

UKRI People Survey 2022: MRC report

May 2022

[REDACTED], Research Director

[REDACTED], Senior Research Manager

[REDACTED], Research Executive

JN8240



UK Research
and Innovation

djs
employee
research

Part of the DJS Research group



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:

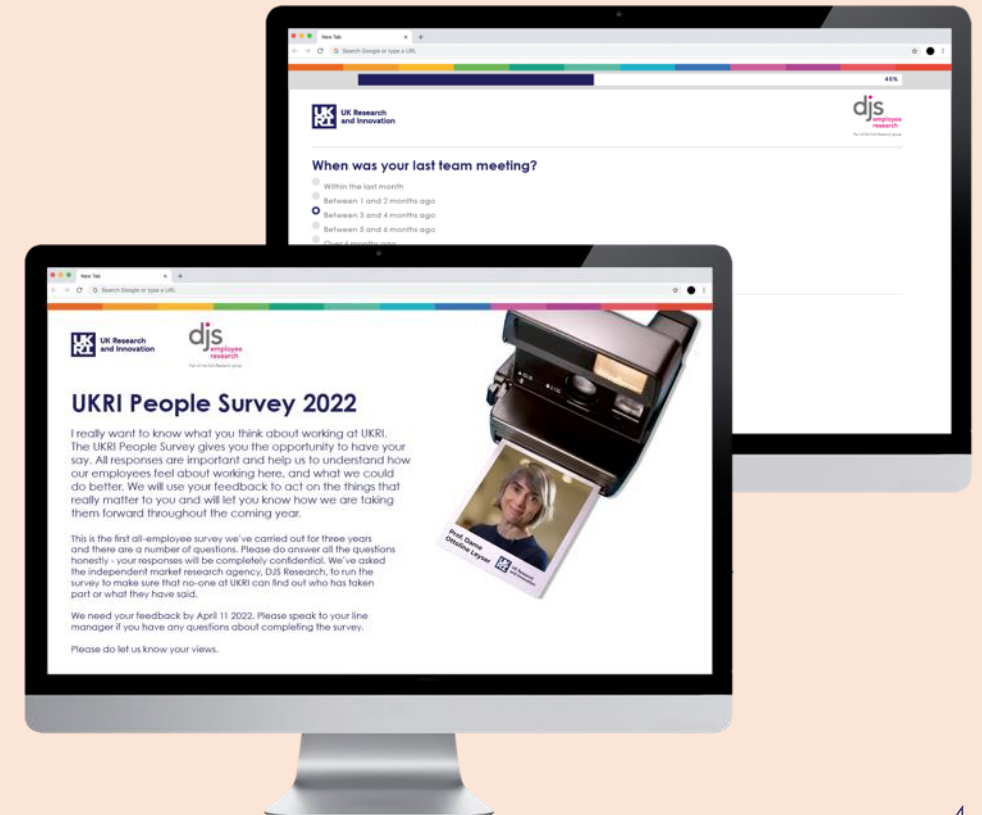
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **MRC**, 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
55% Difference to UKRI -3%	69% Difference to UKRI 0%	75% Difference to UKRI +1%	59% Difference to UKRI -3%	74% Difference to UKRI 0%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
73% Difference to UKRI +2%	80% Difference to UKRI -1%	52% Difference to UKRI -2%	36% Difference to UKRI -4%	69% 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.

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within [council/area]
70% Difference to UKRI -3%	62% Difference to UKRI -5%	54% Difference to UKRI -3%	59% Difference to UKRI -3%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
48% Difference to UKRI -2%	72% Difference to UKRI -2%	7% Difference to UKRI +2%	10% Difference to UKRI +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.

Comparisons to the UKRI average

Response rate: 46%

No. of responses: 529 of 1148

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
Organisational processes support me to work efficiently	52%	+13 ↑
I can find the information I need to do my job effectively	74%	+7 ↑
Poor performance is dealt with effectively in my team	44%	+6 ↑
I have clear work objectives	83%	+5 ↑
I have access to the tools and equipment I need to do my job effectively	83%	+4


Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
UKRI cares about my wellbeing	41%	-15 ↓
I have a clear understanding of UKRI's objectives	41%	-14 ↓
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values	30%	-13 ↓
I understand how my work contributes to UKRI's objectives	45%	-13 ↓
The communication we receive from [council/area]'s Senior Leadership Team is honest and open	43%	-12 ↓

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		94%
I have the skills I need to do my job effectively		92%
I am trusted to carry out my job effectively		92%
My manager trusts me to do my job effectively, even if I am not working from the same location as them		90%
My manager is open to my ideas		86%

Areas of concern: What are colleagues most negative about?

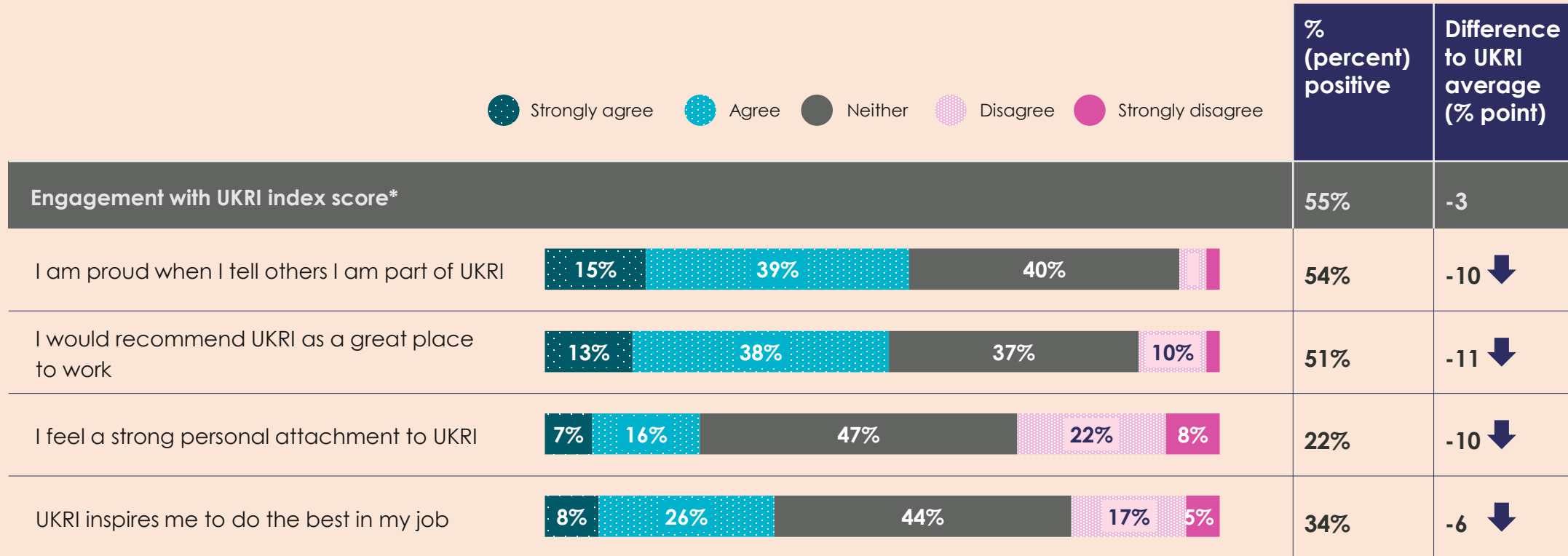
Most negatively scoring questions		% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		69%
There are opportunities for promotion within my current role		65%
I feel that my pay adequately reflects my performance		63%
I am satisfied with the total benefits package		43%
During the last 12 months, I have felt unwell as a result of work-related stress (% agree)		39%

