

# UKRI People Survey 2022: NERC report

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██████████, Research Director

██████████, Senior Research Manager

██████████, Research Executive

JN8240



Part of the DJS Research group

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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:

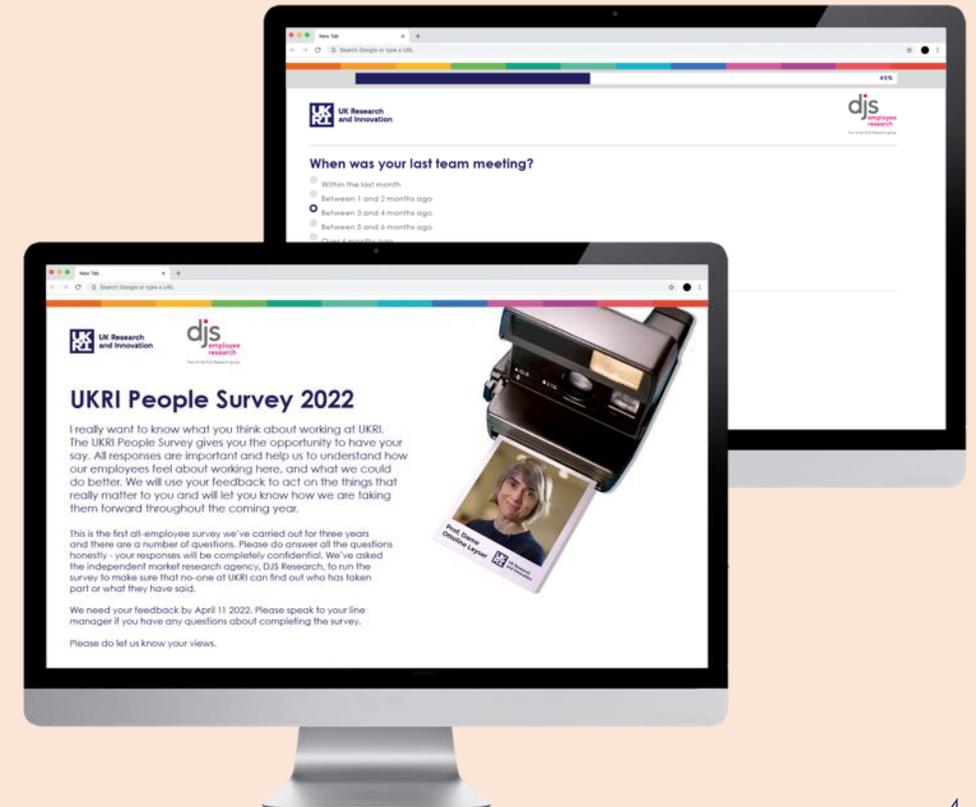
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **NERC**, 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>Engagement with [council/area]</b>	<b>My work</b>	<b>Organisational objectives and purpose</b>	<b>My manager</b>
<b>54%</b> Difference to UKRI -4%	<b>60%</b> Difference to UKRI -9%	<b>73%</b> Difference to UKRI -1%	<b>57%</b> Difference to UKRI -5%	<b>72%</b> Difference to UKRI -2%
<b>Support for managers</b>	<b>My team</b>	<b>Learning and development</b>	<b>Pay and benefits</b>	<b>Resources and workload</b>
<b>70%</b> Difference to UKRI -1%	<b>80%</b> Difference to UKRI -1%	<b>53%</b> Difference to UKRI -2%	<b>33%</b> Difference to UKRI -8%	<b>65%</b> 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)

<b>Inclusion and fair treatment</b>	<b>Wellbeing</b>	<b>Senior leadership within UKRI</b>	<b>Senior leadership within [council/area]</b>
<b>71%</b> Difference to UKRI -2%	<b>65%</b> Difference to UKRI -3%	<b>56%</b> Difference to UKRI 0%	<b>52%</b> Difference to UKRI -9%
<b>Managing change</b>	<b>Organisational culture</b>	<b>Experienced discrimination</b>	<b>Experienced bullying or harassment</b>
<b>48%</b> Difference to UKRI -2%	<b>71%</b> Difference to UKRI -2%	<b>7%</b> Difference to UKRI +2%	<b>9%</b> Difference to UKRI +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.

