

UKRI People Survey 2022: NERC - British Geological Survey report

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UK Research
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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:

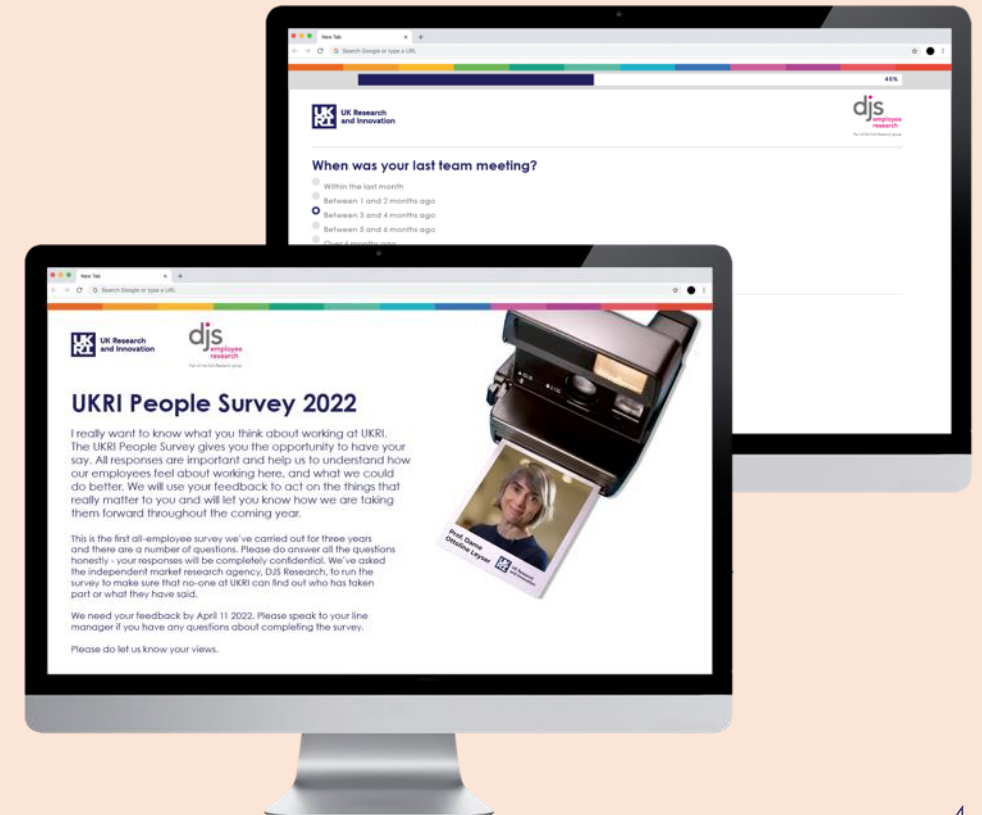
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **NERC - British Geological 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 53% Difference to UKRI -5% Difference to parent* -1%	Engagement with [council/area] 55% Difference to UKRI -13% Difference to parent* -5%	My work 72% Difference to UKRI -2% Difference to parent* -1%	Organisational objectives and purpose 53% Difference to UKRI -9% Difference to parent* -4%	My manager 71% Difference to UKRI -3% Difference to parent* -2%
Support for managers 73% Difference to UKRI +1% Difference to parent* +2%	My team 77% Difference to UKRI -3% Difference to parent* -2%	Learning and development 53% Difference to UKRI -2% Difference to parent* 0%	Pay and benefits 30% Difference to UKRI -10% Difference to parent* -3%	Resources and workload 66% Difference to UKRI 0% Difference to parent* +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.

*Parent = NERC

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within [council/area]	Senior leadership within department
71% Difference to UKRI -2% Difference to parent* 0%	65% Difference to UKRI -3% Difference to parent* 0%	55% Difference to UKRI -1% Difference to parent* -1%	48% Difference to UKRI -13% Difference to parent* -4%	61%
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%	6% Difference to UKRI -1% 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: 49%


No. of responses: 282 of 578

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I can find the information I need to do my job effectively	76%	+9 ↑
I receive, or have access to, the training I need in order to be an effective manager	77%	+8 ↑
In general, how would you rate your overall physical health now? (% very good/good/excellent)	71%	+5 ↑
I am able to access the right learning and development opportunities for my current role when I need to	67%	+4
I have access to the tools and equipment I need to do my job effectively	82%	+3


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	16%	-44 ↓
The Senior Leadership Team at [council/area] keeps me informed about matters that affect me	20%	-36 ↓
I believe the actions of [council/area]'s Senior Leadership Team are consistent with [council/area]'s values	26%	-35 ↓
The communication we receive from [council/area]'s Senior Leadership Team is honest and open	21%	-34 ↓
I believe that the Senior Leadership Team have a clear vision for the future of [council/area]	25%	-33 ↓

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		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		91%
I have the skills I need to do my job effectively		90%
I am treated with respect by the people I work with		88%

Areas of concern: What are colleagues most negative about?