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



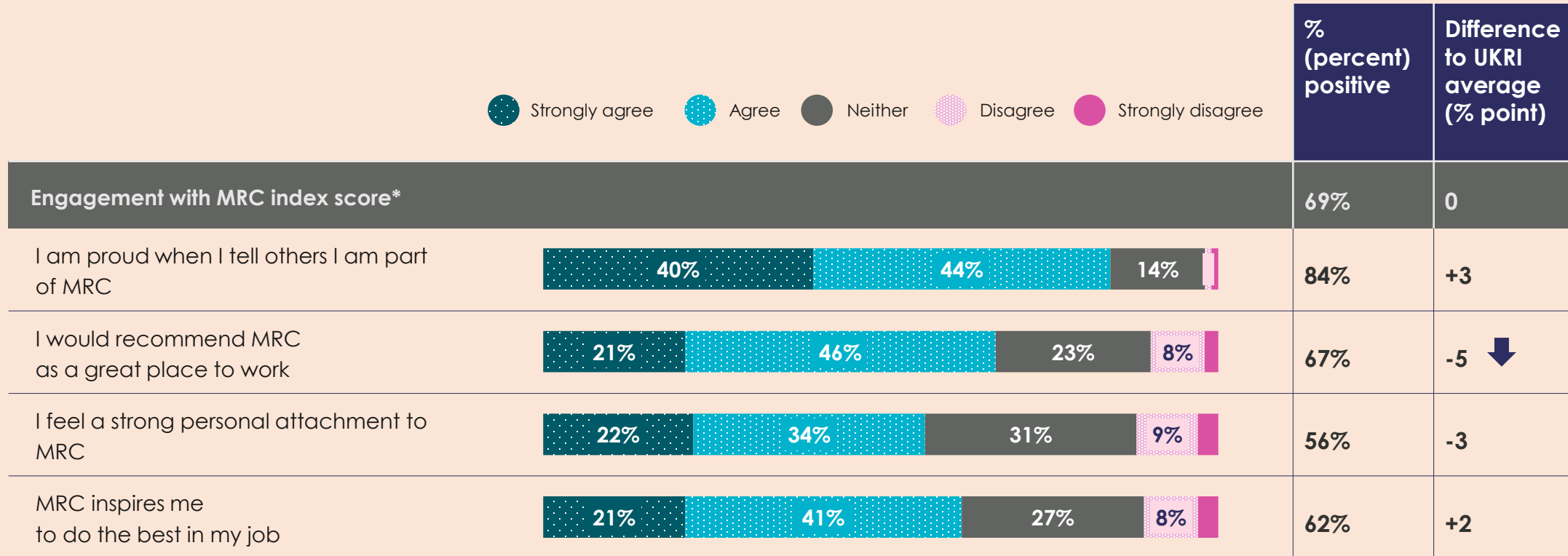
Engagement with UKRI



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 MRC



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?

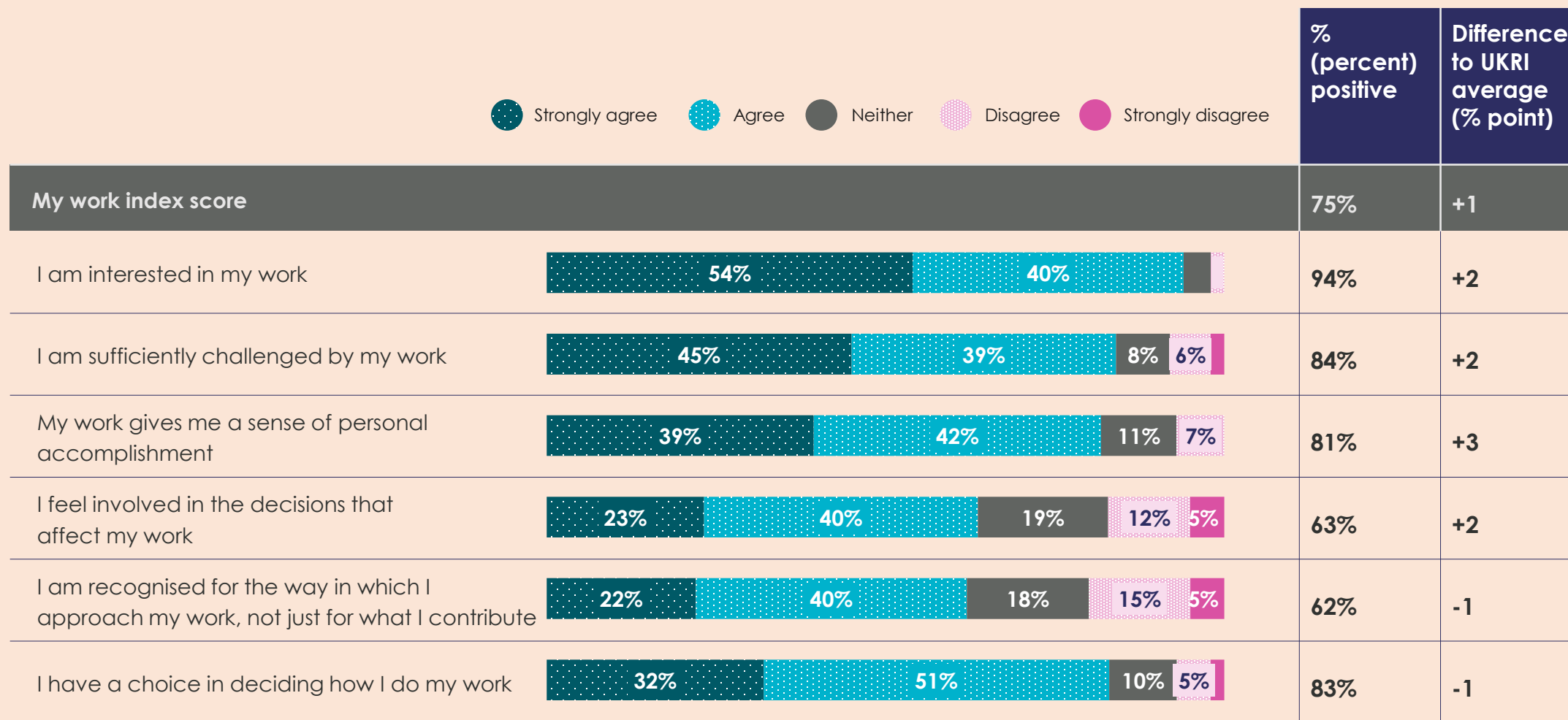


Base: All respondents. Only showing responses of 2% and above. 2% Other, 0% Don't know, 58% No comment.

