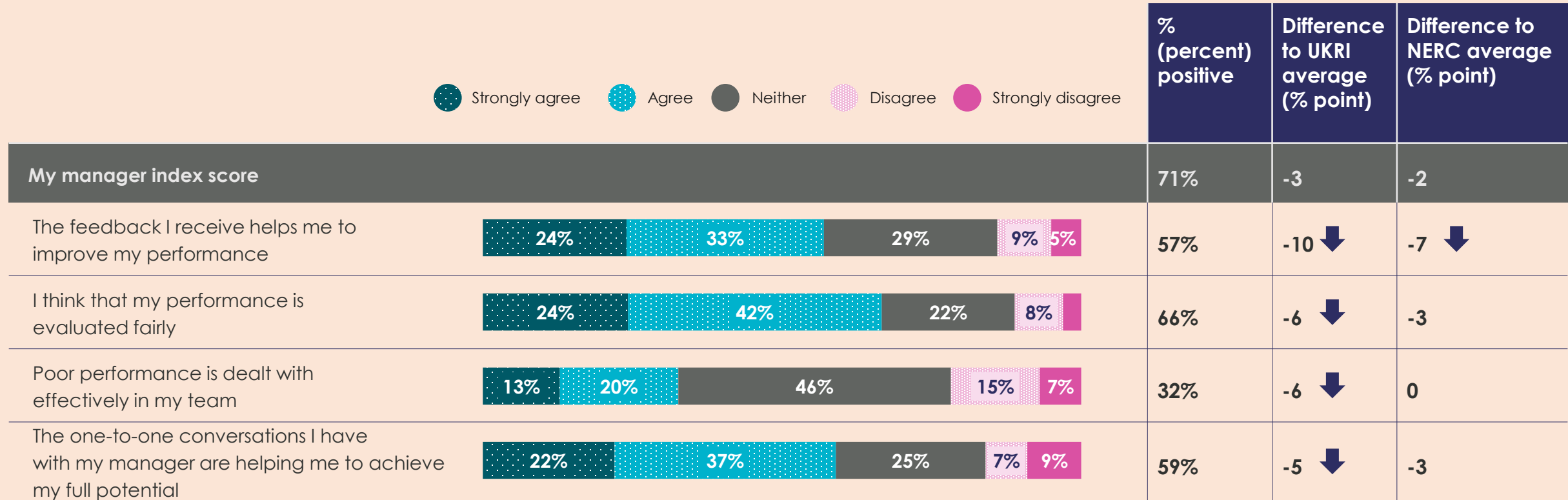
**Base:** All respondents (\*excluding UKRI Corporate Hub). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# My manager (1)

		<div> <span>● Strongly agree</span> <span>● Agree</span> <span>● Neither</span> <span>● Disagree</span> <span>● Strongly disagree</span> </div>			% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>My manager index score</b>					71%	-3	-2
My manager motivates me to be more effective in my job	<div> <div>26%</div> <div>39%</div> <div>20%</div> <div>10%</div> <div>5%</div> </div>				66%	-6 ↓	-1
My manager is considerate of my life outside work	<div> <div>46%</div> <div>37%</div> <div>10%</div> <div>7%</div> </div>				83%	-7 ↓	-5 ↓
My manager is open to my ideas	<div> <div>47%</div> <div>34%</div> <div>13%</div> <div>5%</div> </div>				80%	-7 ↓	-3
My manager recognises when I have done my job well	<div> <div>41%</div> <div>40%</div> <div>10%</div> <div>6%</div> </div>				82%	-1	+1
I receive regular feedback on my performance	<div> <div>21%</div> <div>30%</div> <div>28%</div> <div>12%</div> <div>9%</div> </div>				51%	-13 ↓	-10 ↓
My manager trusts me to do my job effectively, even if I am not working from the same location as them	<div> <div>64%</div> <div>29%</div> </div>				93%	0	0

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# My manager (2)