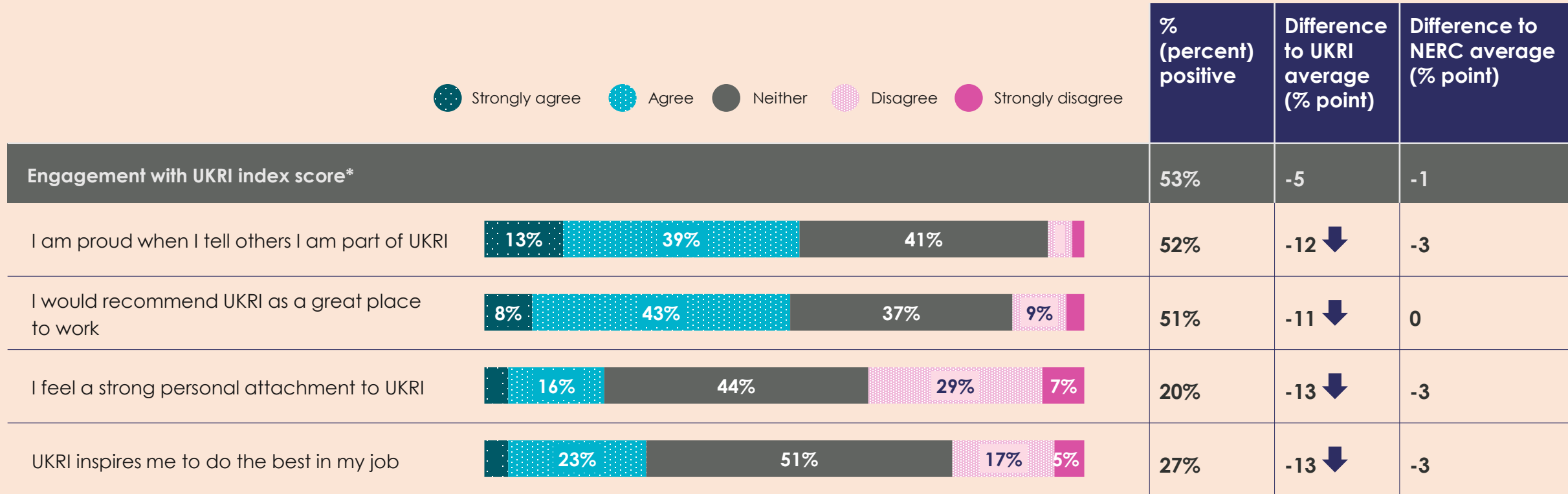
Most negatively scoring questions		% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		82%
I feel that my pay adequately reflects my performance		75%
There are opportunities for promotion within my current role		61%
I am satisfied with the total benefits package		52%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		52%

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



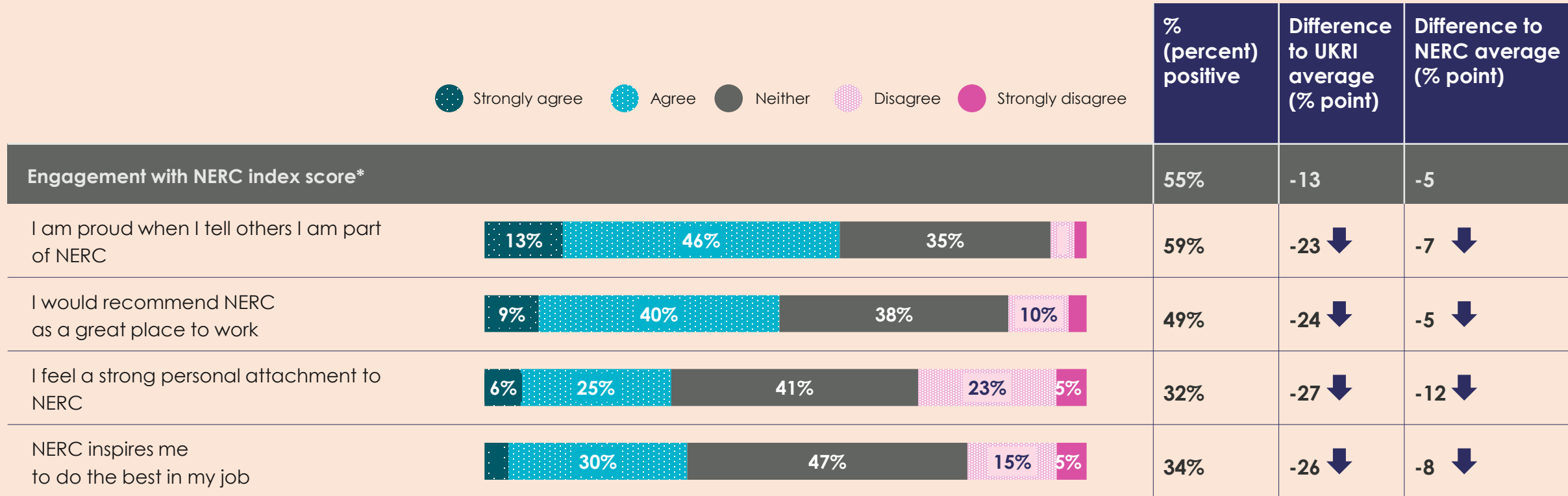
Engagement with UKRI



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 NERC



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, 50% No comment.