5. All questions by survey theme

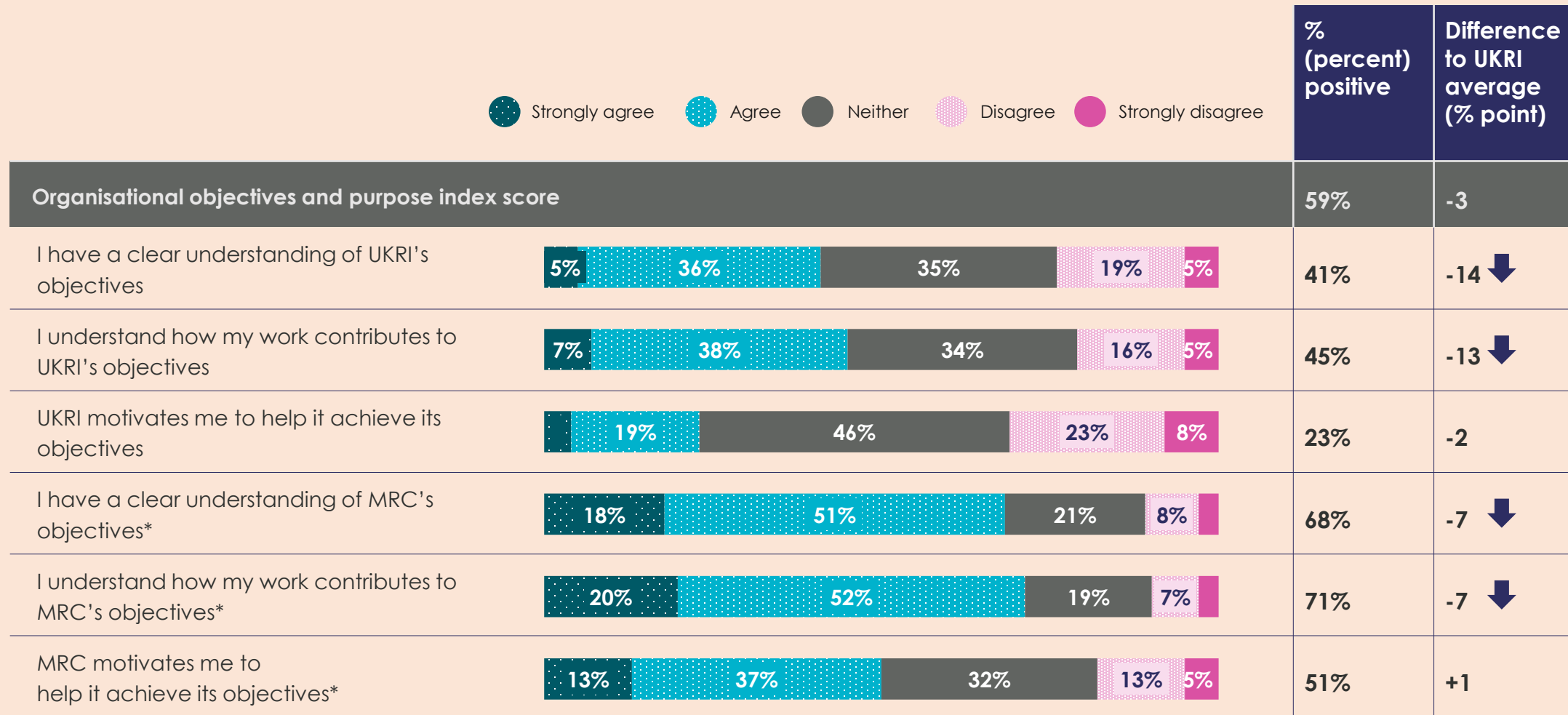


My work



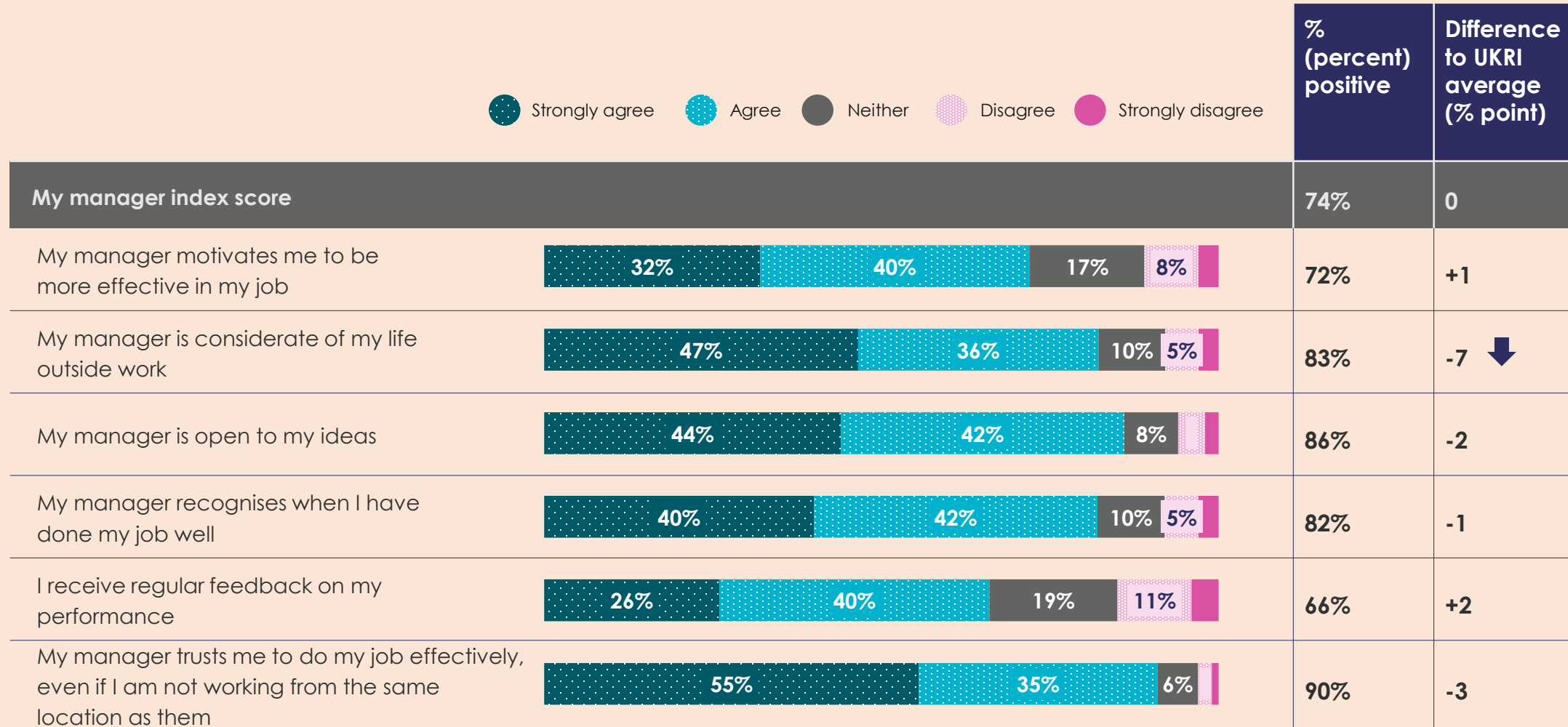
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Organisational objectives and purpose



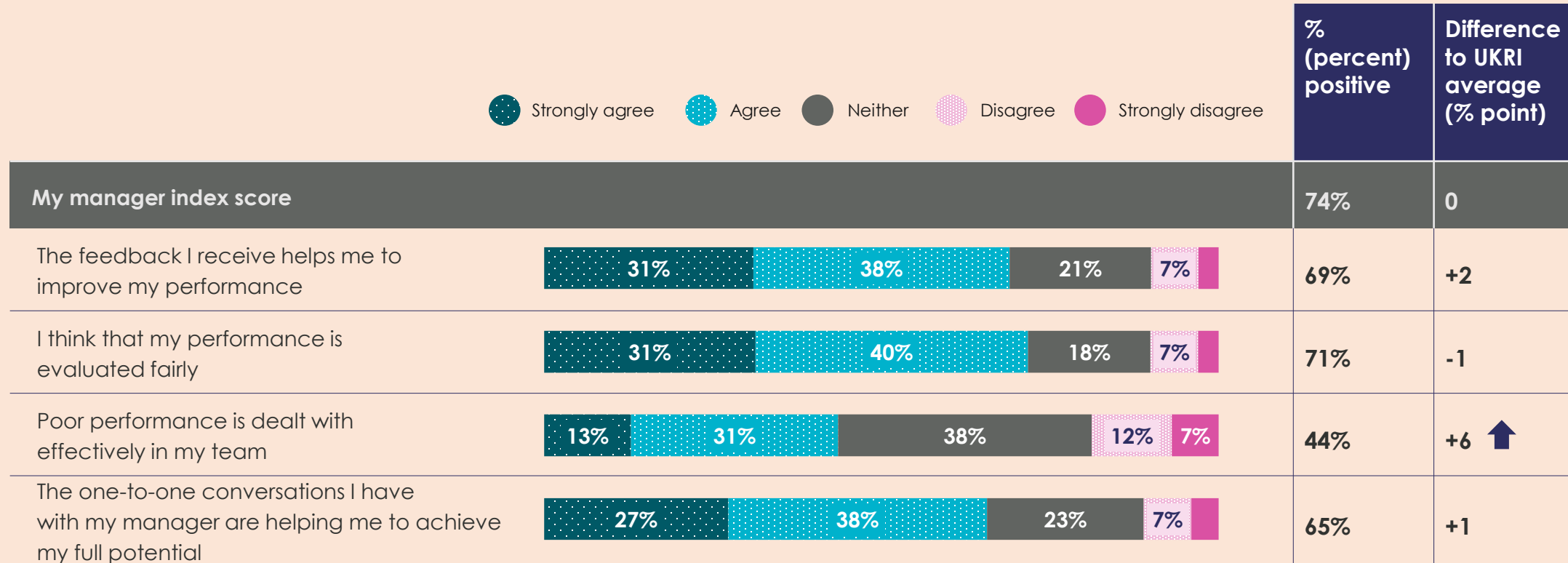
Base: All respondents (*excluding UKRI Corporate Hub). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My manager (1)



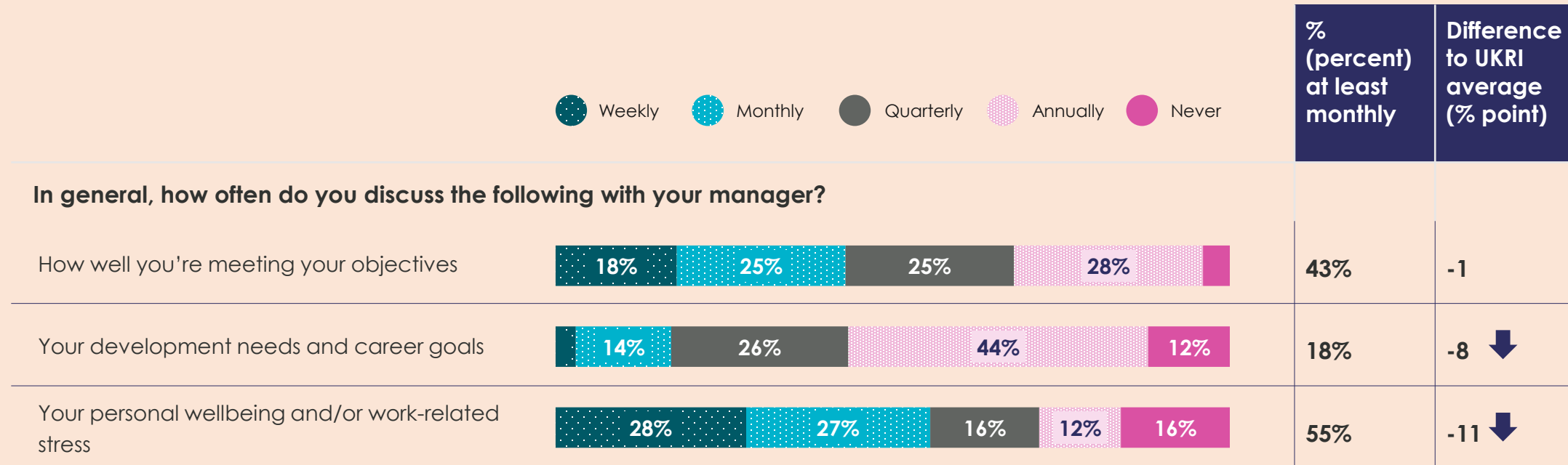
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My manager (2)



