

UKRI People Survey 2022: NERC - British Antarctic Survey 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:

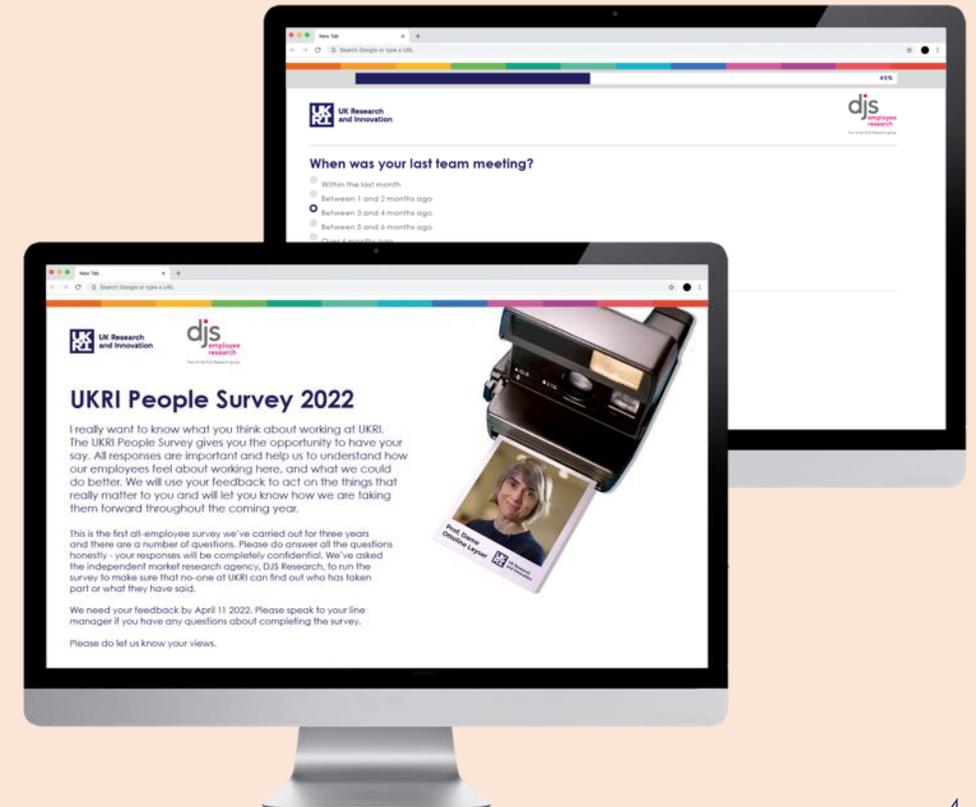
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

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

Engagement with UKRI	Engagement with [council/area]	My work	Organisational objectives and purpose	My manager
51% Difference to UKRI -8% Difference to parent* -4%	53% Difference to UKRI -16% Difference to parent* -7%	76% Difference to UKRI +2% Difference to parent* +3%	53% Difference to UKRI -9% Difference to parent* -4%	71% Difference to UKRI -3% Difference to parent* -2%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
68% Difference to UKRI -3% Difference to parent* -2%	79% Difference to UKRI -2% Difference to parent* -1%	50% Difference to UKRI -5% Difference to parent* -3%	30% Difference to UKRI -10% Difference to parent* -3%	62% 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 71% Difference to UKRI -3% Difference to parent* 0%	Wellbeing 61% Difference to UKRI -7% Difference to parent* -4%	Senior leadership within UKRI 54% Difference to UKRI -3% Difference to parent* -2%	Senior leadership within [council/area] 46% Difference to UKRI -15% Difference to parent* -6%	Senior leadership within department 65%
Managing change 46% Difference to UKRI -4% Difference to parent* -2%	Organisational culture 73% Difference to UKRI -1% Difference to parent* +1%	Experienced discrimination 7% Difference to UKRI +2% Difference to parent* 0%	Experienced bullying or harassment 11% 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		43%	-21 ↓	-12 ↓
I would recommend UKRI as a great place to work		36%	-27 ↓	-15 ↓
I feel a strong personal attachment to UKRI		14%	-19 ↓	-8 ↓
UKRI inspires me to do the best in my job		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