5. All questions by survey theme

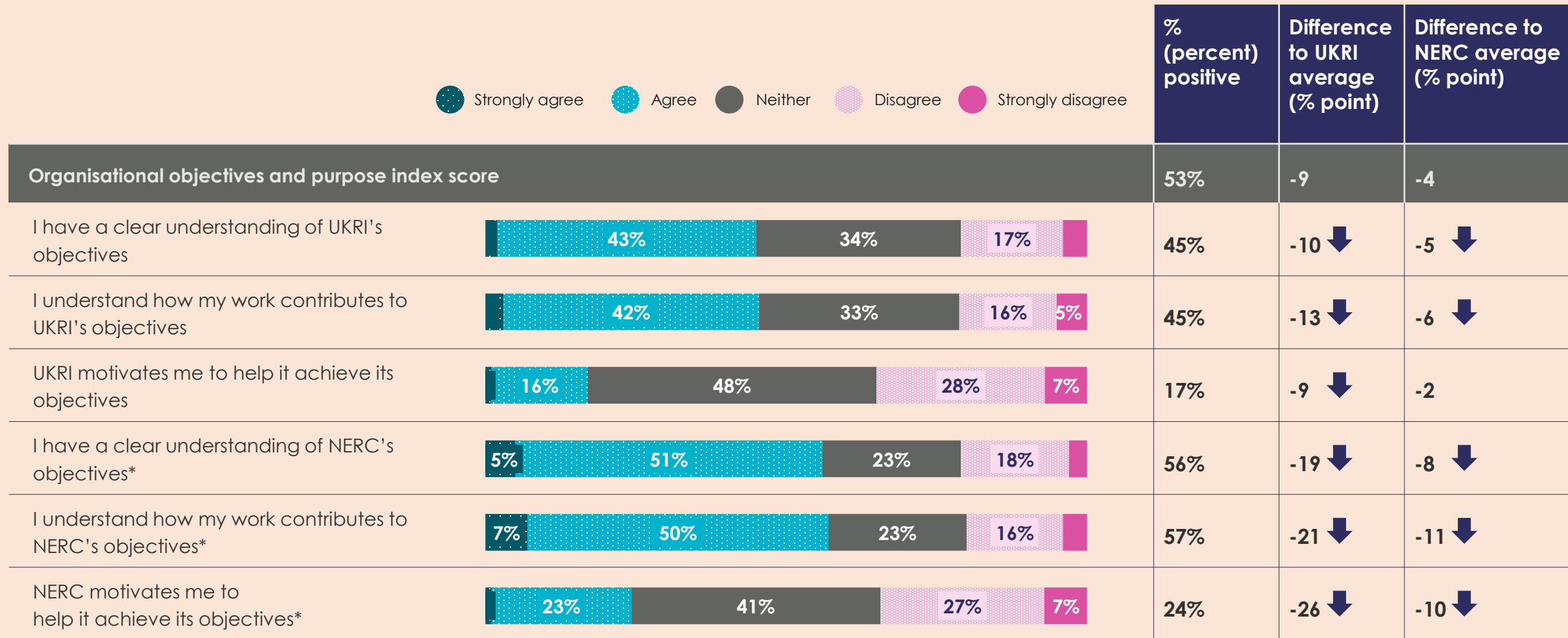


My work

		<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>	% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
My work index score			72%	-2	-1
I am interested in my work	<div> <div>47%</div> <div>45%</div> <div>5%</div> </div>		92%	0	-1
I am sufficiently challenged by my work	<div> <div>41%</div> <div>39%</div> <div>12%</div> <div>6%</div> </div>		81%	-1	0
My work gives me a sense of personal accomplishment	<div> <div>34%</div> <div>45%</div> <div>9%</div> <div>11%</div> </div>		78%	0	+1
I feel involved in the decisions that affect my work	<div> <div>13%</div> <div>44%</div> <div>20%</div> <div>18%</div> <div>6%</div> </div>		57%	-4	0
I am recognised for the way in which I approach my work, not just for what I contribute	<div> <div>17%</div> <div>38%</div> <div>22%</div> <div>17%</div> <div>6%</div> </div>		55%	-8 ↓	-4
I have a choice in deciding how I do my work	<div> <div>24%</div> <div>57%</div> <div>12%</div> <div>5%</div> </div>		82%	-2	-1

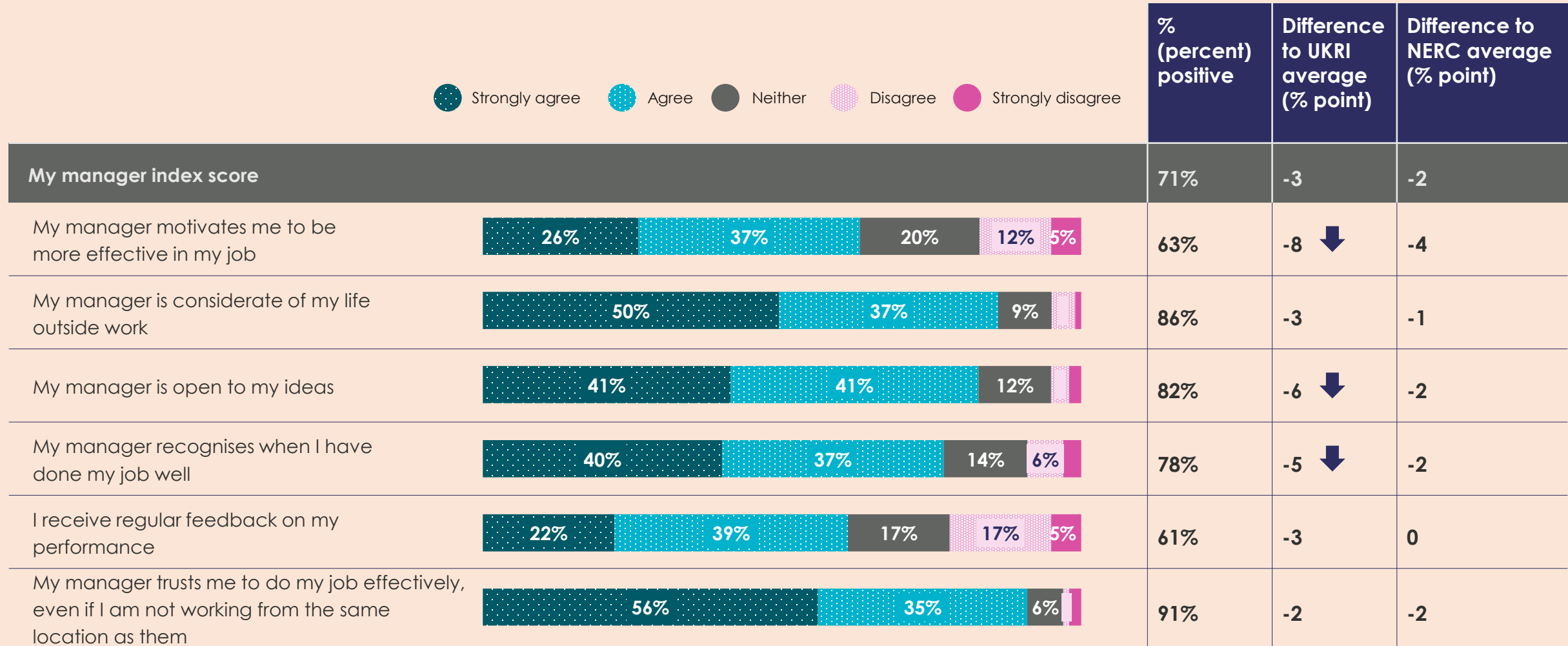
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Organisational objectives and purpose