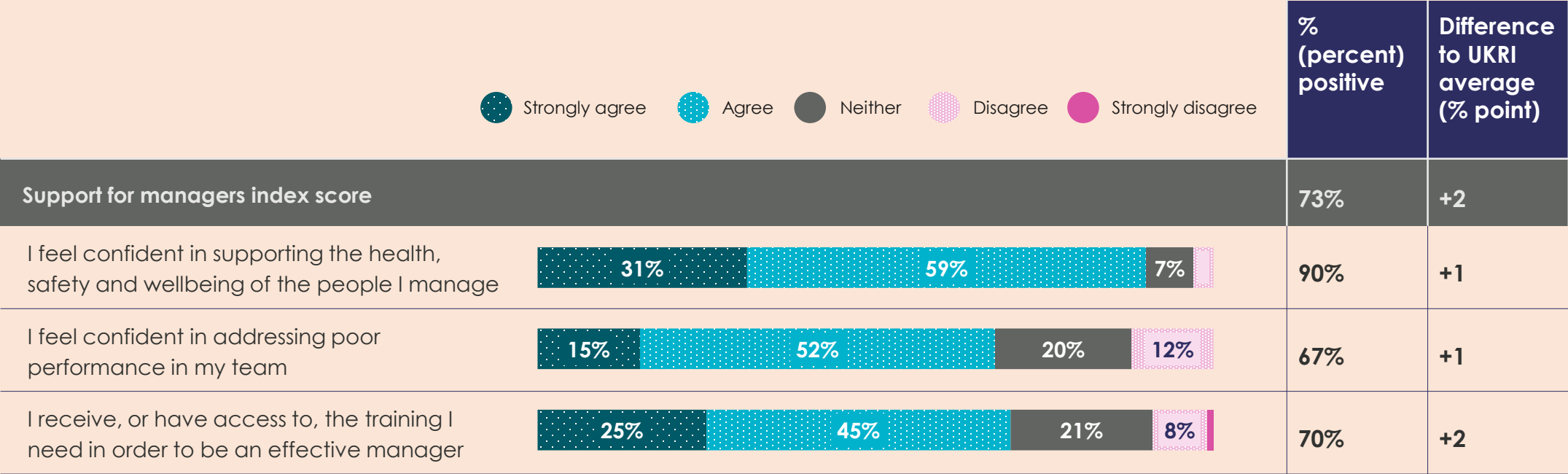
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Performance management



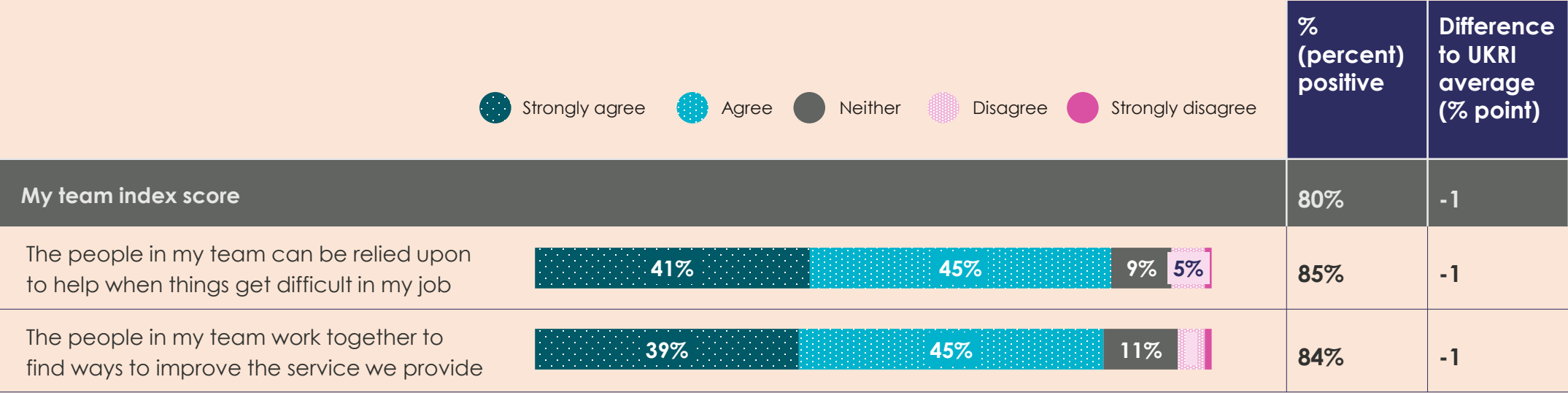
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Support for managers



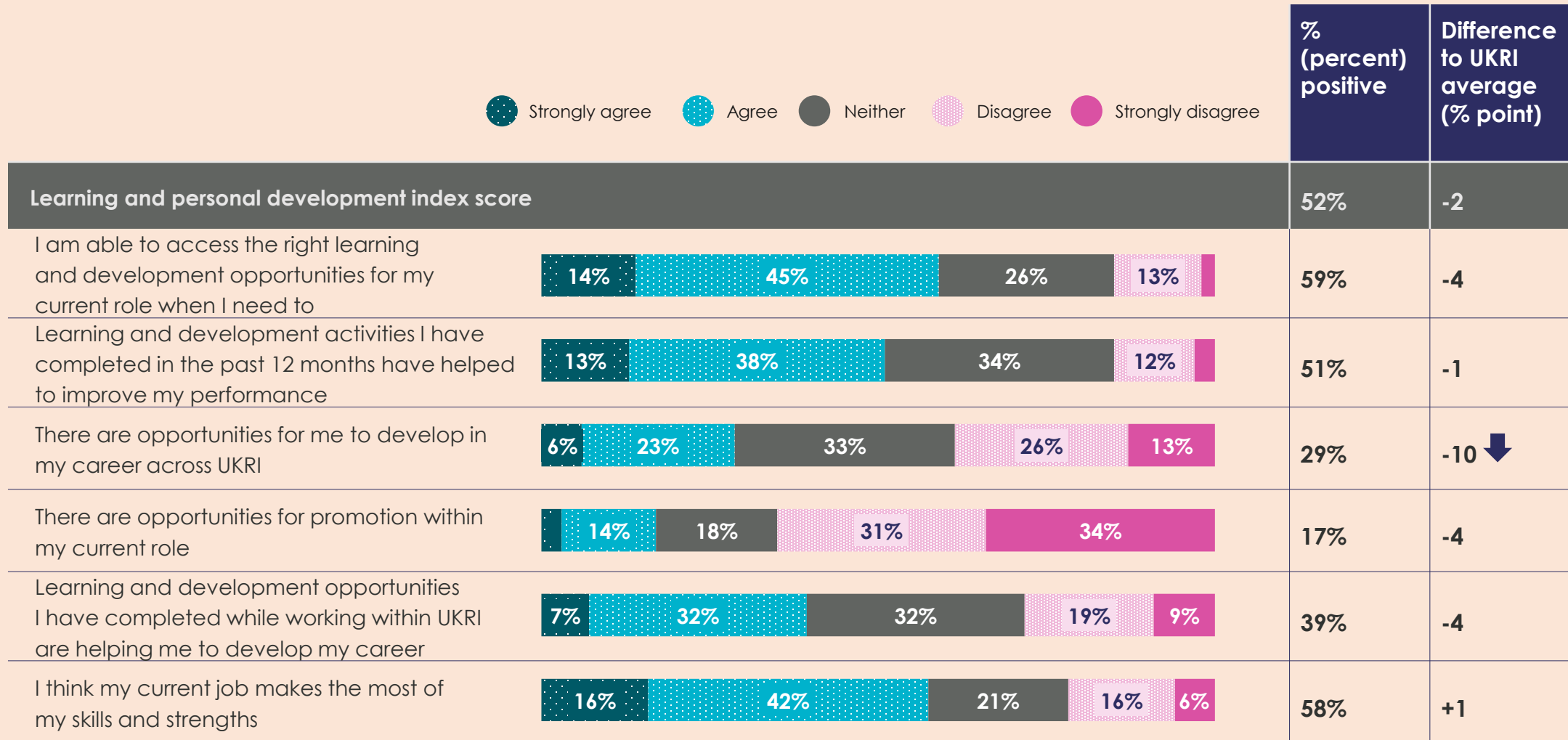
Base: All respondents who line manage or supervise others. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My team