# Comparisons to the UKRI average

**Response rate:** 45%

**No. of responses:** 599 of 1339

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
In general, how would you rate your overall physical health now? (% very good/good/excellent)	<b>70%</b>	<b>+3</b>
I can find the information I need to do my job effectively	<b>69%</b>	<b>+3</b>
I receive, or have access to, the training I need in order to be an effective manager	<b>70%</b>	<b>+2</b>
Have you been discriminated against at work during the past 12 months? (% yes)	<b>7%</b>	<b>+2</b>
Have you been bullied or harassed at work during the past 12 months? (% yes)	<b>9%</b>	<b>+2</b>

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	<b>33%</b>	<b>-26</b> ↓
The communication we receive from [council/area]'s Senior Leadership Team is honest and open	<b>31%</b>	<b>-24</b> ↓
I believe the actions of [council/area]'s Senior Leadership Team are consistent with [council/area]'s values	<b>38%</b>	<b>-23</b> ↓
The Senior Leadership Team at [council/area] keeps me informed about matters that affect me	<b>33%</b>	<b>-23</b> ↓
I believe that the Senior Leadership Team have a clear vision for the future of [council/area]	<b>37%</b>	<b>-21</b> ↓

# Questions with the strongest responses

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

<b>Most positively scoring questions</b> 	<b>% (percent) positive (net agree)</b>
I am interested in my work	<b>93%</b>
My manager trusts me to do my job effectively, even if I am not working from the same location as them	<b>93%</b>
I am trusted to carry out my job effectively	<b>92%</b>
I have the skills I need to do my job effectively	<b>92%</b>
My manager is considerate of my life outside work	<b>87%</b>

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

<b>Most negatively scoring questions</b> 	<b>% (percent) negative (net disagree)</b>
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<b>77%</b>
I feel that my pay adequately reflects my performance	<b>70%</b>
There are opportunities for promotion within my current role	<b>63%</b>
I am satisfied with the total benefits package	<b>50%</b>
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<b>47%</b>

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)
<b>Engagement with UKRI index score*</b>		<b>54%</b>	<b>-4</b>
I am proud when I tell others I am part of UKRI		<b>55%</b>	<b>-9</b> ↓
I would recommend UKRI as a great place to work		<b>51%</b>	<b>-11</b> ↓
I feel a strong personal attachment to UKRI		<b>22%</b>	<b>-10</b> ↓
UKRI inspires me to do the best in my job		<b>30%</b>	<b>-11</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.

\*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)
<b>Engagement with NERC index score*</b>		60%	-9
I am proud when I tell others I am part of NERC		66%	-15 ↓
I would recommend NERC as a great place to work		54%	-18 ↓
I feel a strong personal attachment to NERC		43%	-16 ↓
NERC inspires me to do the best in my job		42%	-18 ↓

**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, 46% No comment.

## 5. All questions by survey theme



# My work



		% (percent) positive	Difference to UKRI average (% point)
<b>My work index score</b>		<b>73%</b>	<b>-1</b>
I am interested in my work		<b>93%</b>	<b>+1</b>
I am sufficiently challenged by my work		<b>81%</b>	<b>-1</b>
My work gives me a sense of personal accomplishment		<b>78%</b>	<b>-1</b>
I feel involved in the decisions that affect my work		<b>57%</b>	<b>-4</b>
I am recognised for the way in which I approach my work, not just for what I contribute		<b>59%</b>	<b>-4</b>
I have a choice in deciding how I do my work		<b>83%</b>	<b>-1</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.

