

UKRI People Survey 2022: NERC - Head Office report

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Contents

Background and methodology	04
A guide to this report	05
Headline findings	07
Questions with the strongest responses	10
Employee engagement	12
Open text comment themes	14
All questions breakdown	16

1. Background and methodology



Background and methodology

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

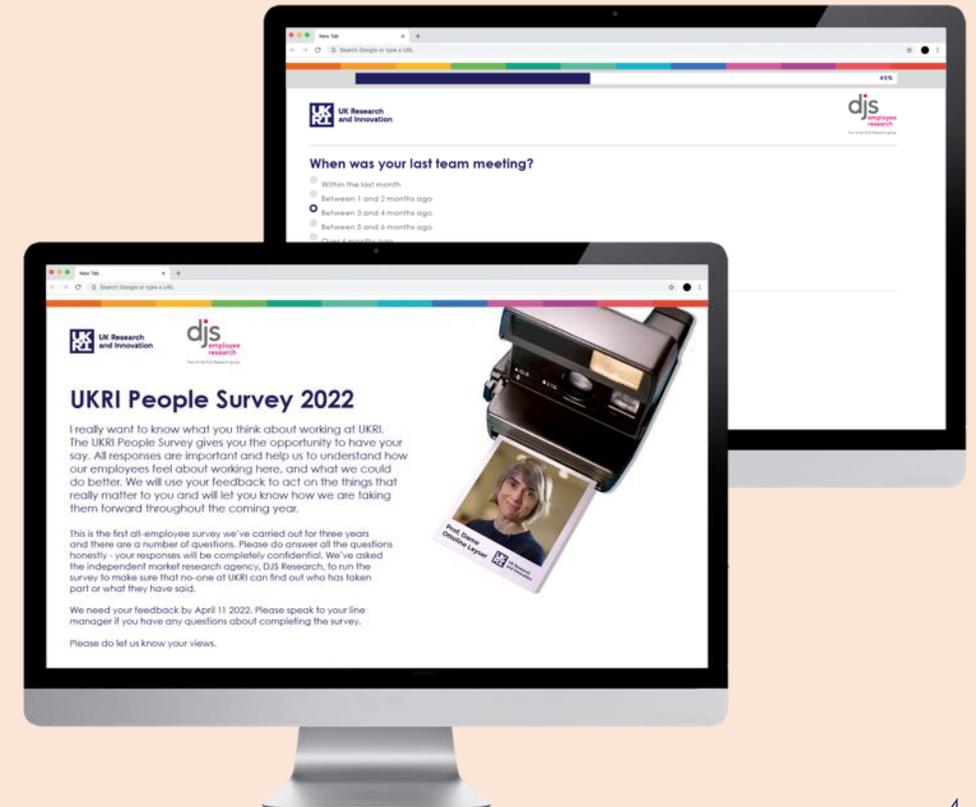
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **NERC - Head Office**, 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
60% Difference to UKRI +1% Difference to parent* +5%	75% Difference to UKRI +6% Difference to parent* +15%	72% Difference to UKRI -1% Difference to parent* -1%	67% Difference to UKRI +5% Difference to parent* +10%	77% Difference to UKRI +3% Difference to parent* +4%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
69% Difference to UKRI -2% Difference to parent* -1%	85% Difference to UKRI +4% Difference to parent* +5%	55% Difference to UKRI 0% Difference to parent* +2%	40% Difference to UKRI 0% Difference to parent* +8%	67% Difference to UKRI +1% 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

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within [council/area]
72% Difference to UKRI -2% Difference to parent* 0%	68% Difference to UKRI +1% Difference to parent* +3%	59% Difference to UKRI +2% Difference to parent* +3%	64% Difference to UKRI +3% Difference to parent* +12%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
49% Difference to UKRI -1% Difference to parent* +1%	71% Difference to UKRI -3% Difference to parent* 0%	7% Difference to UKRI +2% Difference to parent* 0%	12% Difference to UKRI +5% 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

Comparisons to the UKRI average

Response rate: 81%

No. of responses: 165 of 204

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I feel a strong personal attachment to [council/area]	78%	+19 ↑
The Senior Leadership Team in [council/area] are sufficiently visible	78%	+19 ↑
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager? (% at least monthly)	82%	+16 ↑
I understand how my work contributes to [council/area]'s objectives	92%	+13 ↑
Learning and development activities I have completed in the past 12 months have helped to improve my performance	65%	+13 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I feel welcome to express my true feelings at work	57%	-12 ↓
I feel able to challenge inappropriate behaviour in the workplace	53%	-10 ↓
I believe I would be supported if I try a new idea, even if it may not work	68%	-10 ↓
I feel confident in supporting the health, safety and wellbeing of the people I manage	80%	-9 ↓
I feel involved in the decisions that affect my work	54%	-7 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	% (percent) positive (net agree)
I have the skills I need to do my job effectively	96%
My manager trusts me to do my job effectively, even if I am not working from the same location as them	95%
My manager is considerate of my life outside work	94%
I am trusted to carry out my job effectively	92%
I am interested in my work	92%