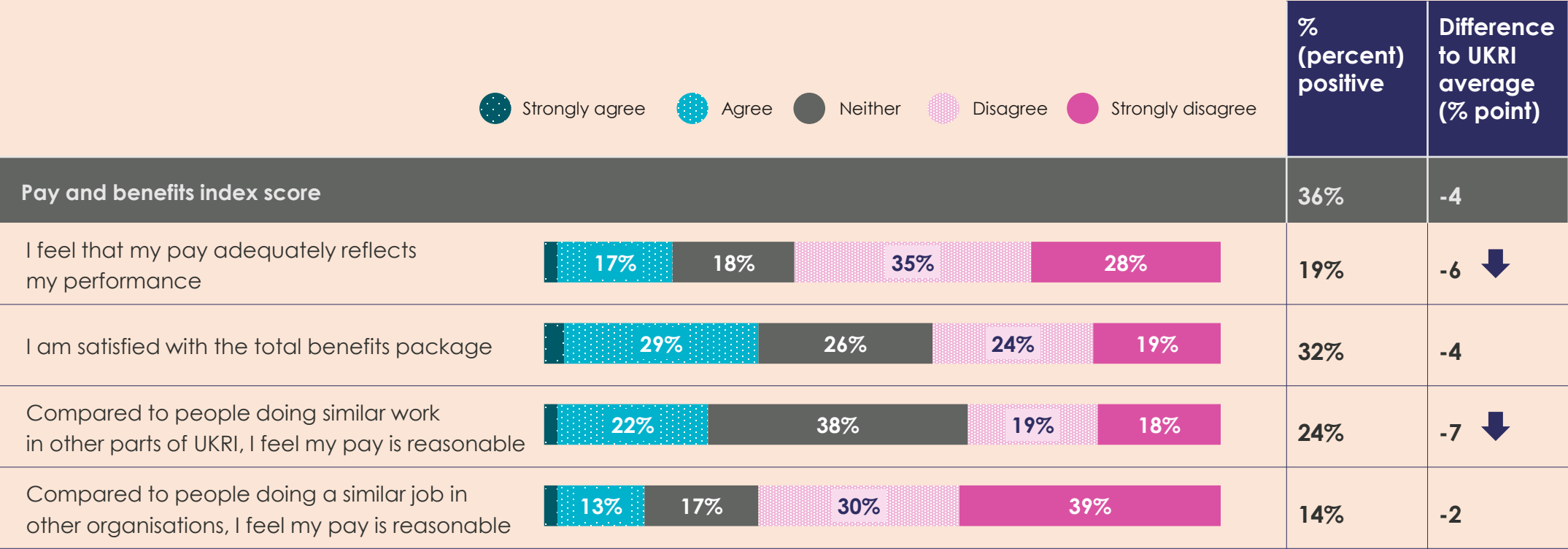
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Learning and personal development



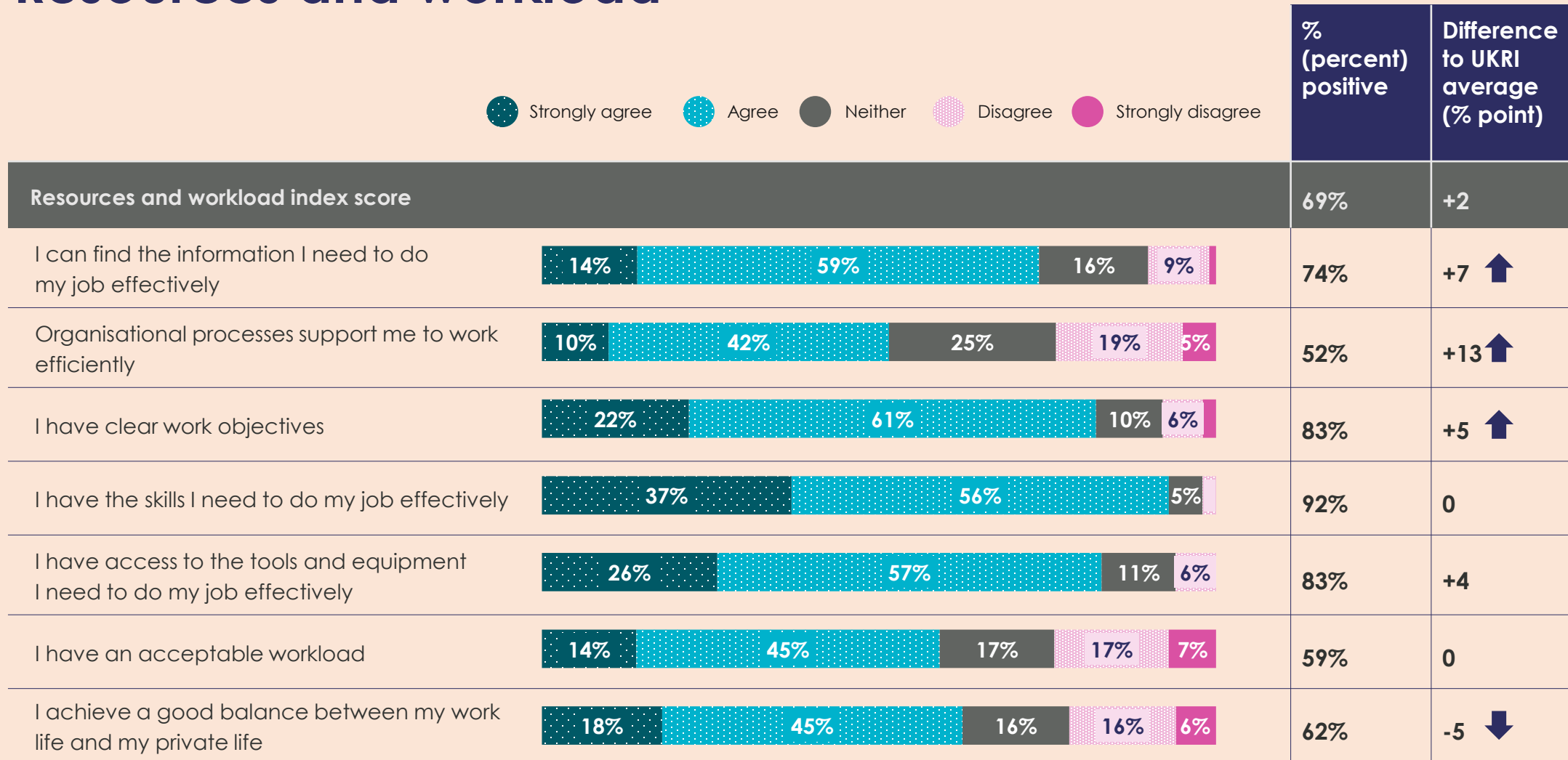
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Pay and benefits



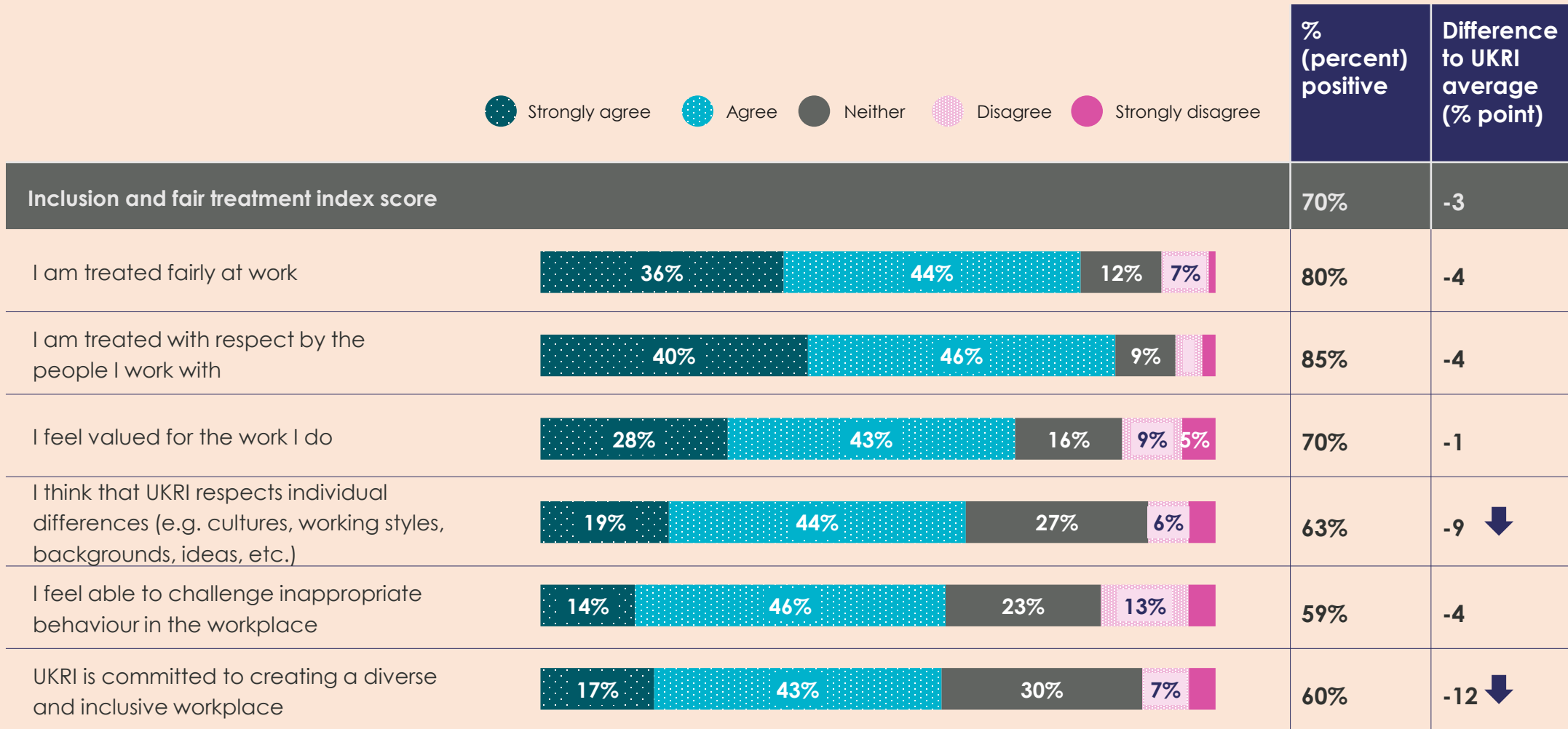
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Resources and workload