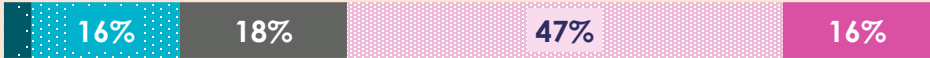



**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.



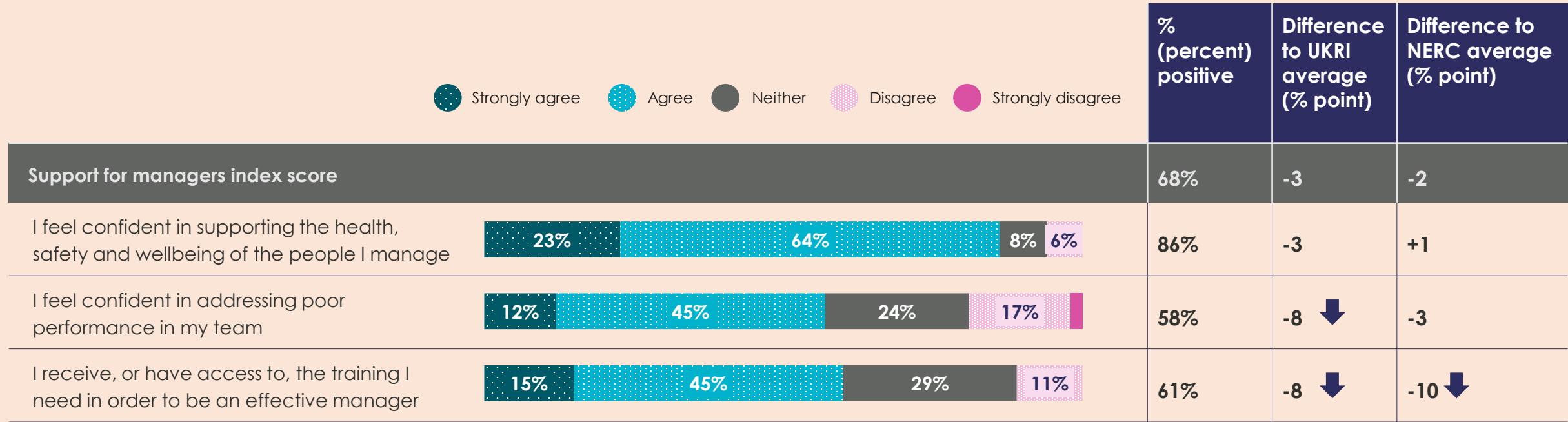
# Performance management

 Weekly
  Monthly
  Quarterly
  Annually
  Never

		% (percent) at least monthly	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>In general, how often do you discuss the following with your manager?</b>				
How well you're meeting your objectives		41%	-2	-1
Your development needs and career goals		19%	-6 ↓	-2
Your personal wellbeing and/or work-related stress		51%	-15 ↓	-11 ↓

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Support for managers



**Base:** All respondents who line manage or supervise others. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# My team

		<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>			% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
My team index score					79%	-2	-1
The people in my team can be relied upon to help when things get difficult in my job	<div> <div>39%</div> <div>47%</div> <div>11%</div> <div></div> </div>				86%	-1	0
The people in my team work together to find ways to improve the service we provide	<div> <div>40%</div> <div>39%</div> <div>13%</div> <div>7%</div> </div>				80%	-6 ↓	-4

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Learning and personal development

● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>Learning and personal development index score</b>		50%	-5	-3
I am able to access the right learning and development opportunities for my current role when I need to		55%	-7 ↓	-8 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance		38%	-15 ↓	-13 ↓
There are opportunities for me to develop in my career across UKRI		24%	-15 ↓	-9 ↓
There are opportunities for promotion within my current role		15%	-6 ↓	-2
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		31%	-12 ↓	-10 ↓
I think my current job makes the most of my skills and strengths		58%	+2	+3

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Pay and benefits

		<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>	% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Pay and benefits index score			30%	-10	-3
I feel that my pay adequately reflects my performance	<div> <div>12%</div> <div>14%</div> <div>41%</div> <div>32%</div> </div>		13%	-12 ↓	-4
I am satisfied with the total benefits package	<div> <div>16%</div> <div>29%</div> <div>36%</div> <div>18%</div> </div>		18%	-18 ↓	-10 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<div> <div>12%</div> <div>37%</div> <div>29%</div> <div>20%</div> </div>		14%	-17 ↓	-6 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<div> <div>7%</div> <div>6%</div> <div>31%</div> <div>55%</div> </div>		9%	-8 ↓	-2