# Organisational objectives and purpose

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

		% (percent) positive	Difference to UKRI average (% point)
<b>Organisational objectives and purpose index score</b>		<b>57%</b>	<b>-5</b>
I have a clear understanding of UKRI's objectives		50%	-5 ↓
I understand how my work contributes to UKRI's objectives		51%	-7 ↓
UKRI motivates me to help it achieve its objectives		19%	-7 ↓
I have a clear understanding of NERC's objectives*		64%	-11 ↓
I understand how my work contributes to NERC's objectives*		68%	-10 ↓
NERC motivates me to help it achieve its objectives*		34%	-16 ↓

**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)
<b>My manager index score</b>		72%	-2
My manager motivates me to be more effective in my job		67%	-4
My manager is considerate of my life outside work		87%	-2
My manager is open to my ideas		84%	-4
My manager recognises when I have done my job well		80%	-3
I receive regular feedback on my performance		61%	-3
My manager trusts me to do my job effectively, even if I am not working from the same location as them		93%	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)
<b>My manager index score</b>		72%	-2
The feedback I receive helps me to improve my performance		64%	-4
I think that my performance is evaluated fairly		70%	-3
Poor performance is dealt with effectively in my team		32%	-6 ↓
The one-to-one conversations I have with my manager are helping me to achieve my full potential		62%	-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)
<b>In general, how often do you discuss the following with your manager?</b>			
How well you're meeting your objectives		<b>42%</b>	<b>-1</b>
Your development needs and career goals		<b>21%</b>	<b>-4</b>
Your personal wellbeing and/or work-related stress		<b>62%</b>	<b>-4</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.

# Support for managers

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

		% (percent) positive	Difference to UKRI average (% point)
<b>Support for managers index score</b>		70%	-1
I feel confident in supporting the health, safety and wellbeing of the people I manage		85%	-4
I feel confident in addressing poor performance in my team		60%	-5 ↓
I receive, or have access to, the training I need in order to be an effective manager		70%	+2

**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)
<b>My team index score</b>		<b>80%</b>	<b>-1</b>
The people in my team can be relied upon to help when things get difficult in my job		<b>85%</b>	<b>-1</b>
The people in my team work together to find ways to improve the service we provide		<b>84%</b>	<b>-2</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.

# Learning and personal development



		% (percent) positive	Difference to UKRI average (% point)
<b>Learning and personal development index score</b>		<b>53%</b>	<b>-2</b>
I am able to access the right learning and development opportunities for my current role when I need to		63%	+1
Learning and development activities I have completed in the past 12 months have helped to improve my performance		51%	-1
There are opportunities for me to develop in my career across UKRI		33%	-6 ↓
There are opportunities for promotion within my current role		17%	-3
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		41%	-2
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)
<b>Pay and benefits index score</b>		<b>33%</b>	<b>-8</b>
I feel that my pay adequately reflects my performance		16%	-9 ↓
I am satisfied with the total benefits package		27%	-8 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		21%	-11 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		11%	-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.

# Resources and workload

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

		% (percent) positive	Difference to UKRI average (% point)
<b>Resources and workload index score</b>		65%	-1
I can find the information I need to do my job effectively		69%	+3
Organisational processes support me to work efficiently		36%	-3
I have clear work objectives		78%	0
I have the skills I need to do my job effectively		92%	0
I have access to the tools and equipment I need to do my job effectively		79%	0
I have an acceptable workload		52%	-7 ↓
I achieve a good balance between my work life and my private life		62%	-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.

# Inclusion and fair treatment

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

		% (percent) positive	Difference to UKRI average (% point)
<b>Inclusion and fair treatment index score</b>		71%	-2
I am treated fairly at work		80%	-4
I am treated with respect by the people I work with		86%	-3
I feel valued for the work I do		65%	-6 ↓
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		69%	-3
I feel able to challenge inappropriate behaviour in the workplace		60%	-3
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.