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions 	% (percent) negative (net disagree)
There are opportunities for promotion within my current role	66%
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	62%
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	46%
I am satisfied with the total benefits package	43%

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*		60%	+1	+5
I am proud when I tell others I am part of UKRI		70%	+6 ↑	+15 ↑
I would recommend UKRI as a great place to work		65%	+3	+14 ↑
I feel a strong personal attachment to UKRI		35%	+2	+12 ↑
UKRI inspires me to do the best in my job		44%	+3	+14 ↑

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*		75%	+6	+15
I am proud when I tell others I am part of NERC		92%	+11 ↑	+26 ↑
I would recommend NERC as a great place to work		76%	+4	+22 ↑
I feel a strong personal attachment to NERC		78%	+19 ↑	+35 ↑
NERC inspires me to do the best in my job		71%	+11 ↑	+29 ↑

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. 3% Other, 0% Don't know, 38% 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		72%	-1	-1
I am interested in my work		92%	0	-2
I am sufficiently challenged by my work		78%	-4	-3
My work gives me a sense of personal accomplishment		74%	-4	-4
I feel involved in the decisions that affect my work		54%	-7 ↓	-3
I am recognised for the way in which I approach my work, not just for what I contribute		66%	+3	+7 ↑
I have a choice in deciding how I do my work		84%	0	+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)	Difference to NERC average (% point)
Organisational objectives and purpose index score		67%	+5	+10
I have a clear understanding of UKRI's objectives		67%	+12 ↑	+17 ↑
I understand how my work contributes to UKRI's objectives		64%	+6 ↑	+13 ↑
UKRI motivates me to help it achieve its objectives		30%	+4	+11 ↑
I have a clear understanding of NERC's objectives*		87%	+12 ↑	+23 ↑
I understand how my work contributes to NERC's objectives*		92%	+13 ↑	+24 ↑
NERC motivates me to help it achieve its objectives*		63%	+13 ↑	+29 ↑

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)	Difference to NERC average (% point)
My manager index score		77%	+3	+4
My manager motivates me to be more effective in my job		75%	+3	+7 ↑
My manager is considerate of my life outside work		94%	+4	+6 ↑
My manager is open to my ideas		90%	+2	+6 ↑
My manager recognises when I have done my job well		83%	0	+3
I receive regular feedback on my performance		70%	+6 ↑	+9 ↑
My manager trusts me to do my job effectively, even if I am not working from the same location as them		95%	+2	+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)	Difference to NERC average (% point)
My manager index score		77%	+3	+4
The feedback I receive helps me to improve my performance		72%	+4	+7 ↑
I think that my performance is evaluated fairly		76%	+3	+6 ↑
Poor performance is dealt with effectively in my team		40%	+2	+8 ↑
The one-to-one conversations I have with my manager are helping me to achieve my full potential		69%	+5 ↑	+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



		% (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%	-3	-2
Your development needs and career goals		33%	+7 ↑	+11 ↑
Your personal wellbeing and/or work-related stress		82%	+16 ↑	+20 ↑

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		69%	-2	-1
I feel confident in supporting the health, safety and wellbeing of the people I manage		80%	-9 ↓	-5 ↓
I feel confident in addressing poor performance in my team		64%	-1	+4
I receive, or have access to, the training I need in order to be an effective manager		71%	+3	+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)	Difference to NERC average (% point)
My team index score		85%	+4	+5
The people in my team can be relied upon to help when things get difficult in my job		90%	+4	+5 ↑
The people in my team work together to find ways to improve the service we provide		88%	+3	+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.

Learning and personal development

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Learning and personal development index score		55%	0	+2
I am able to access the right learning and development opportunities for my current role when I need to	<p>12% Strongly agree, 53% Agree, 16% Neither, 18% Disagree, 1% Strongly disagree</p>	65%	+3	+2
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<p>16% Strongly agree, 49% Agree, 19% Neither, 13% Disagree, 1% Strongly disagree</p>	65%	+13 ↑	+15 ↑
There are opportunities for me to develop in my career across UKRI	<p>8% Strongly agree, 36% Agree, 30% Neither, 23% Disagree, 3% Strongly disagree</p>	44%	+4	+11 ↑
There are opportunities for promotion within my current role	<p>14% Strongly agree, 19% Agree, 41% Neither, 25% Disagree, 1% Strongly disagree</p>	15%	-6 ↓	-3
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<p>6% Strongly agree, 40% Agree, 31% Neither, 18% Disagree, 5% Strongly disagree</p>	46%	+3	+5 ↑
I think my current job makes the most of my skills and strengths	<p>13% Strongly agree, 41% Agree, 15% Neither, 19% Disagree, 12% Strongly disagree</p>	54%	-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.

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		40%	0	+8
I feel that my pay adequately reflects my performance	<p>24% (Agree), 15% (Neither), 36% (Disagree), 22% (Strongly disagree)</p>	27%	+2	+10 ↑
I am satisfied with the total benefits package	<p>32% (Agree), 22% (Neither), 27% (Disagree), 16% (Strongly disagree)</p>	35%	0	+8 ↑
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<p>30% (Agree), 29% (Neither), 22% (Disagree), 15% (Strongly disagree)</p>	34%	+3	+13 ↑
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<p>16% (Agree), 18% (Neither), 35% (Disagree), 28% (Strongly disagree)</p>	19%	+3	+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.

