

# UKRI People Survey 2022: NERC report

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UK Research  
and Innovation

djs  
employee  
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:

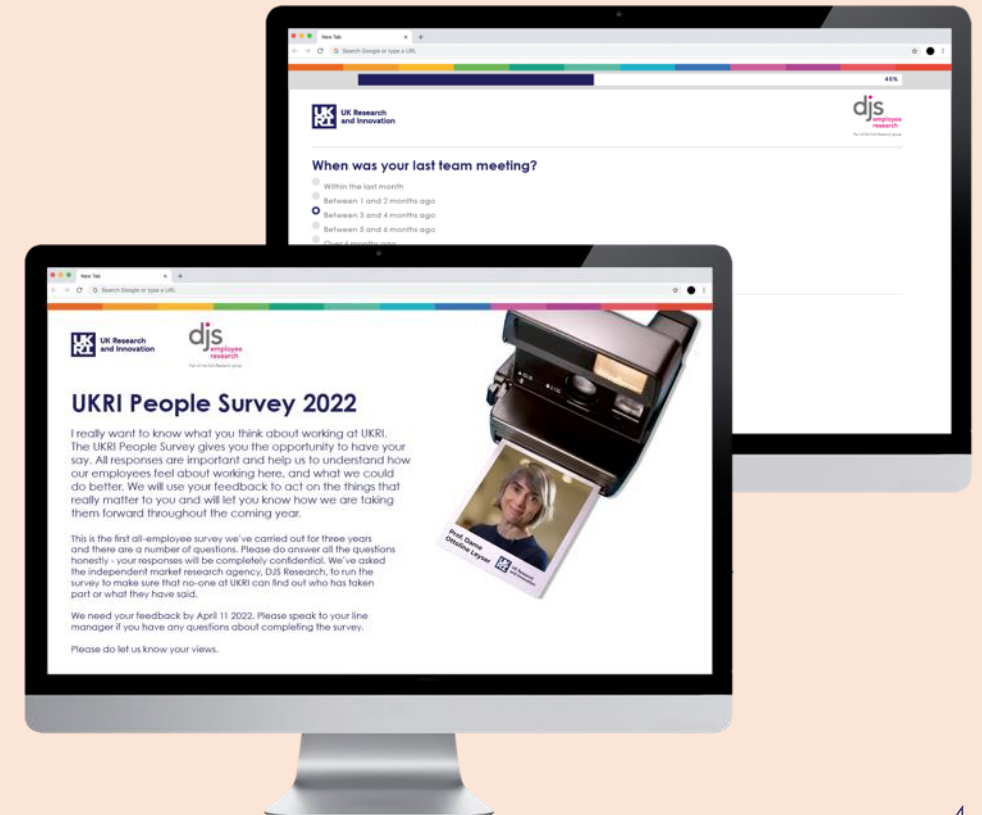
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **NERC**, 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
54% Difference to UKRI -4%	60% Difference to UKRI -9%	73% Difference to UKRI -1%	57% Difference to UKRI -5%	72% Difference to UKRI -2%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
70% Difference to UKRI -1%	80% Difference to UKRI -1%	53% Difference to UKRI -2%	33% Difference to UKRI -8%	65% 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?