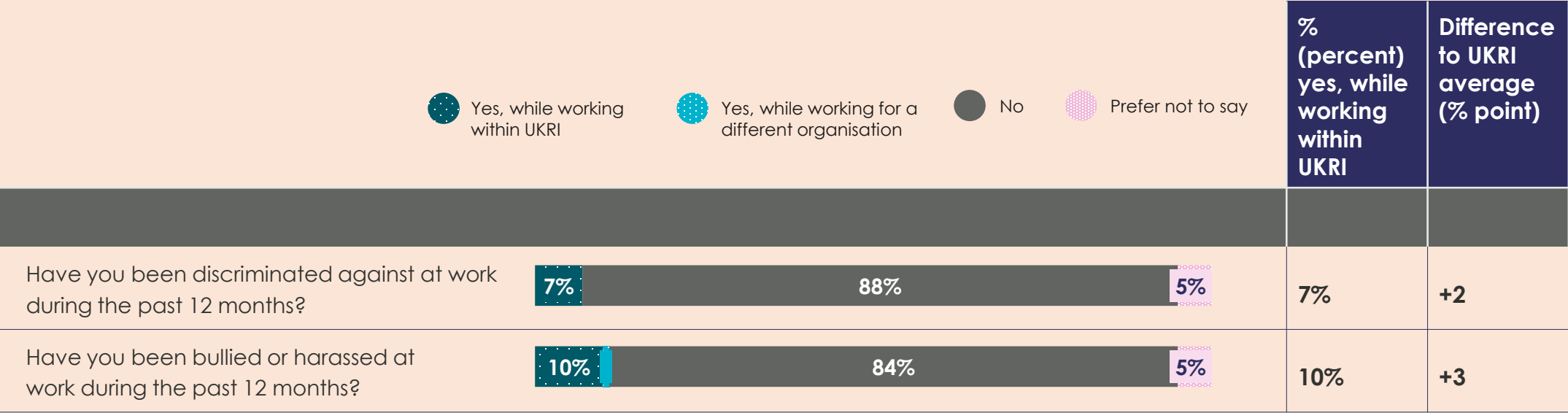
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Inclusion and fair treatment



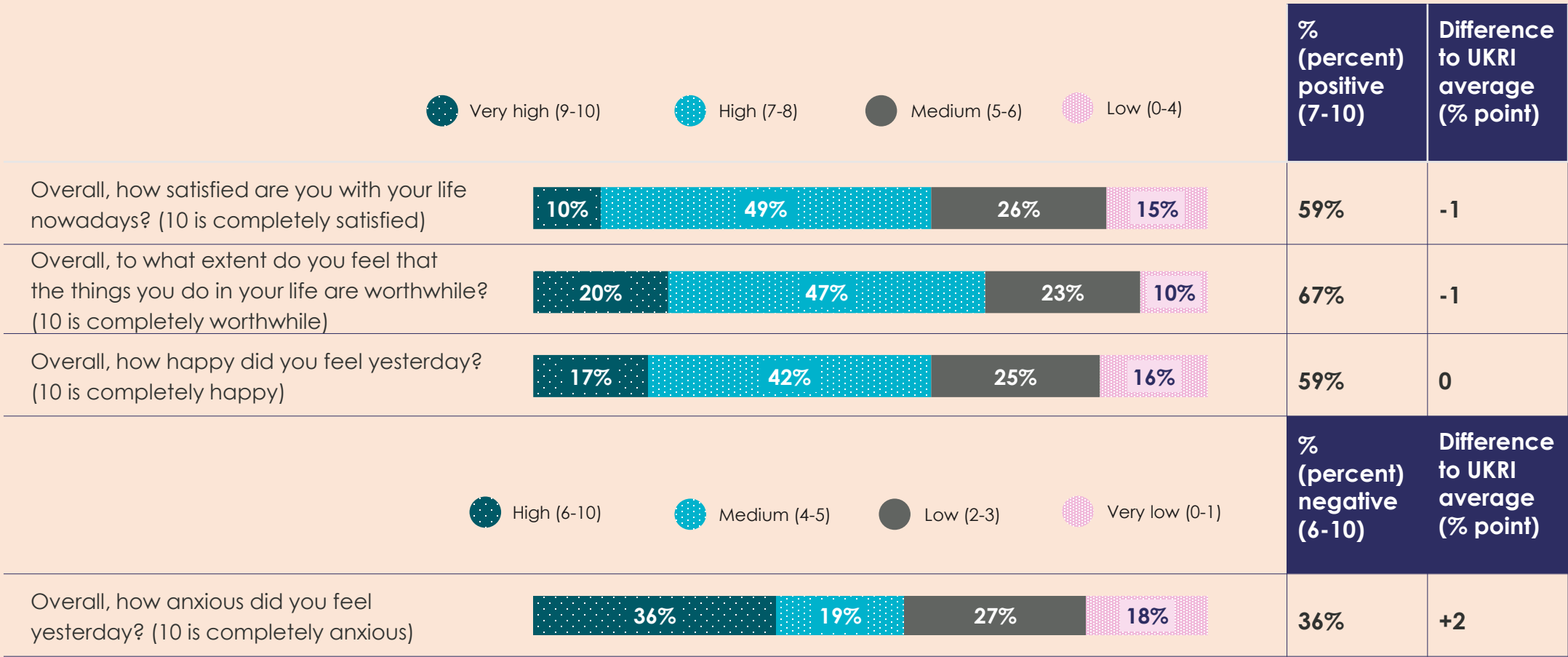
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Discrimination, bullying and harassment



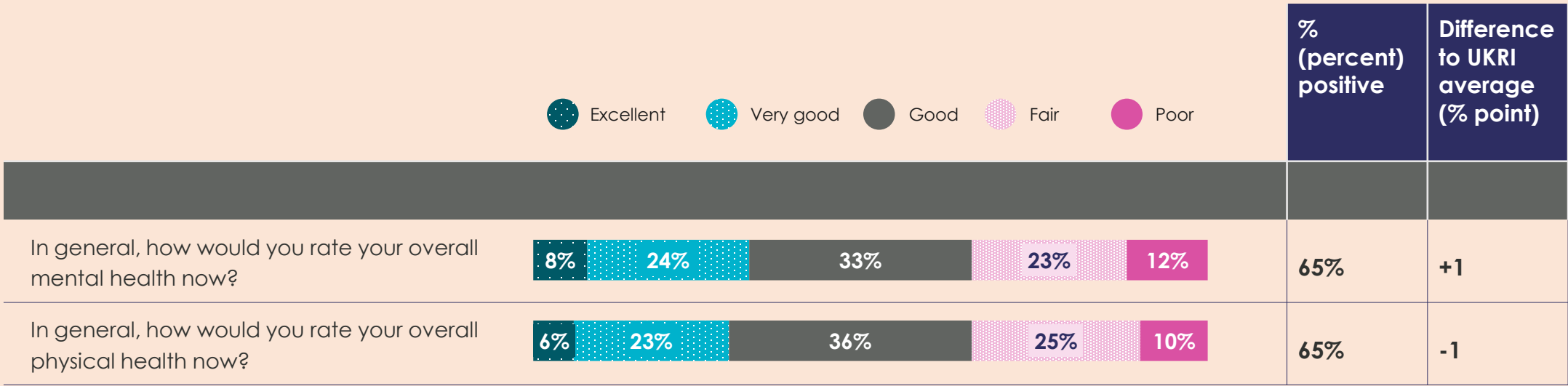
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (1)