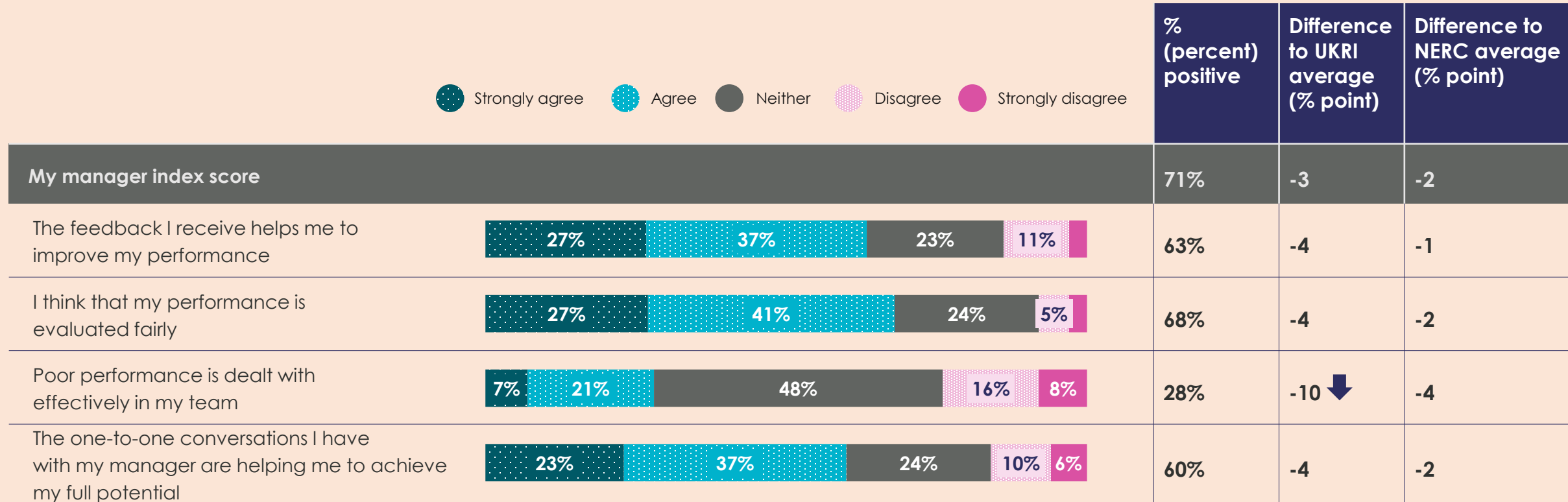
Base: All respondents (*excluding UKRI Corporate Hub). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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.

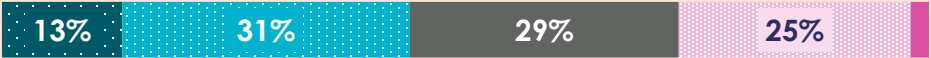


My manager (2)



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

 Weekly
  Monthly
  Quarterly
  Annually
  Never

		% (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		44%	+1	+2
Your development needs and career goals		16%	-10 ↓	-5 ↓
Your personal wellbeing and/or work-related stress		56%	-10 ↓	-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.

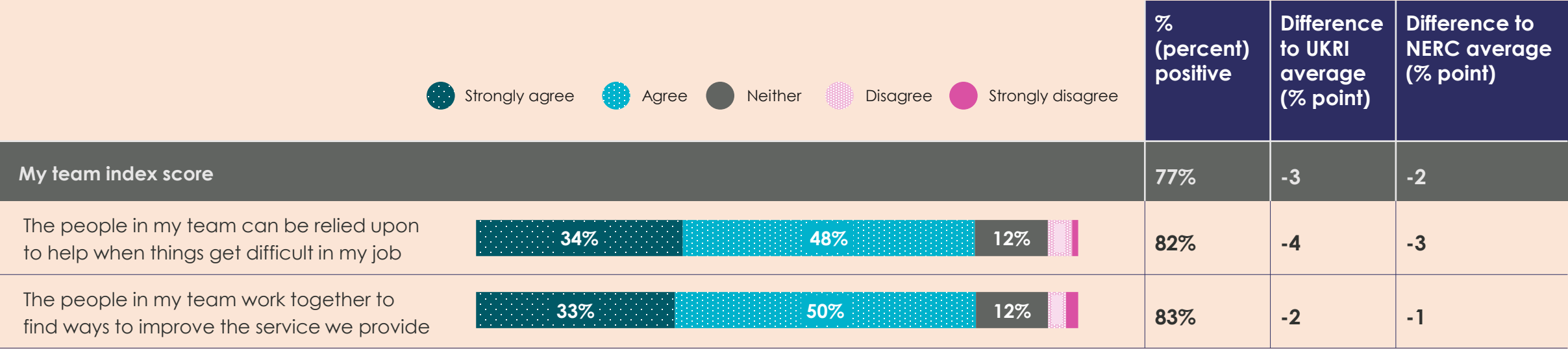
Support for managers

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Support for managers index score		73%	+1	+2
I feel confident in supporting the health, safety and wellbeing of the people I manage	<div> <div>30%</div> <div>59%</div> <div>11%</div> </div>	89%	0	+3
I feel confident in addressing poor performance in my team	<div> <div>18%</div> <div>41%</div> <div>28%</div> <div>11%</div> </div>	59%	-6 ↓	-1
I receive, or have access to, the training I need in order to be an effective manager	<div> <div>20%</div> <div>57%</div> <div>17%</div> <div>7%</div> </div>	77%	+8 ↑	+6 ↑

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

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		53%	-2	0
I am able to access the right learning and development opportunities for my current role when I need to	<div> <div>12%</div> <div>55%</div> <div>25%</div> <div>7%</div> </div>	67%	+4	+3
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<div> <div>12%</div> <div>38%</div> <div>34%</div> <div>13%</div> </div>	49%	-3	-1
There are opportunities for me to develop in my career across UKRI	<div> <div>27%</div> <div>30%</div> <div>27%</div> <div>12%</div> </div>	32%	-8 ↓	-1
There are opportunities for promotion within my current role	<div> <div>17%</div> <div>19%</div> <div>34%</div> <div>27%</div> </div>	20%	-1	+3
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<div> <div>7%</div> <div>37%</div> <div>28%</div> <div>20%</div> <div>9%</div> </div>	44%	0	+3
I think my current job makes the most of my skills and strengths	<div> <div>12%</div> <div>42%</div> <div>18%</div> <div>21%</div> <div>6%</div> </div>	55%	-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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>				
Pay and benefits index score		30%	-10	-3
I feel that my pay adequately reflects my performance	<div> <div>11%</div> <div>13%</div> <div>37%</div> <div>38%</div> </div>	12%	-13 ↓	-4
I am satisfied with the total benefits package	<div> <div>24%</div> <div>20%</div> <div>31%</div> <div>21%</div> </div>	28%	-8 ↓	+1
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<div> <div>15%</div> <div>32%</div> <div>27%</div> <div>24%</div> </div>	16%	-15 ↓	-5 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<div> <div>7%</div> <div>11%</div> <div>31%</div> <div>50%</div> </div>	7%	-9 ↓	-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.