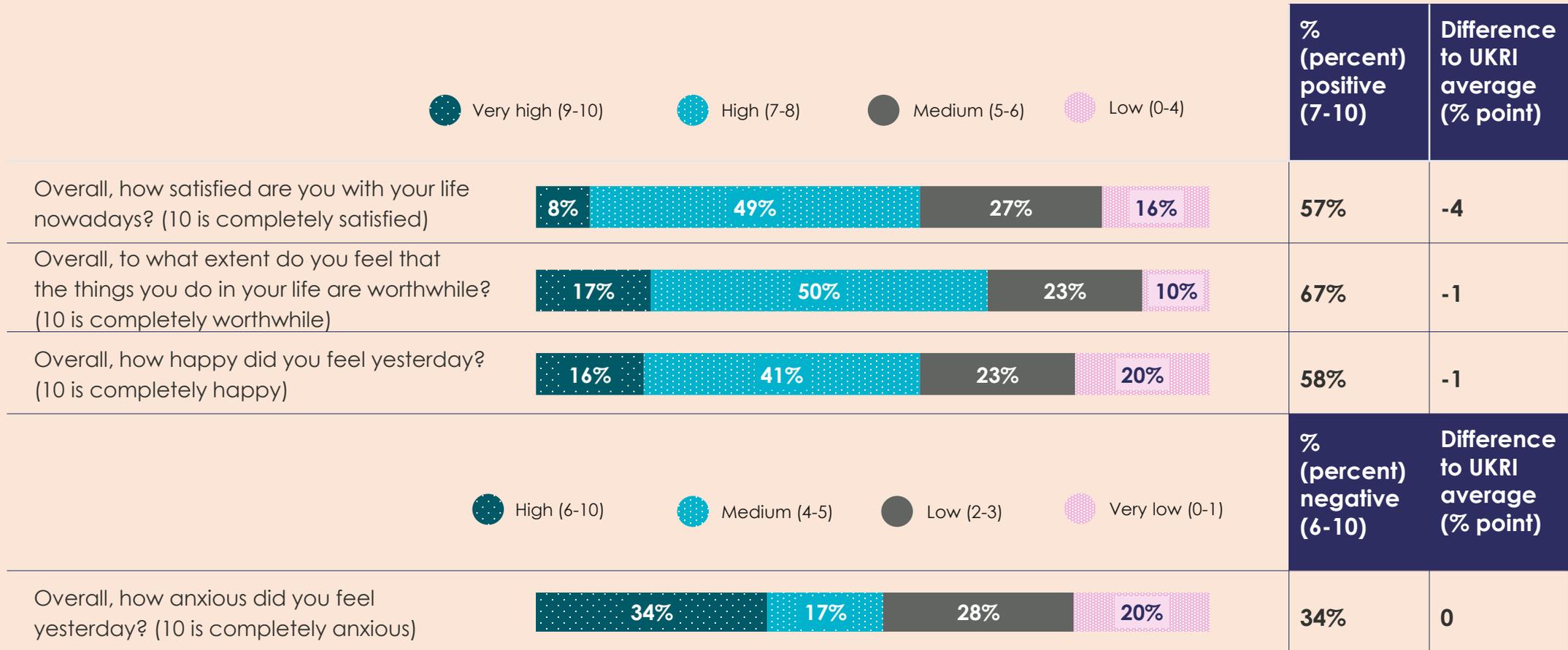
# Discrimination, bullying and harassment

● 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?		7%	+2
Have you been bullied or harassed at work during the past 12 months?		9%	+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 (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)



		% (percent) positive	Difference to UKRI average (% point)
In general, how would you rate your overall mental health now?		62%	-2
In general, how would you rate your overall physical health now?		70%	+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)
<b>Wellbeing index score</b>		65%	-3
UKRI cares about my wellbeing		51%	-5 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing		67%	-5 ↓
During the last 12 months, I have felt unwell as a result of work-related stress*		46%	-5 ↓
In the last 12 months, I have experienced musculoskeletal problems (MSD)*		61%	-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.