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

		% (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		51%	-31 ↓	-15 ↓
I would recommend NERC as a great place to work		40%	-33 ↓	-14 ↓
I feel a strong personal attachment to NERC		27%	-32 ↓	-16 ↓
NERC inspires me to do the best in my job		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

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
My work index score		76%	+2	+3
I am interested in my work		97%	+5 ▲	+4
I am sufficiently challenged by my work		85%	+3	+4
My work gives me a sense of personal accomplishment		80%	+2	+3
I feel involved in the decisions that affect my work		60%	-1	+3
I am recognised for the way in which I approach my work, not just for what I contribute		58%	-5 ▼	-1
I have a choice in deciding how I do my work		85%	+1	+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.

Organisational objectives and purpose

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Organisational objectives and purpose index score		53%	-9	-4
I have a clear understanding of UKRI's objectives		41%	-14 ↓	-9 ↓
I understand how my work contributes to UKRI's objectives		47%	-11 ↓	-3
UKRI motivates me to help it achieve its objectives		11%	-15 ↓	-8 ↓
I have a clear understanding of NERC's objectives*		55%	-20 ↓	-9 ↓
I understand how my work contributes to NERC's objectives*		63%	-16 ↓	-5 ↓
NERC motivates me to help it achieve its objectives*		22%	-28 ↓	-12 ↓

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)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
My manager index score		71%	-3	-2
My manager motivates me to be more effective in my job		66%	-6 ↓	-1
My manager is considerate of my life outside work		83%	-7 ↓	-5 ↓
My manager is open to my ideas		80%	-7 ↓	-3
My manager recognises when I have done my job well		82%	-1	+1
I receive regular feedback on my performance		51%	-13 ↓	-10 ↓
My manager trusts me to do my job effectively, even if I am not working from the same location as them		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)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
My manager index score		71%	-3	-2
The feedback I receive helps me to improve my performance		57%	-10 ↓	-7 ↓
I think that my performance is evaluated fairly		66%	-6 ↓	-3
Poor performance is dealt with effectively in my team		32%	-6 ↓	0
The one-to-one conversations I have with my manager are helping me to achieve my full potential		59%	-5 ↓	-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.

Performance management



		% (percent) at least monthly	Difference to UKRI average (% point)	Difference to NERC average (% point)
In general, how often do you discuss the following with your manager?				
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

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Support for managers index score		68%	-3	-2
I feel confident in supporting the health, safety and wellbeing of the people I manage		86%	-3	+1
I feel confident in addressing poor performance in my team		58%	-8 ↓	-3
I receive, or have access to, the training I need in order to be an effective manager		61%	-8 ↓	-10 ↓

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)	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		86%	-1	0
The people in my team work together to find ways to improve the service we provide		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



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Learning and personal development index score		50%	-5	-3
I am able to access the right learning and development opportunities for my current role when I need to	<p>8% Strongly agree, 47% Agree, 30% Neither, 13% Disagree, 4% Strongly disagree</p>	55%	-7 ↓	-8 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<p>7% Strongly agree, 30% Agree, 43% Neither, 15% Disagree, 5% Strongly disagree</p>	38%	-15 ↓	-13 ↓
There are opportunities for me to develop in my career across UKRI	<p>21% Agree, 38% Neither, 24% Disagree, 14% Strongly disagree, 7% Strongly agree</p>	24%	-15 ↓	-9 ↓
There are opportunities for promotion within my current role	<p>13% Agree, 21% Neither, 35% Disagree, 29% Strongly disagree, 2% Strongly agree</p>	15%	-6 ↓	-2
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<p>27% Agree, 36% Neither, 22% Disagree, 12% Strongly disagree, 5% Strongly agree</p>	31%	-12 ↓	-10 ↓
I think my current job makes the most of my skills and strengths	<p>13% Strongly agree, 45% Agree, 13% Neither, 24% Disagree, 5% Strongly disagree</p>	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