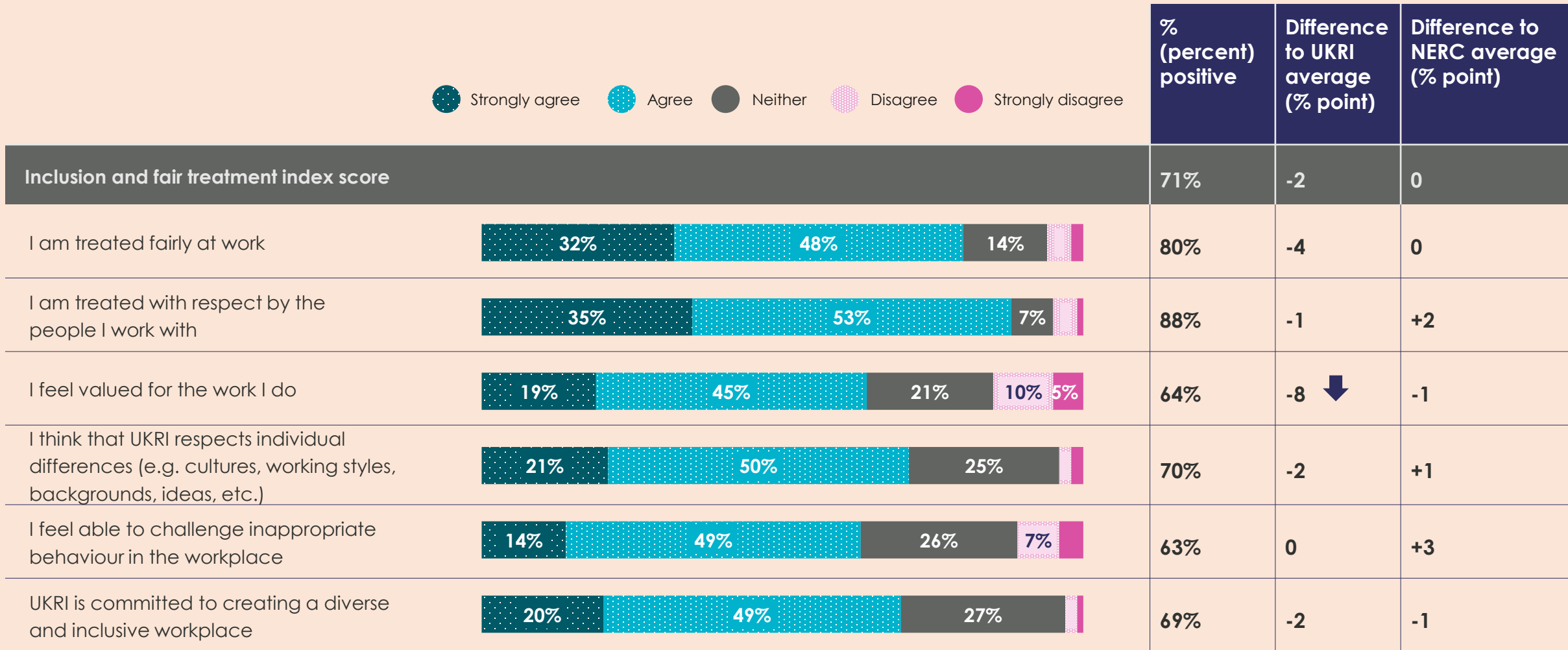
Resources and workload

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Resources and workload index score		66%	0	+1
I can find the information I need to do my job effectively	<div> <div>9%</div> <div>67%</div> <div>15%</div> <div>9%</div> </div>	76%	+9 ↑	+7 ↑
Organisational processes support me to work efficiently	<div> <div>5%</div> <div>33%</div> <div>34%</div> <div>19%</div> <div>9%</div> </div>	38%	-1	+2
I have clear work objectives	<div> <div>17%</div> <div>56%</div> <div>16%</div> <div>9%</div> </div>	73%	-5 ↓	-5 ↓
I have the skills I need to do my job effectively	<div> <div>29%</div> <div>61%</div> <div>7%</div> </div>	90%	-2	-2
I have access to the tools and equipment I need to do my job effectively	<div> <div>20%</div> <div>61%</div> <div>13%</div> </div>	82%	+3	+3
I have an acceptable workload	<div> <div>8%</div> <div>46%</div> <div>21%</div> <div>17%</div> <div>7%</div> </div>	54%	-5 ↓	+2
I achieve a good balance between my work life and my private life	<div> <div>14%</div> <div>47%</div> <div>21%</div> <div>14%</div> </div>	61%	-6 ↓	-1