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Resources and workload

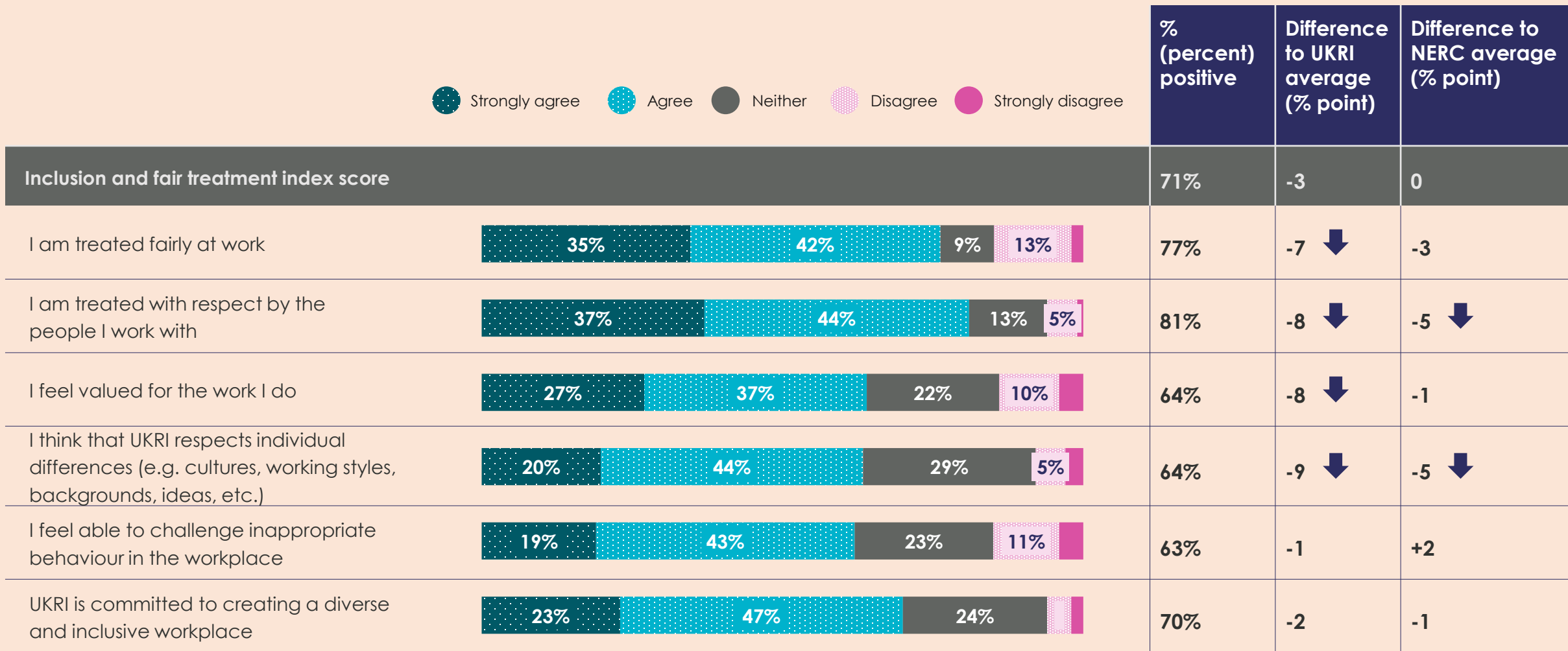
● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>Resources and workload index score</b>		62%	-4	-3
I can find the information I need to do my job effectively	<div> <div>12%</div> <div>51%</div> <div>18%</div> <div>18%</div> </div>	63%	-4	-7 ↓
Organisational processes support me to work efficiently	<div> <div>7%</div> <div>22%</div> <div>30%</div> <div>33%</div> <div>9%</div> </div>	29%	-10 ↓	-7 ↓
I have clear work objectives	<div> <div>18%</div> <div>61%</div> <div>12%</div> <div>8%</div> </div>	80%	+2	+1
I have the skills I need to do my job effectively	<div> <div>30%</div> <div>61%</div> <div>8%</div> </div>	91%	-1	-1
I have access to the tools and equipment I need to do my job effectively	<div> <div>16%</div> <div>52%</div> <div>20%</div> <div>12%</div> </div>	68%	-11 ↓	-11 ↓
I have an acceptable workload	<div> <div>5%</div> <div>39%</div> <div>18%</div> <div>24%</div> <div>13%</div> </div>	44%	-16 ↓	-8 ↓
I achieve a good balance between my work life and my private life	<div> <div>13%</div> <div>41%</div> <div>14%</div> <div>19%</div> <div>12%</div> </div>	55%	-13 ↓	-7 ↓