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

		% (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		13%	-12 ↓	-4
I am satisfied with the total benefits package		18%	-18 ↓	-10 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		14%	-17 ↓	-6 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		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)
Resources and workload index score		62%	-4	-3
I can find the information I need to do my job effectively		63%	-4	-7 ↓
Organisational processes support me to work efficiently		29%	-10 ↓	-7 ↓
I have clear work objectives		80%	+2	+1
I have the skills I need to do my job effectively		91%	-1	-1
I have access to the tools and equipment I need to do my job effectively		68%	-11 ↓	-11 ↓
I have an acceptable workload		44%	-16 ↓	-8 ↓
I achieve a good balance between my work life and my private life		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

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Inclusion and fair treatment index score		71%	-3	0
I am treated fairly at work		77%	-7 ↓	-3
I am treated with respect by the people I work with		81%	-8 ↓	-5 ↓
I feel valued for the work I do		64%	-8 ↓	-1
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		64%	-9 ↓	-5 ↓
I feel able to challenge inappropriate behaviour in the workplace		63%	-1	+2
UKRI is committed to creating a diverse and inclusive workplace		70%	-2	-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



		% (percent) yes, while working within UKRI	Difference to UKRI average (% point)	Difference to NERC average (% point)
Have you been discriminated against at work during the past 12 months?		7%	+2	0
Have you been bullied or harassed at work during the past 12 months?		11%	+4	+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.

Wellbeing (2)



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
In general, how would you rate your overall mental health now?		64%	0	+2
In general, how would you rate your overall physical health now?		66%	0	-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.

Wellbeing (3)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Wellbeing index score		61%	-7	-4
UKRI cares about my wellbeing		38%	-18 ↓	-13 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing		60%	-13 ↓	-8 ↓
During the last 12 months, I have felt unwell as a result of work-related stress*		45%	-6 ↓	-1
In the last 12 months, I have experienced musculoskeletal problems (MSD)*		60%	-2	-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.

Senior leadership within UKRI (1)

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

		% (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		35%	-12 ↓	-6 ↓
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values		28%	-15 ↓	-10 ↓
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI		32%	-12 ↓	-8 ↓
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team		25%	-13 ↓	-10 ↓
The Senior Leadership Team in UKRI keeps me informed about matters that affect me		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)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Senior leadership within UKRI index score		54%	-3	-2
The communication we receive from UKRI's Senior Leadership Team is honest and open		37%	-10 ↓	-6 ↓
I feel positive about the future of UKRI		29%	-17 ↓	-11 ↓
I believe that the UKRI Senior Leadership Team will take action on the results from this survey		34%	-6 ↓	-4
I think the senior leaders in UKRI took effective action on the results of the last survey in 2019		7%	-7 ↓	-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.

Senior leadership within NERC (1)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Senior leadership within NERC index score		46%	-15	-6
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)
Senior leadership within NERC index score		46%	-15	-6
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)

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

		% (percent) positive
Senior leadership within department/division index score		65%
The Senior Leadership Team in my department are sufficiently visible		85%
I believe the actions of my department's Senior Leadership Team are consistent with NERC's values		69%
I believe that the Senior Leadership Team in my department have a clear vision for the future		57%
Overall, I have confidence in the decisions made by my departmental Senior Leadership Team		57%

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)

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

		% (percent) positive
Senior leadership within department/division index score		65%
My departmental Senior Leadership Team keep me informed about matters that affect me		72%
The communication we receive from my department's Senior Leadership Team is honest and open		68%
I believe that the Senior Leadership Team in my department will take action on the results from this survey		38%
I think the senior leaders in my department took effective action on the results of the last survey in 2019		18%

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)
Managing change index score		46%	-4	-2
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)
Managing change index score		46%	-4	-2
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)
Organisational culture index score		73%	-1	+1
I am trusted to carry out my job effectively		93%	0	0
I believe I would be supported if I try a new idea, even if it may not work		79%	+1	+6 ↑
I believe my opinion is valued at work		75%	-4	-1
I feel welcome to express my true feelings at work		65%	-4	+3
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		55%	-9 ↓	-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.

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%	+1	0
I want to leave UKRI within the next 12 months		11%	-3	-1
I want to stay working within UKRI for at least the next year		36%	0	-2
I want to stay working within UKRI for at least the next three years		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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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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