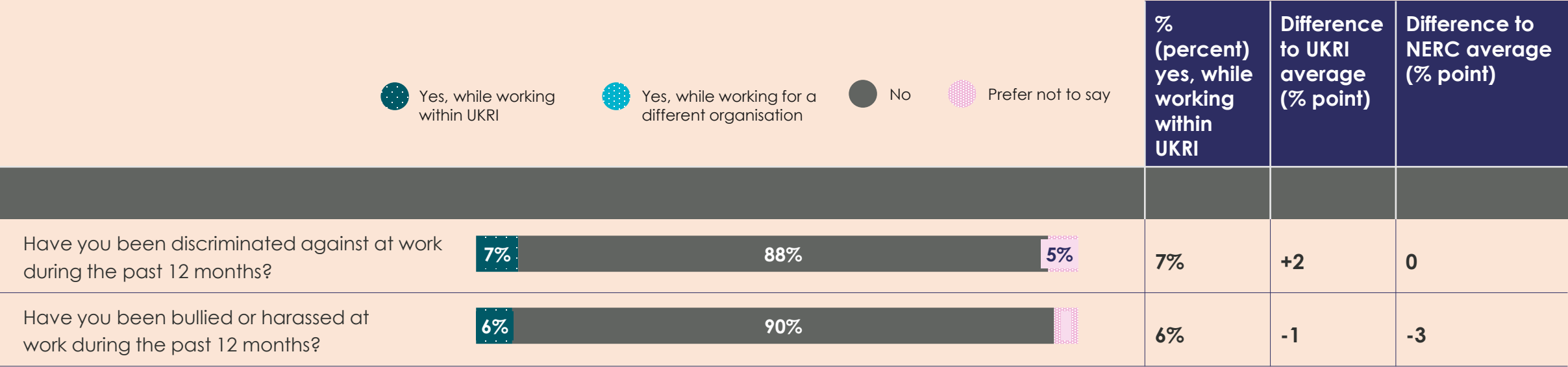
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Inclusion and fair treatment



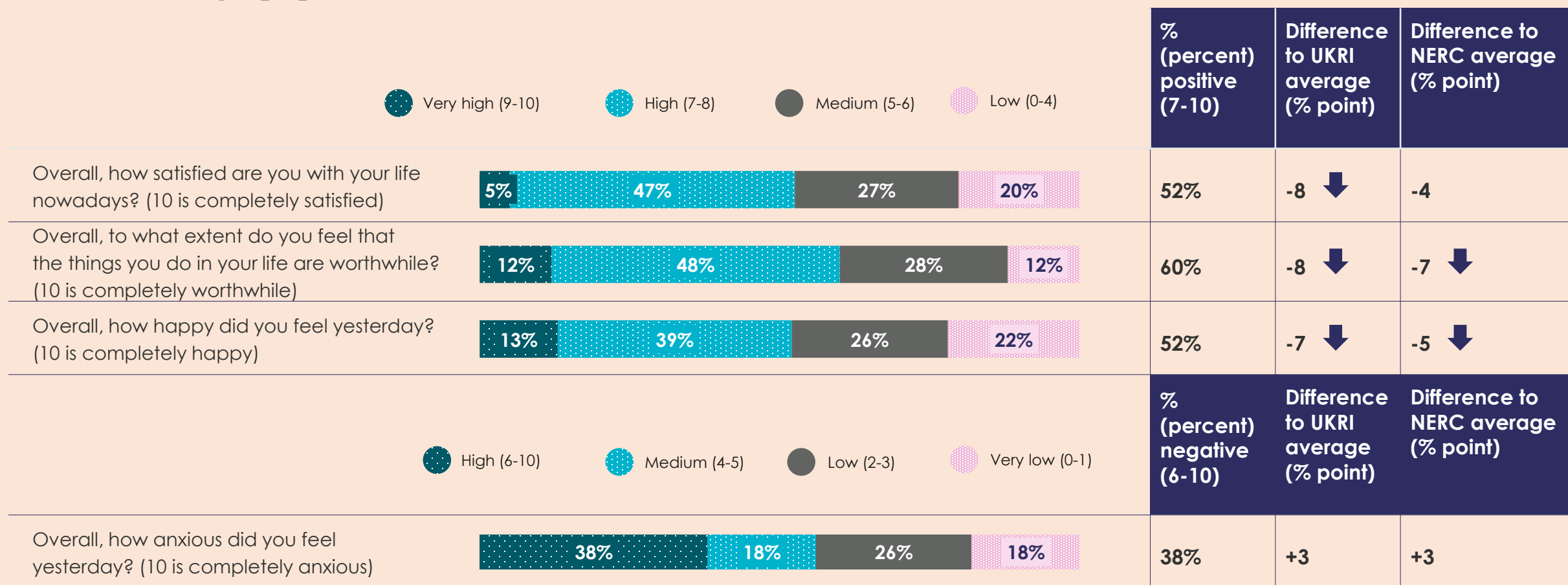
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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)



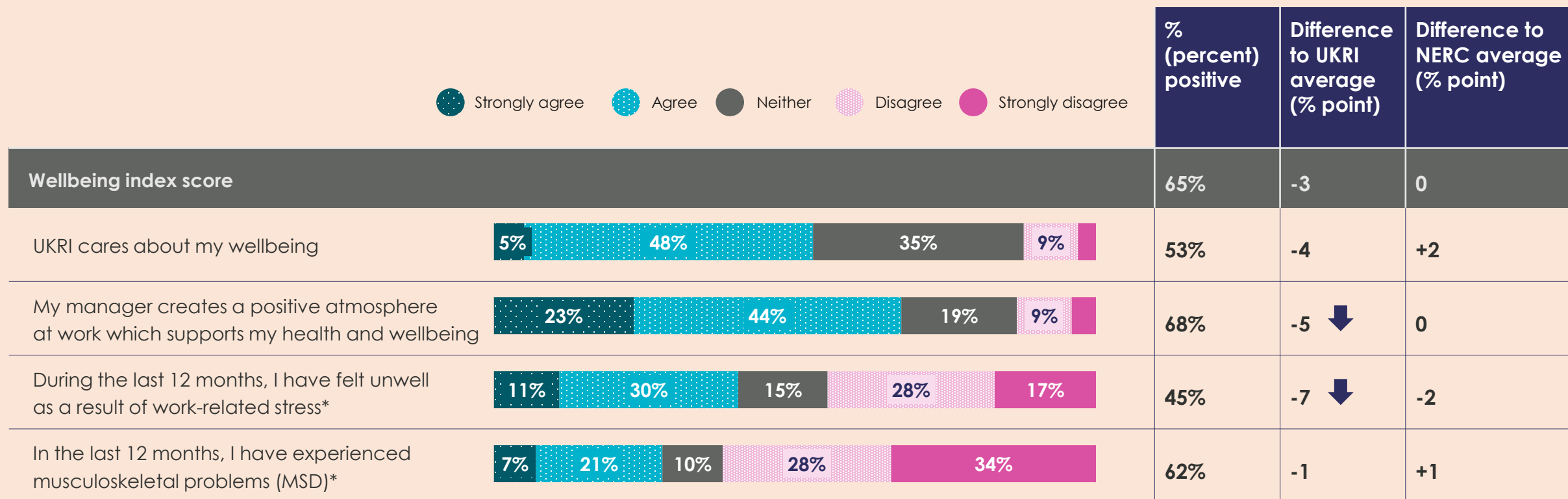
Base: All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Wellbeing (2)

