

UKRI People Survey 2022: EPSRC report

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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:

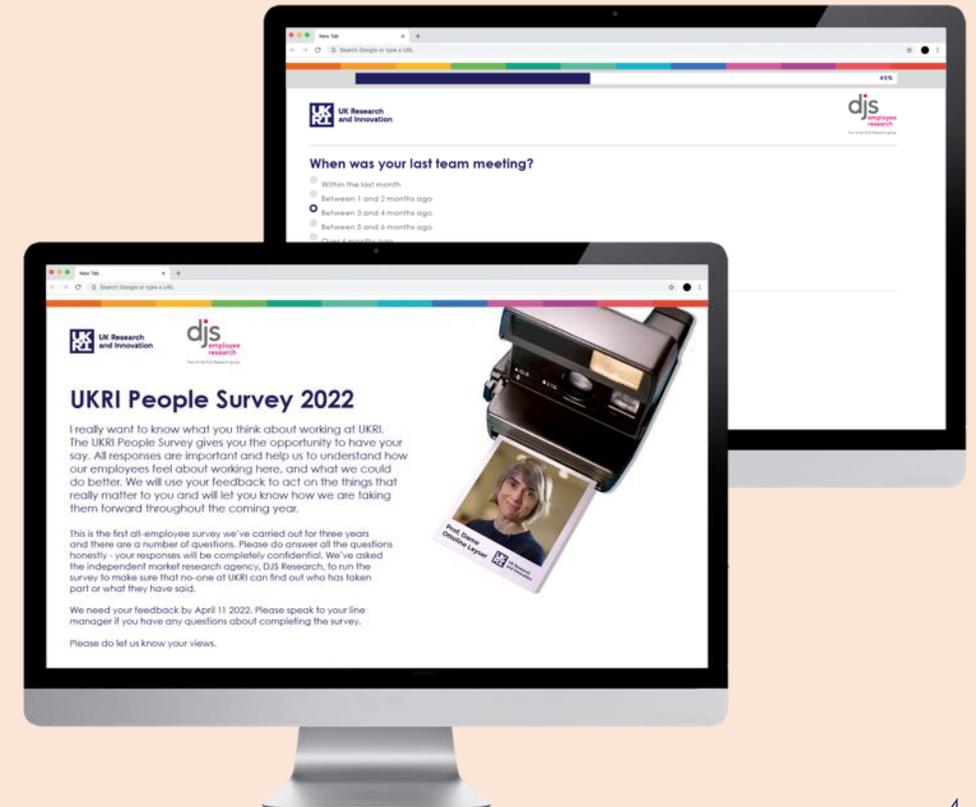
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **EPSRC**, 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)

Engagement with UKRI	Engagement with [council/area]	My work	Organisational objectives and purpose	My manager
56% Difference to UKRI -3%	71% Difference to UKRI +3%	72% Difference to UKRI -2%	65% Difference to UKRI +3%	76% Difference to UKRI +2%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
67% Difference to UKRI -4%	80% Difference to UKRI 0%	55% Difference to UKRI 0%	37% Difference to UKRI -3%	65% Difference to UKRI -1%

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.

Average scores per survey theme (2)

Inclusion and fair treatment 75% Difference to UKRI +1%	Wellbeing 66% Difference to UKRI -1%	Senior leadership within UKRI 51% Difference to UKRI -6%	Senior leadership within [council/area] 65% Difference to UKRI +4%
Managing change 45% Difference to UKRI -5%	Organisational culture 75% Difference to UKRI +2%	Experienced discrimination 5% Difference to UKRI 0%	Experienced bullying or harassment 9% Difference to UKRI +1%

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.