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

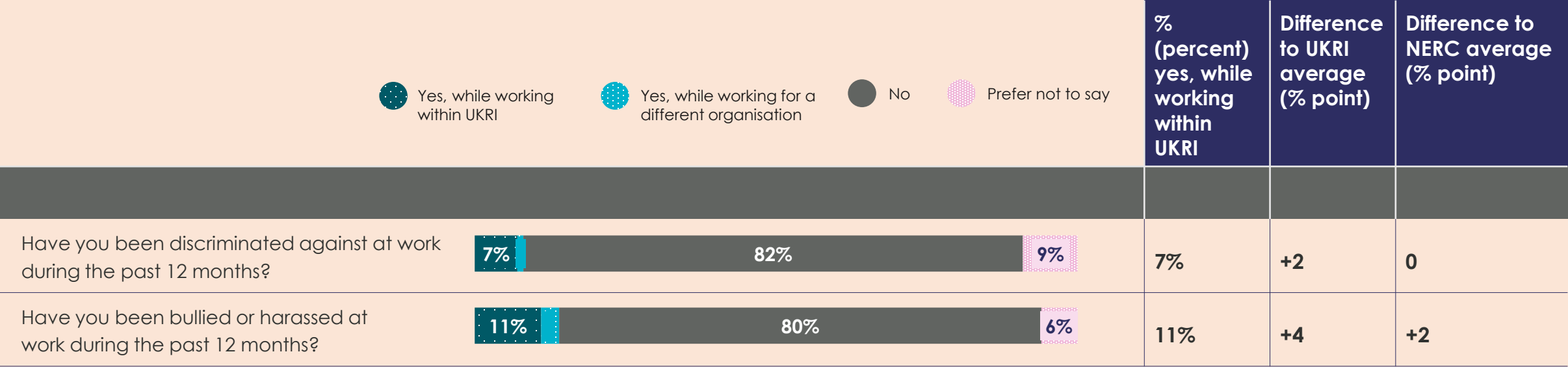


# Inclusion and fair treatment



**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

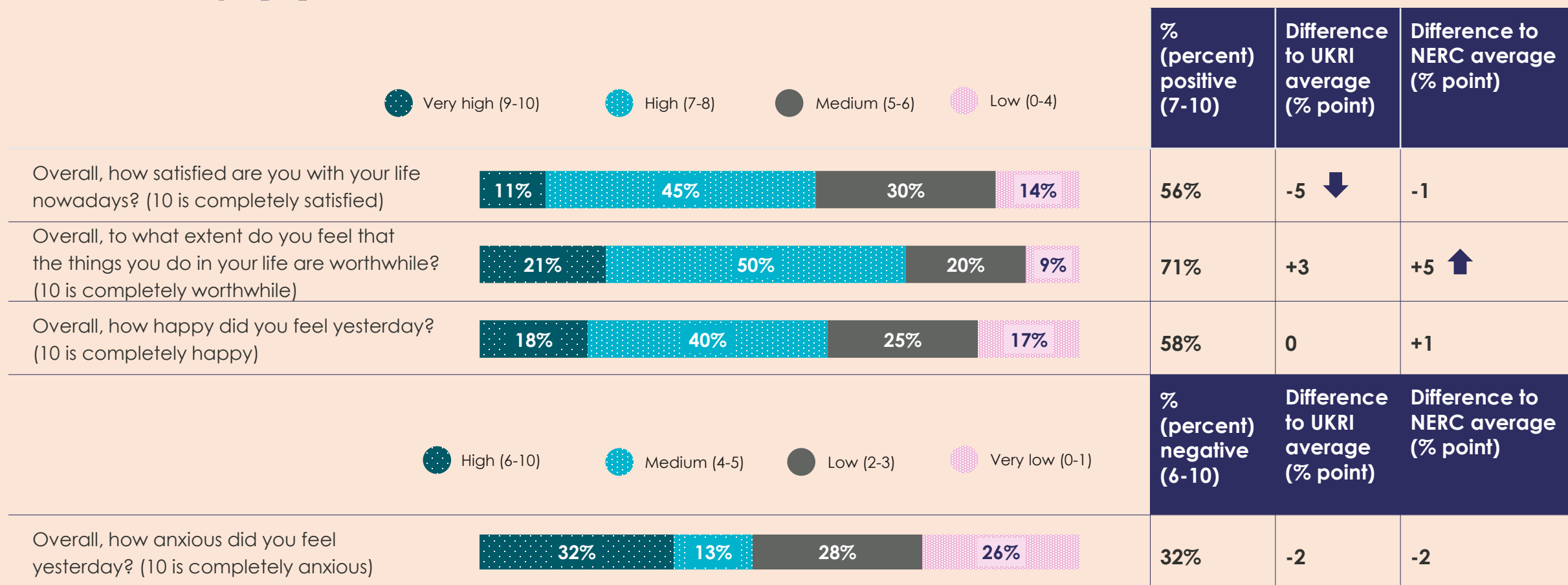
# Discrimination, bullying and harassment