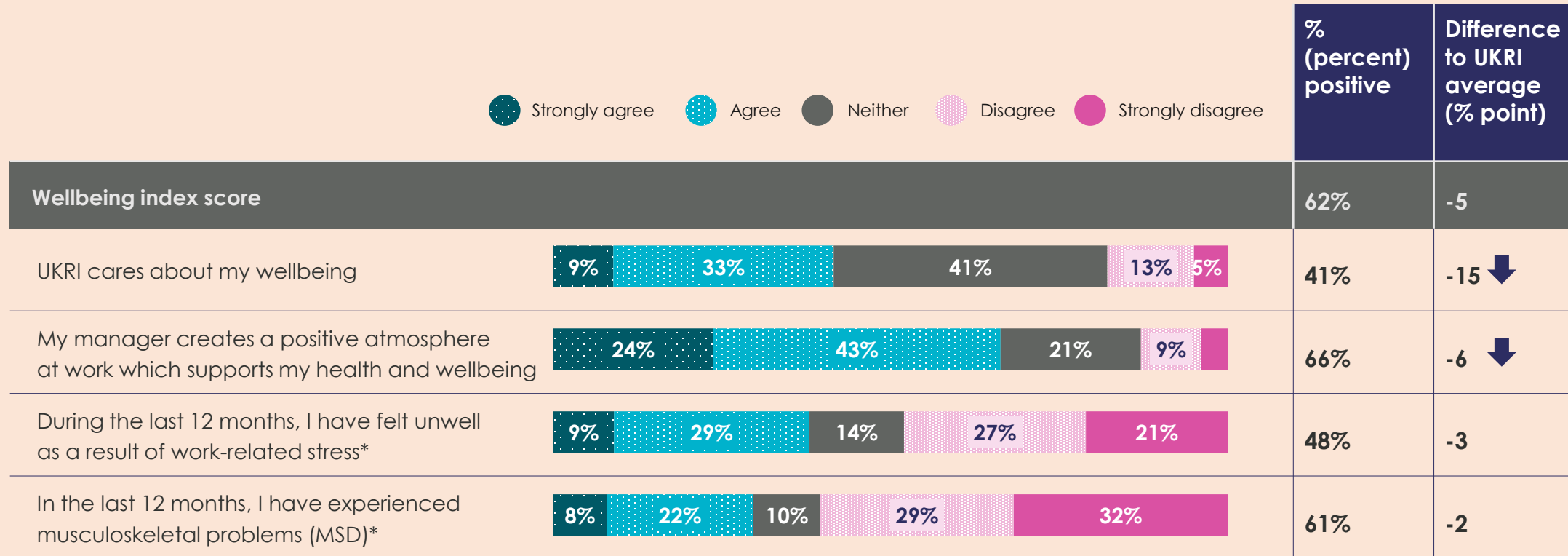
Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (2)



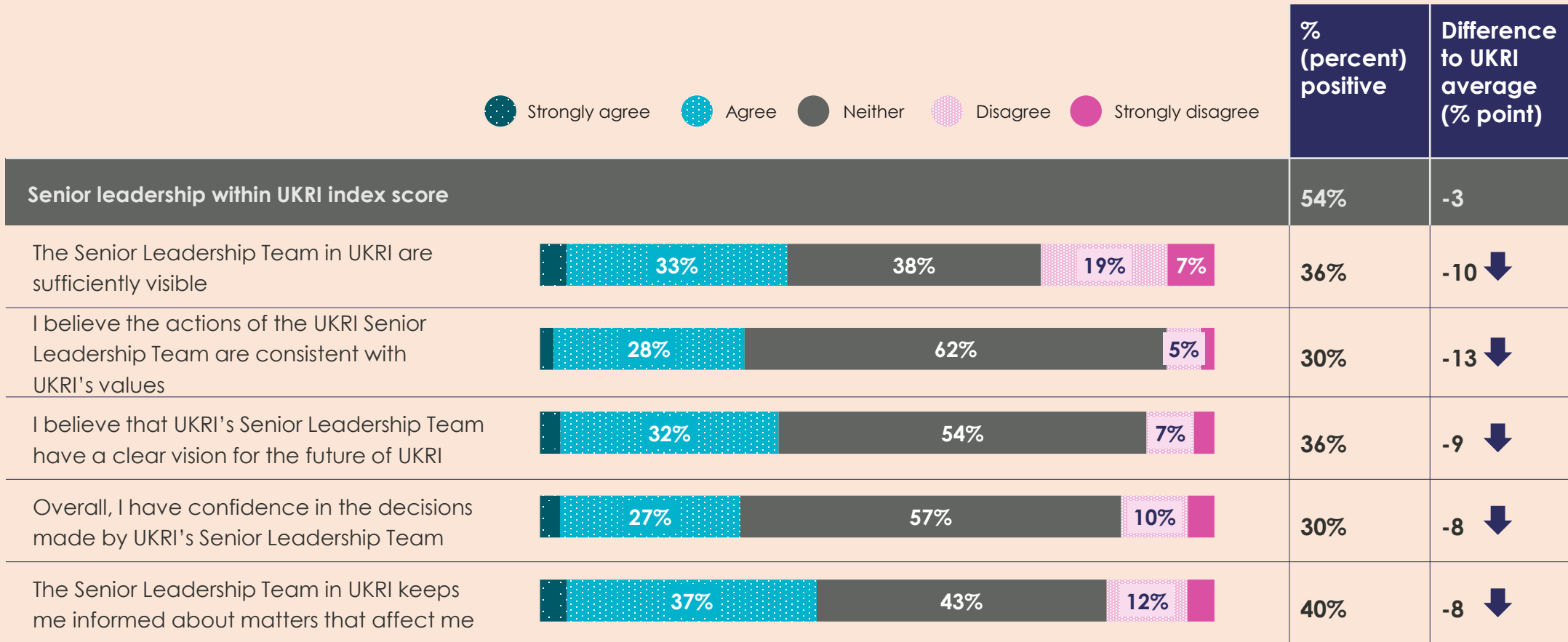
Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (3)



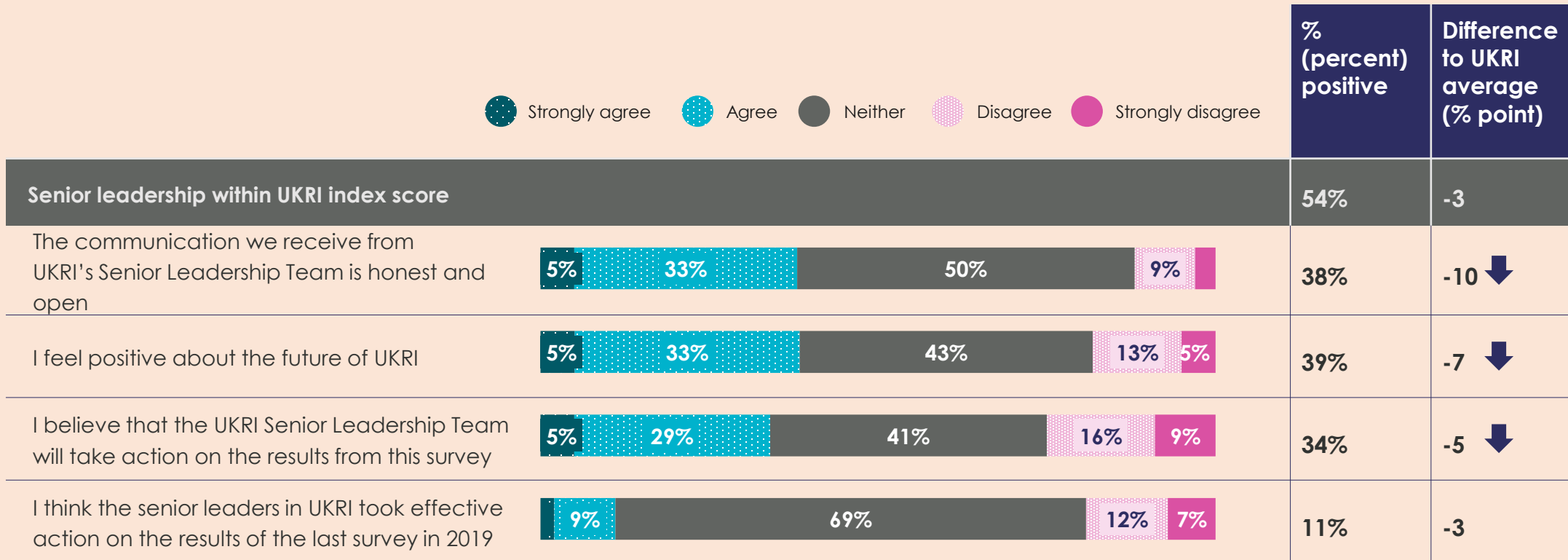
Base: All respondents (*excluding prefer not to say). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI (1)



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

Senior leadership within UKRI (2)



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

Senior leadership within MRC (1)




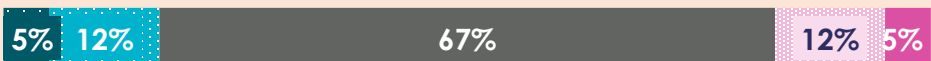
● Strongly agree
● Agree
● Neither
● Disagree
● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)
Senior leadership within MRC index score		59%	-3
The Senior Leadership Team in MRC are sufficiently visible		49%	-11 ↓
I believe the actions of MRC's Senior Leadership Team are consistent with MRC's values		50%	-11 ↓
I believe that the Senior Leadership Team have a clear vision for the future of MRC		51%	-6 ↓
Overall, I have confidence in the decisions made by MRC's Senior Leadership Team		44%	-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.