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

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

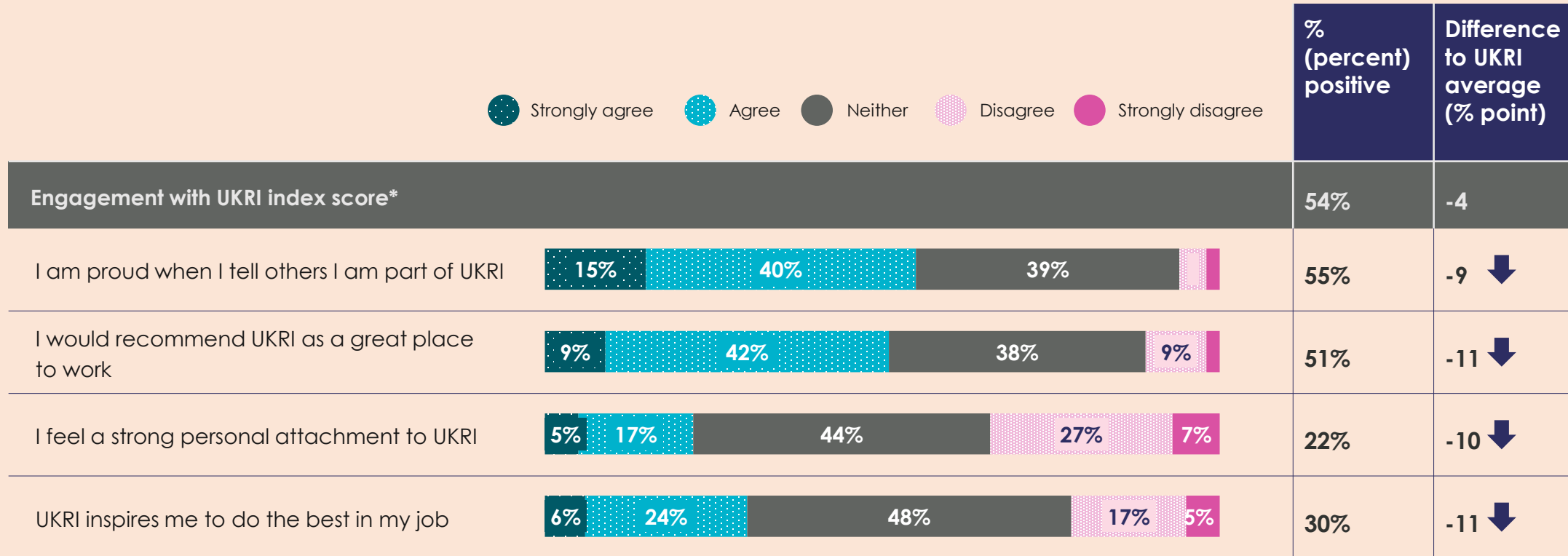
Most negatively scoring questions		% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		77%
I feel that my pay adequately reflects my performance		70%
There are opportunities for promotion within my current role		63%
I am satisfied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