**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

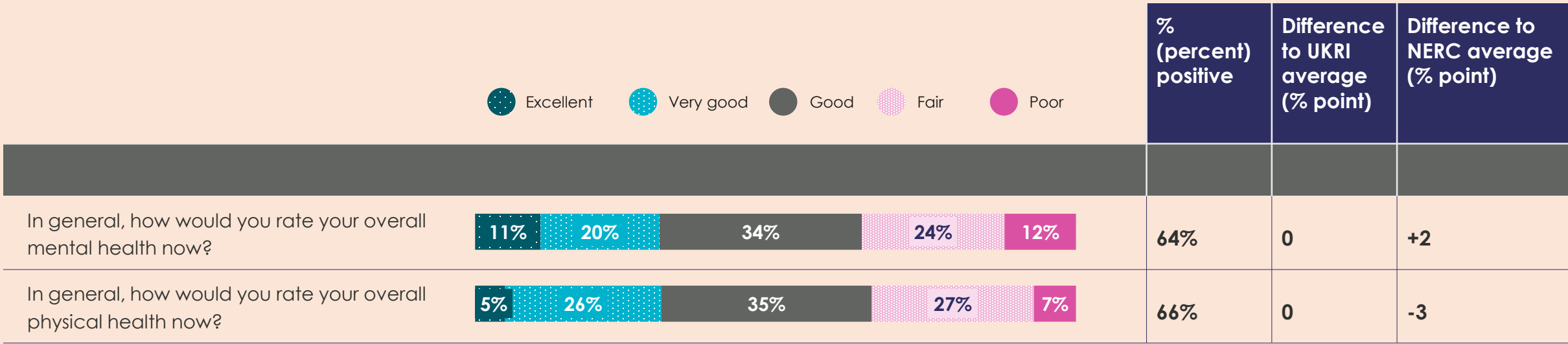
28

# Wellbeing (1)



**Base:** All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

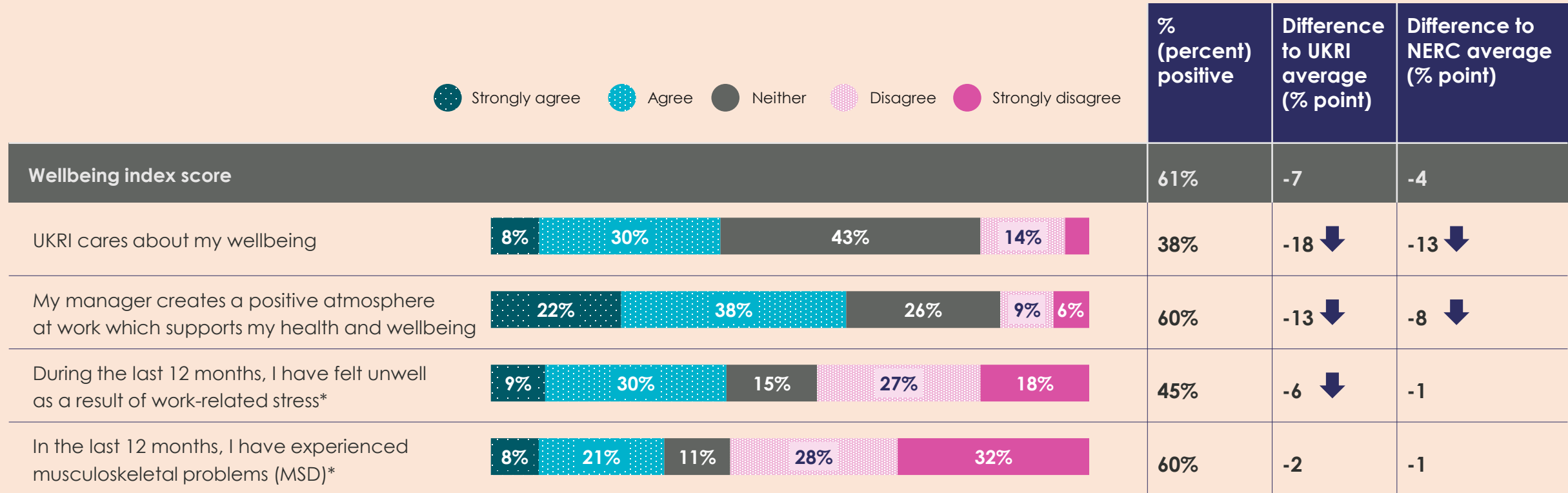
# Wellbeing (2)