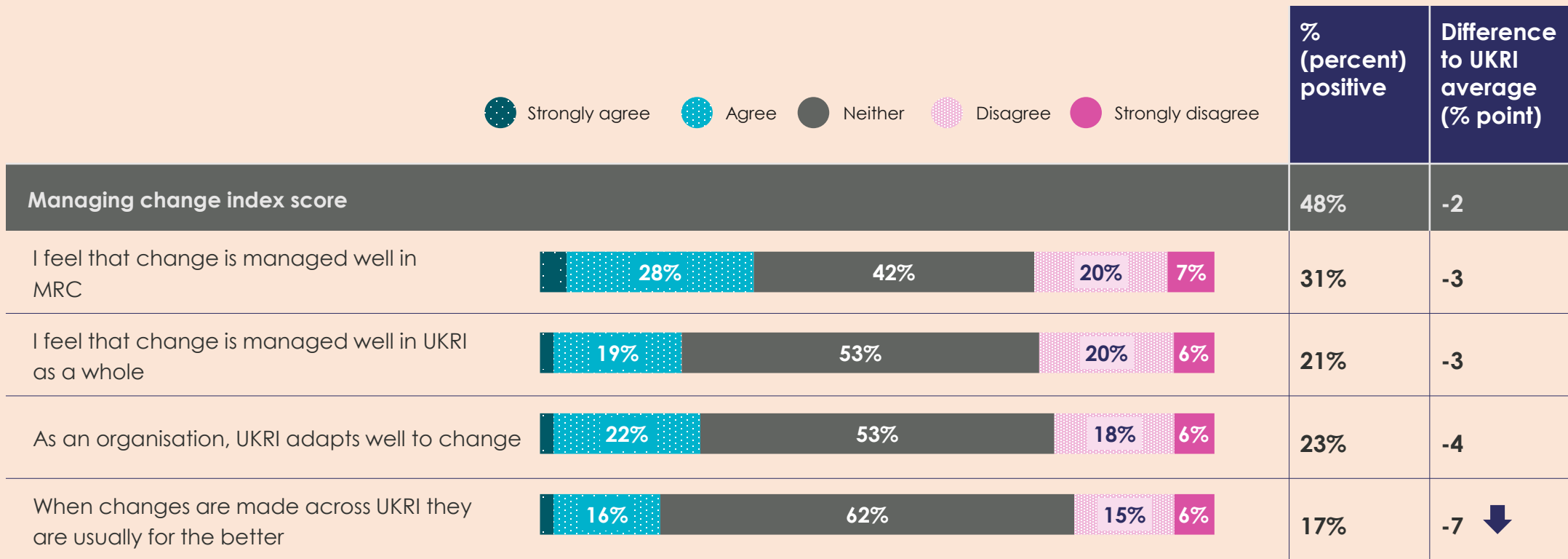
Senior leadership within MRC (2)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

			% (percent) positive	Difference to UKRI average (% point)
Senior leadership within MRC index score			59%	-3
The Senior Leadership Team at MRC keeps me informed about matters that affect me			48%	-8 ↓
The communication we receive from MRC's Senior Leadership Team is honest and open			43%	-12 ↓
I believe that the Senior Leadership Team in MRC will take action on the results from this survey			36%	-8 ↓
I think the senior leaders in MRC took effective action on the results of the last survey in 2019			17%	-4

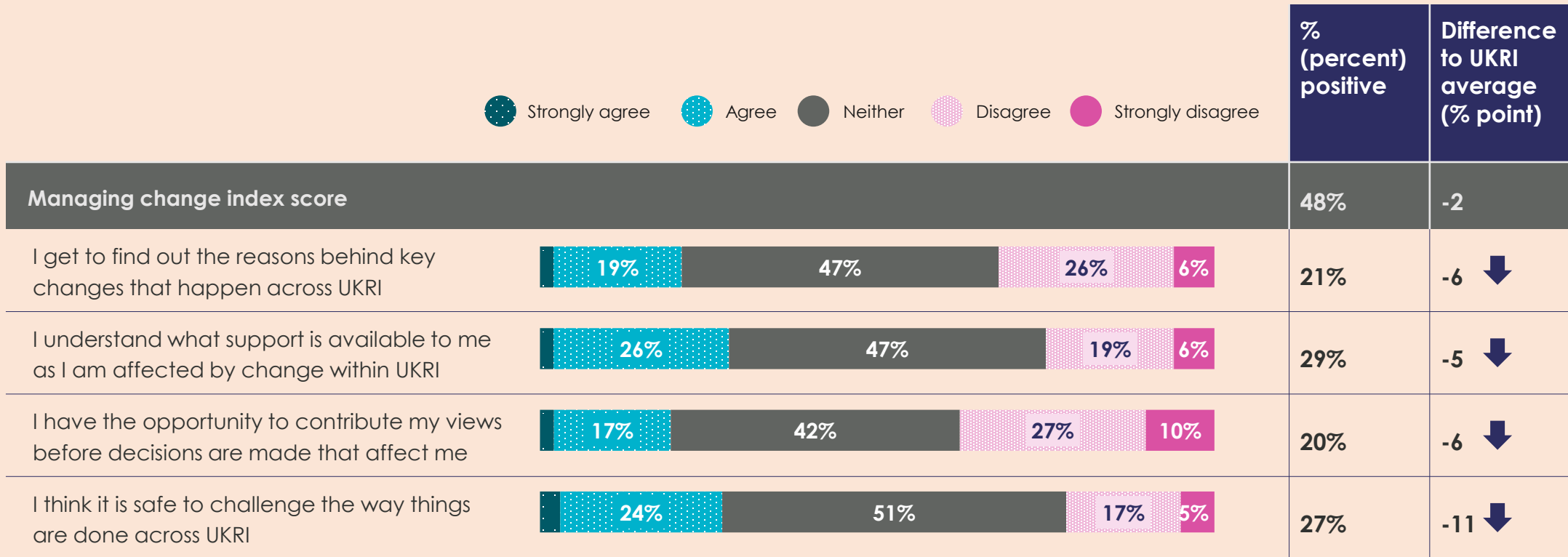
Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Managing change (1)



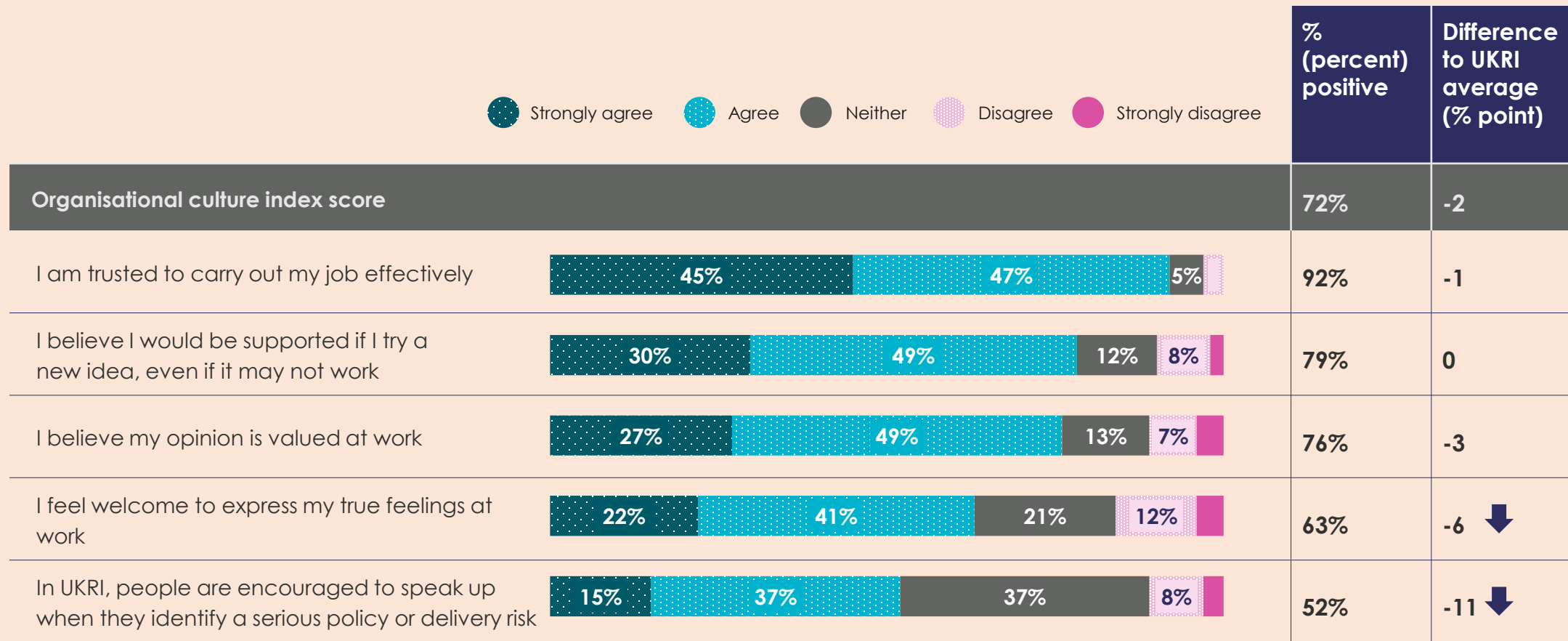
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Managing change (2)



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



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	<div></div>	4%	0
I want to leave UKRI within the next 12 months	<div>14%</div>	14%	0
I want to stay working within UKRI for at least the next year	<div>36%</div>	36%	0
I want to stay working within UKRI for at least the next three years	<div>45%</div>	45%	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.

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



Part of the DJS Research group