Comparisons to the UKRI average

Response rate: 67%

No. of responses: 173 of 258

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
The Senior Leadership Team in [council/area] are sufficiently visible	81%	+21 ↑
There are opportunities for me to develop in my career across UKRI	55%	+16 ↑
The communication we receive from [council/area]'s Senior Leadership Team is honest and open	71%	+16 ↑
I believe the actions of [council/area]'s Senior Leadership Team are consistent with [council/area]'s values	76%	+16 ↑
I have a clear understanding of UKRI's objectives	69%	+14 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I feel positive about the future of UKRI	34%	-13 ↓
I feel confident in supporting the health, safety and wellbeing of the people I manage	78%	-12 ↓
When changes are made across UKRI they are usually for the better	12%	-12 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	41%	-11 ↓
The Senior Leadership Team in UKRI keeps me informed about matters that affect me	39%	-10 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	% (percent) positive (net agree)
My manager trusts me to do my job effectively, even if I am not working from the same location as them	95%
I have the skills I need to do my job effectively	95%
I am trusted to carry out my job effectively	94%
My manager is considerate of my life outside work	94%
I am treated with respect by the people I work with	92%

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	66%
I feel that my pay adequately reflects my performance	58%
I have the opportunity to contribute my views before decisions are made that affect me	52%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	49%
I feel that change is managed well in UKRI as a whole	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)
Engagement with UKRI index score*		56%	-3
I am proud when I tell others I am part of UKRI		61%	-3
I would recommend UKRI as a great place to work		60%	-3
I feel a strong personal attachment to UKRI		34%	+1
UKRI inspires me to do the best in my job		33%	-8 ↓

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 EPSRC

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

		% (percent) positive	Difference to UKRI average (% point)
Engagement with EPSRC index score*		71%	+3
I am proud when I tell others I am part of EPSRC		82%	0
I would recommend EPSRC as a great place to work		75%	+2
I feel a strong personal attachment to EPSRC		71%	+12 ▲
EPSRC inspires me to do the best in my job		61%	+2

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. 2% Other, 0% Don't know, 39% No comment.

5. All questions by survey theme



My work

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

		% (percent) positive	Difference to UKRI average (% point)
My work index score		72%	-2
I am interested in my work		88%	-4
I am sufficiently challenged by my work		79%	-3
My work gives me a sense of personal accomplishment		73%	-5 ↓
I feel involved in the decisions that affect my work		56%	-5 ↓
I am recognised for the way in which I approach my work, not just for what I contribute		64%	+1
I have a choice in deciding how I do my work		85%	+1

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

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

				% (percent) positive	Difference to UKRI average (% point)
Organisational objectives and purpose index score				65%	+3
I have a clear understanding of UKRI's objectives	10%	59%	21%	8%	69% +14 ↑
I understand how my work contributes to UKRI's objectives	11%	54%	27%	8%	65% +7 ↑
UKRI motivates me to help it achieve its objectives	15%	46%	30%	7%	17% -9 ↓
I have a clear understanding of EPSRC's objectives*	23%	64%	9%		86% +11 ↑
I understand how my work contributes to EPSRC's objectives*	25%	60%	10%	5%	85% +7 ↑
EPSRC motivates me to help it achieve its objectives*	12%	45%	32%	9%	57% +7 ↑

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)



		% (percent) positive	Difference to UKRI average (% point)
My manager index score		76%	+2
My manager motivates me to be more effective in my job		76%	+5 ↑
My manager is considerate of my life outside work		94%	+4
My manager is open to my ideas		87%	0
My manager recognises when I have done my job well		84%	+1
I receive regular feedback on my performance		72%	+8 ↑
My manager trusts me to do my job effectively, even if I am not working from the same location as them		95%	+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.

My manager (2)

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

		% (percent) positive	Difference to UKRI average (% point)
My manager index score		76%	+2
The feedback I receive helps me to improve my performance		69%	+2
I think that my performance is evaluated fairly		77%	+5 ↑
Poor performance is dealt with effectively in my team		38%	0
The one-to-one conversations I have with my manager are helping me to achieve my full potential		71%	+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.