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



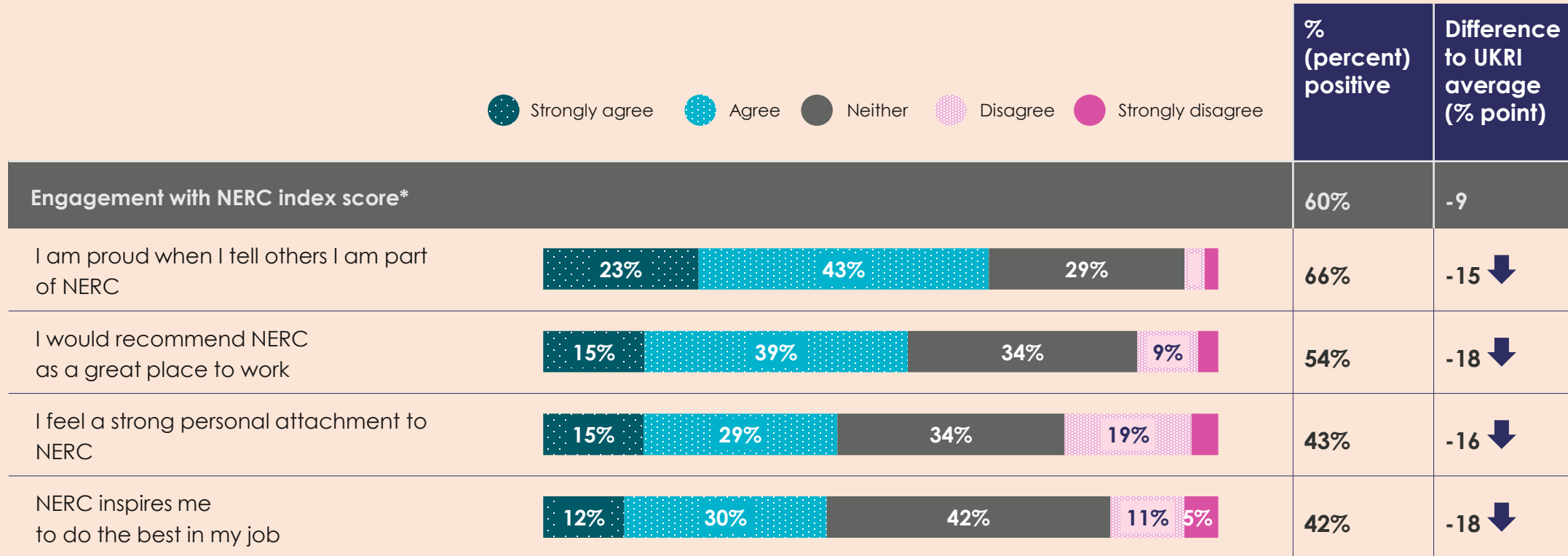
# Engagement with UKRI



**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?



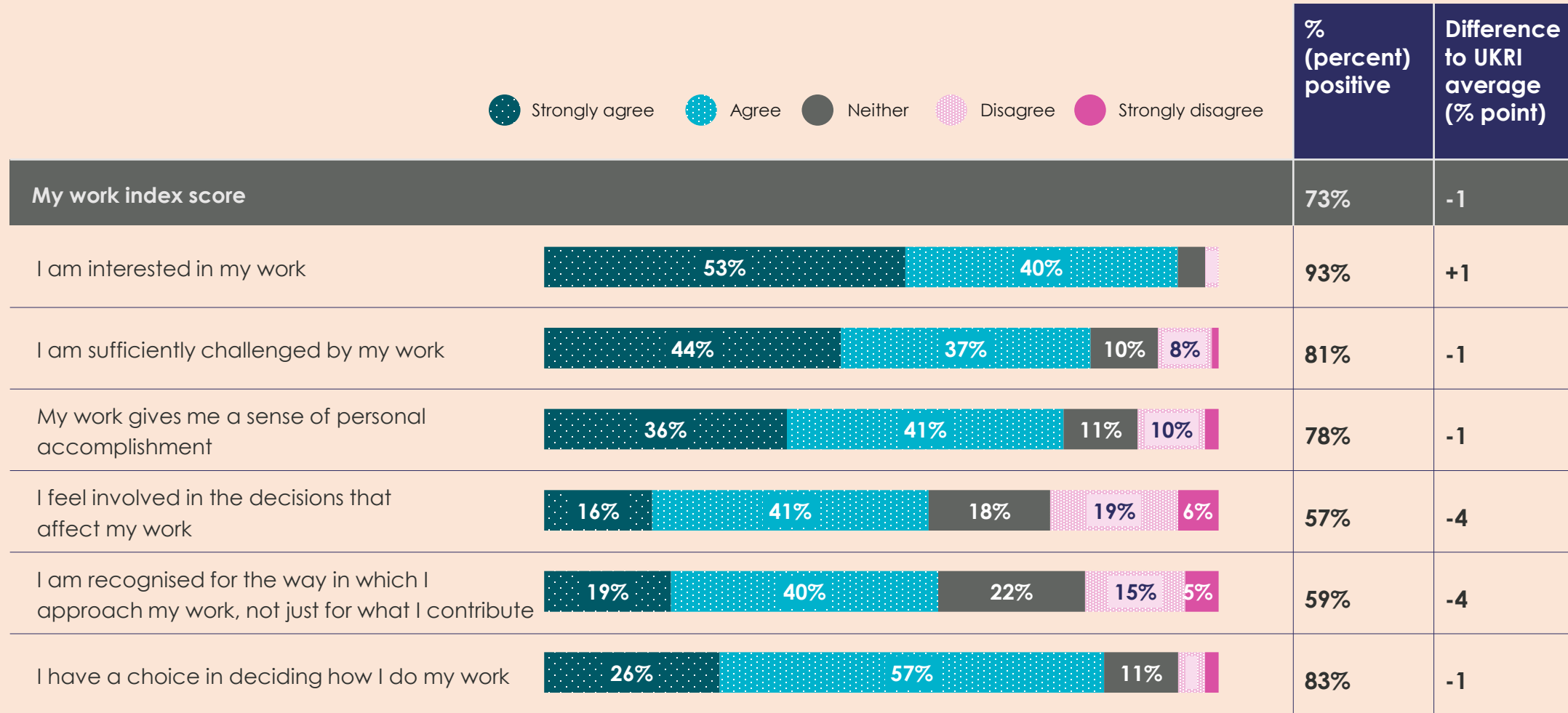
Base: All respondents. Only showing responses of 2% and above. 2% Other, 0% Don't know, 46% No comment.