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		67%	+1	+2
I can find the information I need to do my job effectively		64%	-3	-5 ↓
Organisational processes support me to work efficiently		40%	+1	+4
I have clear work objectives		86%	+8 ↑	+8 ↑
I have the skills I need to do my job effectively		96%	+4	+4
I have access to the tools and equipment I need to do my job effectively		84%	+6 ↑	+5 ↑
I have an acceptable workload		57%	-3	+5 ↑
I achieve a good balance between my work life and my private life		69%	+2	+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

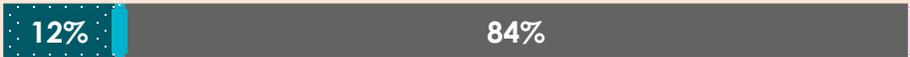
● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Inclusion and fair treatment index score		72%	-2	0
I am treated fairly at work		84%	-1	+3
I am treated with respect by the people I work with		88%	-1	+2
I feel valued for the work I do		68%	-3	+3
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		73%	0	+3
I feel able to challenge inappropriate behaviour in the workplace		53%	-10 ↓	-7 ↓
UKRI is committed to creating a diverse and inclusive workplace		73%	+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.

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)	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?		12%	+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.

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?		69%	+5 ↑	+7 ↑
In general, how would you rate your overall physical health now?		70%	+4	+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 (3)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Wellbeing index score		68%	+1	+3
UKRI cares about my wellbeing		61%	+4	+9 ↑
My manager creates a positive atmosphere at work which supports my health and wellbeing		74%	+1	+6 ↑
During the last 12 months, I have felt unwell as a result of work-related stress*		50%	-2	+3
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		59%	+2	+3
The Senior Leadership Team in UKRI are sufficiently visible		59%	+12 ↑	+18 ↑
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values		53%	+10 ↑	+15 ↑
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI		55%	+10 ↑	+15 ↑
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team		48%	+10 ↑	+13 ↑
The Senior Leadership Team in UKRI keeps me informed about matters that affect me		58%	+9 ↑	+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.

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		59%	+2	+3
The communication we receive from UKRI's Senior Leadership Team is honest and open		50%	+3	+7 ↑
I feel positive about the future of UKRI		53%	+7 ↑	+14 ↑
I believe that the UKRI Senior Leadership Team will take action on the results from this survey		43%	+3	+5 ↑
I think the senior leaders in UKRI took effective action on the results of the last survey in 2019		16%	+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.

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		64%	+3	+12
The Senior Leadership Team in NERC are sufficiently visible		78%	+19 ↑	+45 ↑
I believe the actions of NERC's Senior Leadership Team are consistent with NERC's values		70%	+10 ↑	+33 ↑
I believe that the Senior Leadership Team have a clear vision for the future of NERC		67%	+9 ↑	+30 ↑
Overall, I have confidence in the decisions made by NERC's Senior Leadership Team		64%	+11 ↑	+31 ↑

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		64%	+3	+12
The Senior Leadership Team at NERC keeps me informed about matters that affect me		65%	+8 ↑	+32 ↑
The communication we receive from NERC's Senior Leadership Team is honest and open		59%	+4	+28 ↑
I believe that the Senior Leadership Team in NERC will take action on the results from this survey		53%	+8 ↑	+22 ↑
I think the senior leaders in NERC took effective action on the results of the last survey in 2019		28%	+8 ↑	+13 ↑

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)	Difference to NERC average (% point)
Managing change index score		49%	-1	+1
I feel that change is managed well in NERC		41%	+7 ↑	+21 ↑
I feel that change is managed well in UKRI as a whole		27%	+3	+6 ↑
As an organisation, UKRI adapts well to change		34%	+7 ↑	+7 ↑
When changes are made across UKRI they are usually for the better		24%	0	+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)	Difference to NERC average (% point)
Managing change index score		49%	-1	+1
I get to find out the reasons behind key changes that happen across UKRI		28%	+1	+8 ↑
I understand what support is available to me as I am affected by change within UKRI		43%	+9 ↑	+14 ↑
I have the opportunity to contribute my views before decisions are made that affect me		24%	-2	+4
I think it is safe to challenge the way things are done across UKRI		32%	-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.

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		71%	-3	0
I am trusted to carry out my job effectively		92%	-1	0
I believe I would be supported if I try a new idea, even if it may not work		68%	-10 ↓	-5 ↓
I believe my opinion is valued at work		78%	-1	+2
I feel welcome to express my true feelings at work		57%	-12 ↓	-5 ↓
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		65%	+2	+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)	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%	+2	0
I want to leave UKRI within the next 12 months	14%	14%	0	+1
I want to stay working within UKRI for at least the next year	34%	34%	-2	-4
I want to stay working within UKRI for at least the next three years	46%	46%	+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.

For more information



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