**Base:** All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

30

# Wellbeing (3)



**Base:** All respondents (\*excluding prefer not to say). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

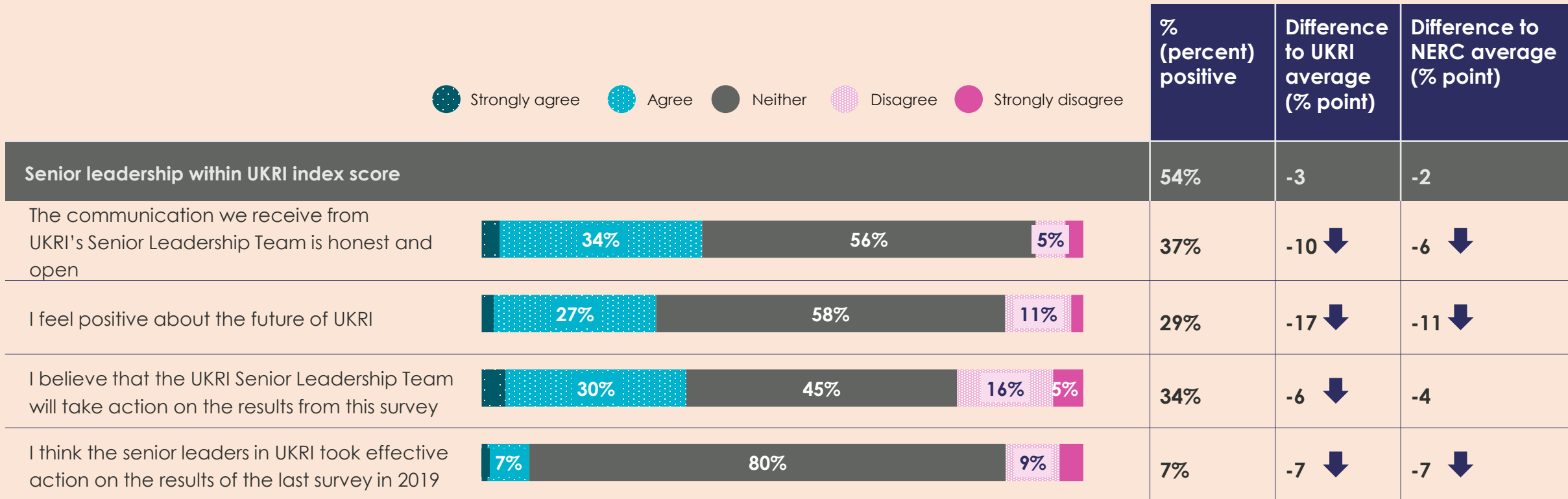
# Senior leadership within UKRI (1)

		<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>	% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Senior leadership within UKRI index score			54%	-3	-2
The Senior Leadership Team in UKRI are sufficiently visible	<div> <div>33%</div> <div>44%</div> <div>16%</div> <div>5%</div> </div>		35%	-12 ↓	-6 ↓
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values	<div> <div>27%</div> <div>66%</div> </div>		28%	-15 ↓	-10 ↓
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI	<div> <div>32%</div> <div>61%</div> <div>5%</div> </div>		32%	-12 ↓	-8 ↓
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team	<div> <div>24%</div> <div>63%</div> <div>9%</div> </div>		25%	-13 ↓	-10 ↓
The Senior Leadership Team in UKRI keeps me informed about matters that affect me	<div> <div>39%</div> <div>48%</div> <div>9%</div> </div>		41%	-8 ↓	-5 ↓

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.







## Senior leadership within UKRI (2)



**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Senior leadership within NERC (1)

● Strongly agree
● Agree
● Neither
● Disagree
● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>Senior leadership within NERC index score</b>		<b>46%</b>	<b>-15</b>	<b>-6</b>
The Senior Leadership Team in NERC are sufficiently visible		18%	-42 ↓	-16 ↓
I believe the actions of NERC's Senior Leadership Team are consistent with NERC's values		24%	-36 ↓	-13 ↓
I believe that the Senior Leadership Team have a clear vision for the future of NERC		26%	-32 ↓	-11 ↓
Overall, I have confidence in the decisions made by NERC's Senior Leadership Team		22%	-31 ↓	-11 ↓