		<div><div>Excellent</div><div>Very good</div><div>Good</div><div>Fair</div><div>Poor</div></div>					% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
In general, how would you rate your overall mental health now?		10%	18%	28%	27%	16%	57%	-8 ↓	-5 ↓
In general, how would you rate your overall physical health now?		8%	26%	37%	22%	7%	71%	+5 ↑	+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)



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)

		<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>			% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Senior leadership within UKRI index score					55%	-1	-1
The Senior Leadership Team in UKRI are sufficiently visible	<div> <div>31%</div> <div>37%</div> <div>23%</div> <div>7%</div> </div>				34%	-13 ↓	-7 ↓
I believe the actions of the UKRI Senior Leadership Team are consistent with UKRI's values	<div> <div>31%</div> <div>60%</div> <div></div> <div></div> </div>				34%	-8 ↓	-3
I believe that UKRI's Senior Leadership Team have a clear vision for the future of UKRI	<div> <div>33%</div> <div>55%</div> <div>7%</div> <div></div> </div>				36%	-9 ↓	-4
Overall, I have confidence in the decisions made by UKRI's Senior Leadership Team	<div> <div>31%</div> <div>57%</div> <div>7%</div> <div></div> </div>				33%	-5 ↓	-2
The Senior Leadership Team in UKRI keeps me informed about matters that affect me	<div> <div>39%</div> <div>48%</div> <div>7%</div> <div></div> </div>				42%	-7 ↓	-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.

Senior leadership within UKRI (2)




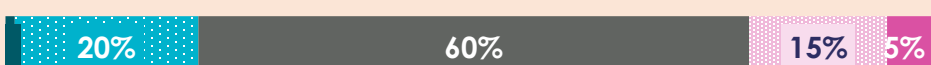
Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Senior leadership within UKRI index score		55%	-1	-1
The communication we receive from UKRI's Senior Leadership Team is honest and open		43%	-5 ↓	-1
I feel positive about the future of UKRI		38%	-9 ↓	-2
I believe that the UKRI Senior Leadership Team will take action on the results from this survey		38%	-2	0
I think the senior leaders in UKRI took effective action on the results of the last survey in 2019		16%	+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.

Senior leadership within NERC (1)




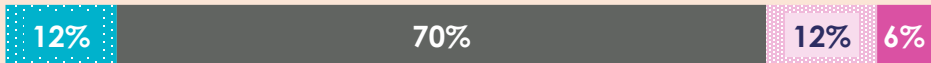
● Strongly agree
● Agree
● Neither
● Disagree
● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)
Senior leadership within NERC index score		48%	-13	-4
The Senior Leadership Team in NERC are sufficiently visible		16%	-44 ↓	-18 ↓
I believe the actions of NERC's Senior Leadership Team are consistent with NERC's values		26%	-35 ↓	-12 ↓
I believe that the Senior Leadership Team have a clear vision for the future of NERC		25%	-33 ↓	-12 ↓
Overall, I have confidence in the decisions made by NERC's Senior Leadership Team		21%	-32 ↓	-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.

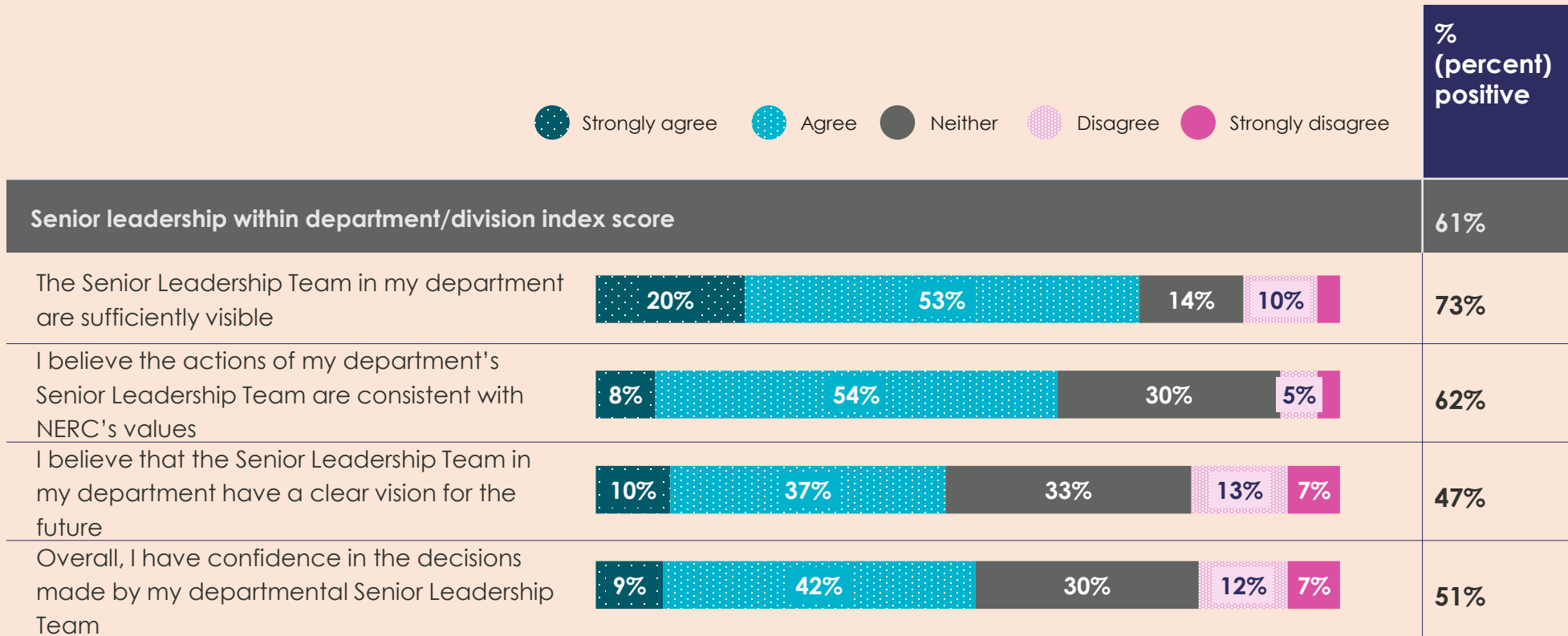
Senior leadership within NERC (2)