Performance management

● Weekly
 ● Monthly
 ● Quarterly
 ● Annually
 ● Never

		% (percent) at least monthly	Difference to UKRI average (% point)
In general, how often do you discuss the following with your manager?			
How well you're meeting your objectives		35%	-8 ↓
Your development needs and career goals		31%	+5 ↑
Your personal wellbeing and/or work-related stress		79%	+13 ↑

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

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

		% (percent) positive	Difference to UKRI average (% point)
Support for managers index score		67%	-4
I feel confident in supporting the health, safety and wellbeing of the people I manage		78%	-12 ↓
I feel confident in addressing poor performance in my team		63%	-3
I receive, or have access to, the training I need in order to be an effective manager		69%	+1

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

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

		% (percent) positive	Difference to UKRI average (% point)
My team index score		80%	0
The people in my team can be relied upon to help when things get difficult in my job		86%	0
The people in my team work together to find ways to improve the service we provide		84%	-1

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



		% (percent) positive	Difference to UKRI average (% point)
Learning and personal development index score		55%	0
I am able to access the right learning and development opportunities for my current role when I need to		54%	-8 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance		41%	-11 ↓
There are opportunities for me to develop in my career across UKRI		55%	+16 ↑
There are opportunities for promotion within my current role		27%	+6 ↑
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		40%	-3
I think my current job makes the most of my skills and strengths		55%	-1

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

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

		% (percent) positive	Difference to UKRI average (% point)
Pay and benefits index score		37%	-3
I feel that my pay adequately reflects my performance		25%	0
I am satisfied with the total benefits package		28%	-7 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		24%	-7 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		12%	-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.

Resources and workload

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

		% (percent) positive	Difference to UKRI average (% point)
Resources and workload index score		65%	-1
I can find the information I need to do my job effectively		66%	0
Organisational processes support me to work efficiently		35%	-4
I have clear work objectives		79%	+1
I have the skills I need to do my job effectively		95%	+3
I have access to the tools and equipment I need to do my job effectively		72%	-6 ↓
I have an acceptable workload		52%	-8 ↓
I achieve a good balance between my work life and my private life		68%	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.

Inclusion and fair treatment

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

		% (percent) positive	Difference to UKRI average (% point)
Inclusion and fair treatment index score		75%	+1
I am treated fairly at work		90%	+5 ↑
I am treated with respect by the people I work with		92%	+3
I feel valued for the work I do		77%	+5 ↑
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		72%	-1
I feel able to challenge inappropriate behaviour in the workplace		68%	+4
UKRI is committed to creating a diverse and inclusive workplace		70%	-1

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

● Yes, while working within UKRI
 ● Yes, while working for a different organisation
 ● No
 ● Prefer not to say

		% (percent) yes, while working within UKRI	Difference to UKRI average (% point)
Have you been discriminated against at work during the past 12 months?		5%	0
Have you been bullied or harassed at work during the past 12 months?		9%	+1

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.

Wellbeing (1)

						% (percent) positive (7-10)	Difference to UKRI average (% point)
	<ul style="list-style-type: none"> Very high (9-10) High (7-8) Medium (5-6) Low (0-4) 						
Overall, how satisfied are you with your life nowadays? (10 is completely satisfied)	<ul style="list-style-type: none"> 8% 50% 31% 11% 					58%	-2
Overall, to what extent do you feel that the things you do in your life are worthwhile? (10 is completely worthwhile)	<ul style="list-style-type: none"> 15% 47% 27% 11% 					63%	-5 ↓
Overall, how happy did you feel yesterday? (10 is completely happy)	<ul style="list-style-type: none"> 18% 40% 21% 21% 					57%	-1
	<ul style="list-style-type: none"> High (6-10) Medium (4-5) Low (2-3) Very low (0-1) 						
Overall, how anxious did you feel yesterday? (10 is completely anxious)	<ul style="list-style-type: none"> 35% 21% 25% 20% 					35%	0

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)



		% (percent) positive	Difference to UKRI average (% point)
In general, how would you rate your overall mental health now?		60%	-4
In general, how would you rate your overall physical health now?		62%	-4

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 (3)