**Base:** All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

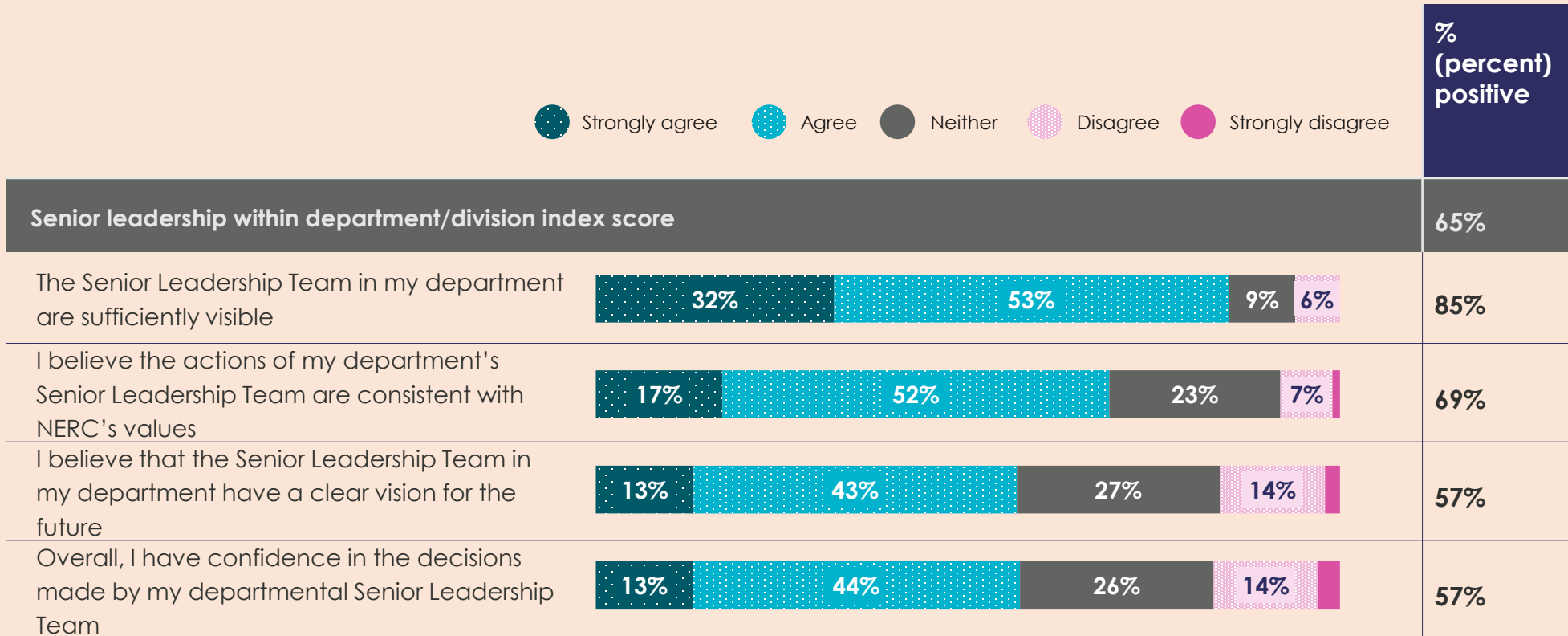
## Senior leadership within NERC (2)

● Strongly agree
● Agree
● Neither
● Disagree
● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>Senior leadership within NERC index score</b>		<b>46%</b>	<b>-15</b>	<b>-6</b>
The Senior Leadership Team at NERC keeps me informed about matters that affect me		22%	-34 ↓	-11 ↓
The communication we receive from NERC's Senior Leadership Team is honest and open		20%	-35 ↓	-11 ↓
I believe that the Senior Leadership Team in NERC will take action on the results from this survey		18%	-26 ↓	-12 ↓
I think the senior leaders in NERC took effective action on the results of the last survey in 2019		5%	-16 ↓	-10 ↓