# Senior leadership within UKRI (1)

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

		% (percent) positive	Difference to UKRI average (% point)
<b>Senior leadership within UKRI index score</b>		<b>56%</b>	<b>0</b>
The Senior Leadership Team in UKRI are sufficiently visible		41%	-6 ↓
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values		38%	-5 ↓
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI		40%	-4
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team		35%	-3
The Senior Leadership Team in UKRI keeps me informed about matters that affect me		46%	-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.

# Senior leadership within UKRI (2)

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

			% (percent) positive	Difference to UKRI average (% point)
<b>Senior leadership within UKRI index score</b>			<b>56%</b>	<b>0</b>
The communication we receive from UKRI's Senior Leadership Team is honest and open			43%	-4
I feel positive about the future of UKRI			40%	-6 ↓
I believe that the UKRI Senior Leadership Team will take action on the results from this survey			38%	-1
I think the senior leaders in UKRI took effective action on the results of the last survey in 2019			14%	-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.

# Senior leadership within NERC (1)

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

		% (percent) positive	Difference to UKRI average (% point)
<b>Senior leadership within NERC index score</b>		<b>52%</b>	<b>-9</b>
The Senior Leadership Team in NERC are sufficiently visible		33%	-26 ↓
I believe the actions of NERC's Senior Leadership Team are consistent with NERC's values		38%	-23 ↓
I believe that the Senior Leadership Team have a clear vision for the future of NERC		37%	-21 ↓
Overall, I have confidence in the decisions made by NERC's Senior Leadership Team		33%	-20 ↓

**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)
<b>Senior leadership within NERC index score</b>		<b>52%</b>	<b>-9</b>
The Senior Leadership Team at NERC keeps me informed about matters that affect me		<b>33%</b>	<b>-23 ↓</b>
The communication we receive from NERC's Senior Leadership Team is honest and open		<b>31%</b>	<b>-24 ↓</b>
I believe that the Senior Leadership Team in NERC will take action on the results from this survey		<b>30%</b>	<b>-14 ↓</b>
I think the senior leaders in NERC took effective action on the results of the last survey in 2019		<b>15%</b>	<b>-6 ↓</b>

**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)
<b>Managing change index score</b>		<b>48%</b>	<b>-2</b>
I feel that change is managed well in NERC		21%	-14 ↓
I feel that change is managed well in UKRI as a whole		21%	-3
As an organisation, UKRI adapts well to change		27%	-1
When changes are made across UKRI they are usually for the better		18%	-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.

# Managing change (2)

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

		% (percent) positive	Difference to UKRI average (% point)
<b>Managing change index score</b>		<b>48%</b>	<b>-2</b>
I get to find out the reasons behind key changes that happen across UKRI		21%	-6 ↓
I understand what support is available to me as I am affected by change within UKRI		29%	-5 ↓
I have the opportunity to contribute my views before decisions are made that affect me		20%	-6 ↓
I think it is safe to challenge the way things are done across UKRI		28%	-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.

# Organisational culture

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

		% (percent) positive	Difference to UKRI average (% point)
<b>Organisational culture index score</b>		71%	-2
I am trusted to carry out my job effectively		92%	-1
I believe I would be supported if I try a new idea, even if it may not work		73%	-5 ↓
I believe my opinion is valued at work		76%	-3
I feel welcome to express my true feelings at work		62%	-7 ↓
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		59%	-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.

# Your plans for the future

		% (percent)	Difference to UKRI average (% point)
<b>Which of the following statements most accurately reflects your current thoughts about working within UKRI?</b>			
I want to leave UKRI as soon as possible	6%	6%	+1
I want to leave UKRI within the next 12 months	13%	13%	-2
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	44%	44%	-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.

# For more information



UK Research  
and Innovation

**Head office:** 3 Pavilion Lane, Strines,  
Stockport, Cheshire, SK6 7GH

**Leeds office:** 2 St. David's Court,  
David Street, Leeds, LS11 5QA

**+44 (0)1663 767 857**  
[djsresearch.co.uk](http://djsresearch.co.uk)

The logo for 'djs employee research' features the lowercase letters 'djs' in a grey, lowercase, 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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