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

		% (percent) positive	Difference to UKRI average (% point)
Wellbeing index score		66%	-1
UKRI cares about my wellbeing		54%	-3
My manager creates a positive atmosphere at work which supports my health and wellbeing		76%	+3
During the last 12 months, I have felt unwell as a result of work-related stress*		52%	+1
In the last 12 months, I have experienced musculoskeletal problems (MSD)*		54%	-8 ↓

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)

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

			% (percent) positive	Difference to UKRI average (% point)
Senior leadership within UKRI index score			51%	-6
The Senior Leadership Team in UKRI are sufficiently visible			45%	-2
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values			40%	-2
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI			43%	-2
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team			30%	-8 ↓
The Senior Leadership Team in UKRI keeps me informed about matters that affect me			39%	-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.

Senior leadership within UKRI (2)

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

			% (percent) positive	Difference to UKRI average (% point)
Senior leadership within UKRI index score			51%	-6
The communication we receive from UKRI's Senior Leadership Team is honest and open			42%	-6 ↓
I feel positive about the future of UKRI			34%	-13 ↓
I believe that the UKRI Senior Leadership Team will take action on the results from this survey			30%	-10 ↓
I think the senior leaders in UKRI took effective action on the results of the last survey in 2019			10%	-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 EPSRC (1)

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

		% (percent) positive	Difference to UKRI average (% point)
Senior leadership within EPSRC index score		65%	+4
The Senior Leadership Team in EPSRC are sufficiently visible		81%	+21 ↑
I believe the actions of EPSRC's Senior Leadership Team are consistent with EPSRC's values		76%	+16 ↑
I believe that the Senior Leadership Team have a clear vision for the future of EPSRC		62%	+5 ↑
Overall, I have confidence in the decisions made by EPSRC's Senior Leadership Team		62%	+9 ↑

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 EPSRC (2)



		% (percent) positive	Difference to UKRI average (% point)
Senior leadership within EPSRC index score		65%	+4
The Senior Leadership Team at EPSRC keeps me informed about matters that affect me		71%	+14 ↑
The communication we receive from EPSRC's Senior Leadership Team is honest and open		71%	+16 ↑
I believe that the Senior Leadership Team in EPSRC will take action on the results from this survey		50%	+5 ↑
I think the senior leaders in EPSRC took effective action on the results of the last survey in 2019		25%	+5 ↑

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.

Managing change (1)

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

		% (percent) positive	Difference to UKRI average (% point)
Managing change index score		45%	-5
I feel that change is managed well in EPSRC		43%	+9 ↑
I feel that change is managed well in UKRI as a whole		14%	-9 ↓
As an organisation, UKRI adapts well to change		27%	0
When changes are made across UKRI they are usually for the better		12%	-12 ↓

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)
Managing change index score		45%	-5
I get to find out the reasons behind key changes that happen across UKRI		22%	-5 ↓
I understand what support is available to me as I am affected by change within UKRI		34%	0
I have the opportunity to contribute my views before decisions are made that affect me		19%	-7 ↓
I think it is safe to challenge the way things are done across UKRI		34%	-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.

Organisational culture

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

		% (percent) positive	Difference to UKRI average (% point)
Organisational culture index score		75%	+2
I am trusted to carry out my job effectively		94%	+1
I believe I would be supported if I try a new idea, even if it may not work		82%	+4
I believe my opinion is valued at work		84%	+4
I feel welcome to express my true feelings at work		73%	+4
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		69%	+6

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)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?			
I want to leave UKRI as soon as possible	7%	7%	+2
I want to leave UKRI within the next 12 months	19%	19%	+5
I want to stay working within UKRI for at least the next year	38%	38%	+2
I want to stay working within UKRI for at least the next three years	36%	36%	-9

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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The logo for 'djs employee research' features the lowercase letters 'djs' in a grey, sans-serif font. A small pink dot is positioned above the 'j'. To the right of 'djs', the words 'employee' and 'research' are stacked vertically in a pink, lowercase, sans-serif font.

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employee
research

Part of the DJS Research group