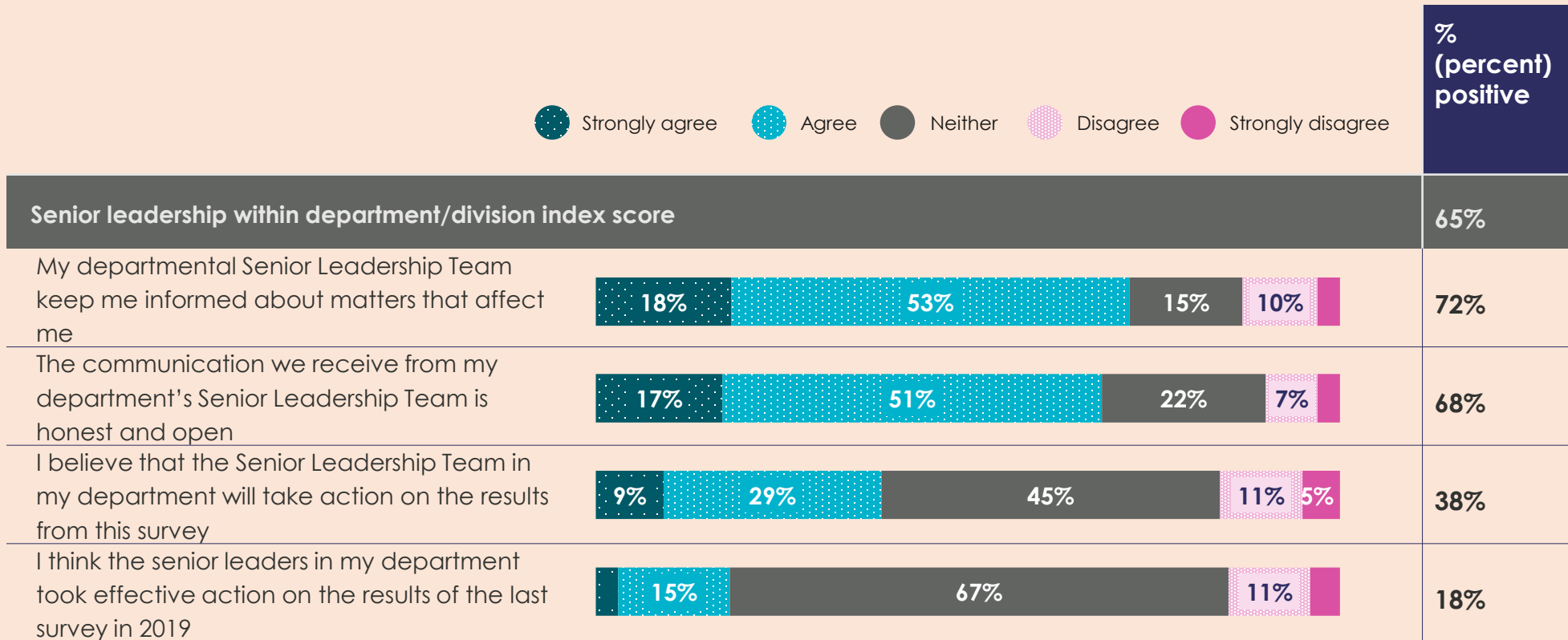
**Base:** All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Senior leadership within department/division (1)



**Base:** All respondents in STFC, NERC BAS, NERC BGS. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

## Senior leadership within department/division (2)



**Base:** All respondents in STFC, NERC BAS, NERC BGS. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Managing change (1)




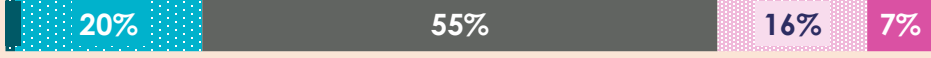
● Strongly agree
● Agree
● Neither
● Disagree
● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>Managing change index score</b>		<b>46%</b>	<b>-4</b>	<b>-2</b>
I feel that change is managed well in NERC		14%	-20 ↓	-6 ↓
I feel that change is managed well in UKRI as a whole		15%	-9 ↓	-6 ↓
As an organisation, UKRI adapts well to change		19%	-8 ↓	-7 ↓
When changes are made across UKRI they are usually for the better		12%	-12 ↓	-7 ↓

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Managing change (2)

 Strongly agree
  Agree
  Neither
  Disagree
  Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>Managing change index score</b>		<b>46%</b>	<b>-4</b>	<b>-2</b>
I get to find out the reasons behind key changes that happen across UKRI		16%	-11 ↓	-4
I understand what support is available to me as I am affected by change within UKRI		20%	-14 ↓	-9 ↓
I have the opportunity to contribute my views before decisions are made that affect me		14%	-12 ↓	-6 ↓
I think it is safe to challenge the way things are done across UKRI		22%	-16 ↓	-7 ↓

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Organisational culture

● Strongly agree
● Agree
● Neither
● Disagree
● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<b>Organisational culture index score</b>		<b>73%</b>	<b>-1</b>	<b>+1</b>
I am trusted to carry out my job effectively		<b>93%</b>	<b>0</b>	<b>0</b>
I believe I would be supported if I try a new idea, even if it may not work		<b>79%</b>	<b>+1</b>	<b>+6</b> ↑
I believe my opinion is valued at work		<b>75%</b>	<b>-4</b>	<b>-1</b>
I feel welcome to express my true feelings at work		<b>65%</b>	<b>-4</b>	<b>+3</b>
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		<b>55%</b>	<b>-9</b> ↓	<b>-5</b> ↓

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.



# Your plans for the future

		% (percent)	Difference to UKRI average (% point)	Difference to NERC average (% point)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?				
I want to leave UKRI as soon as possible	6%	6%	+1	0
I want to leave UKRI within the next 12 months	11%	11%	-3	-1
I want to stay working within UKRI for at least the next year	36%	36%	0	-2
I want to stay working within UKRI for at least the next three years	47%	47%	+1	+3

**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# For more information



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