 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		48%	-13	-4
The Senior Leadership Team at NERC keeps me informed about matters that affect me		20%	-36 ↓	-13 ↓
The communication we receive from NERC's Senior Leadership Team is honest and open		21%	-34 ↓	-10 ↓
I believe that the Senior Leadership Team in NERC will take action on the results from this survey		24%	-21 ↓	-7 ↓
I think the senior leaders in NERC took effective action on the results of the last survey in 2019		12%	-8 ↓	-2

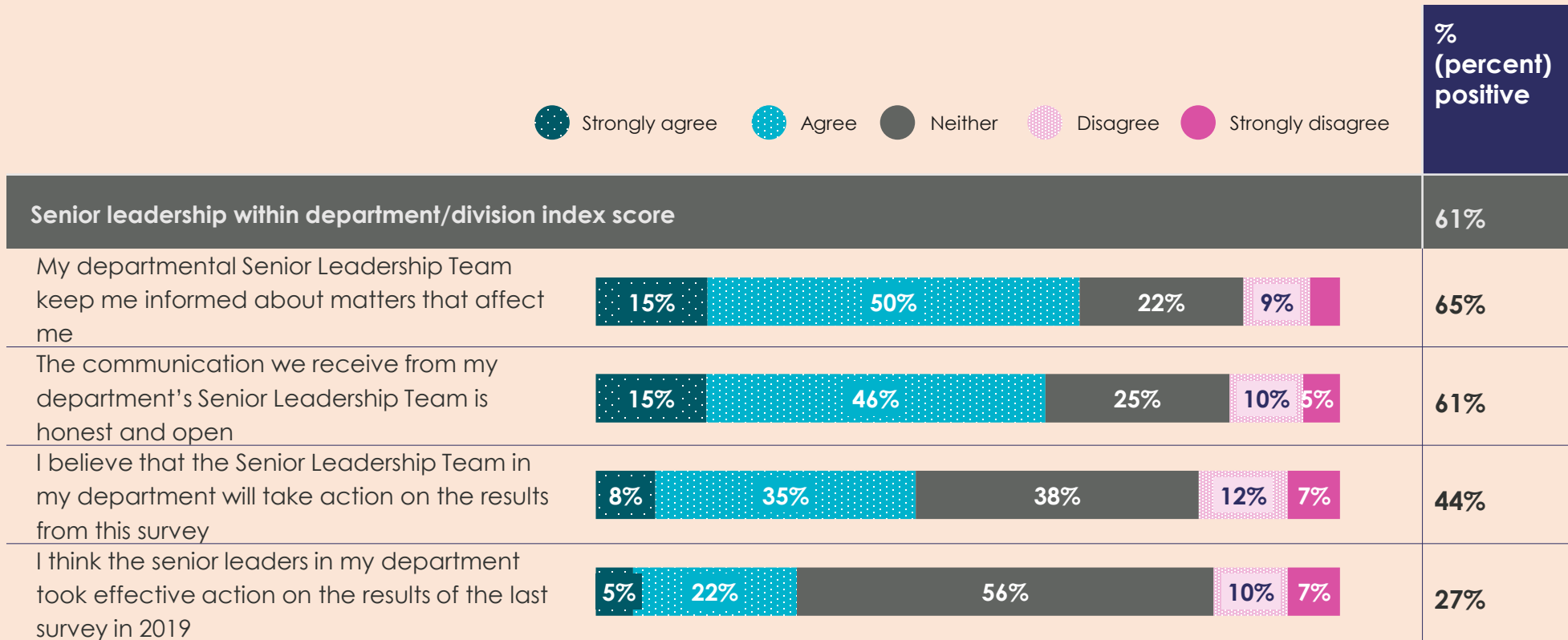
Base: All respondents, excluding UKRI Corporate Hub. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within department/division (1)



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)



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		49%	-1	+1
I feel that change is managed well in NERC	<div> <div>12%</div> <div>58%</div> <div>26%</div> <div></div> </div>	12%	-22 ↓	-9 ↓
I feel that change is managed well in UKRI as a whole	<div> <div>20%</div> <div>63%</div> <div>12%</div> <div></div> </div>	20%	-4	0
As an organisation, UKRI adapts well to change	<div> <div>26%</div> <div>59%</div> <div>11%</div> <div></div> </div>	26%	-1	0
When changes are made across UKRI they are usually for the better	<div> <div>18%</div> <div>66%</div> <div>11%</div> <div>5%</div> </div>	18%	-5 ↓	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.

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		19%	-8 ↓	-2
I understand what support is available to me as I am affected by change within UKRI		26%	-8 ↓	-3
I have the opportunity to contribute my views before decisions are made that affect me		20%	-5 ↓	+1
I think it is safe to challenge the way things are done across UKRI		29%	-9 ↓	+1

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

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		73%	-5 ↓	0
I believe my opinion is valued at work		75%	-4	-1
I feel welcome to express my true feelings at work		64%	-5 ↓	+2
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		59%	-5 ↓	-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.

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	5%	5%	+1	0
I want to leave UKRI within the next 12 months	12%	12%	-2	0
I want to stay working within UKRI for at least the next year	42%	42%	+6 ↑	+4
I want to stay working within UKRI for at least the next three years	40%	40%	-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.

For more information



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