## 5. All questions by survey theme

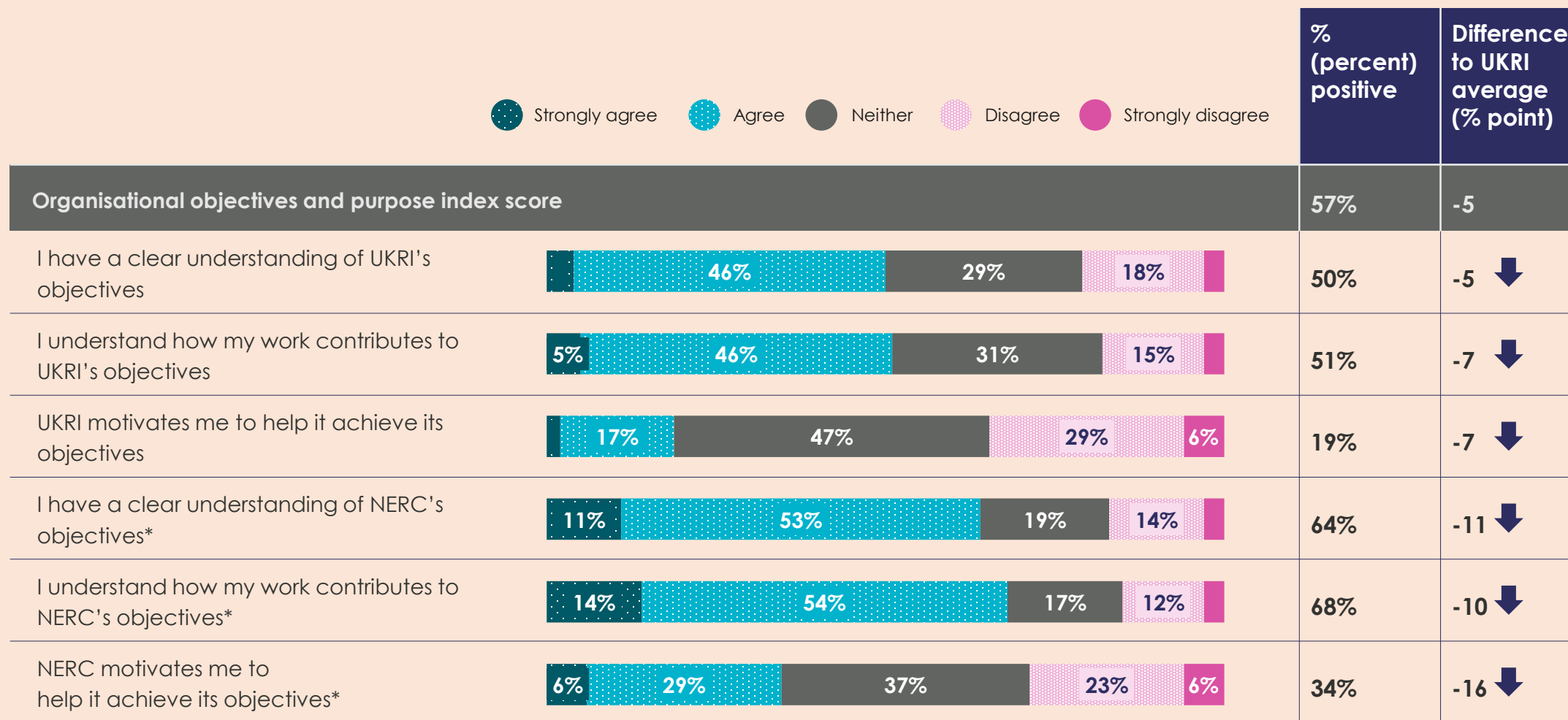


# My work



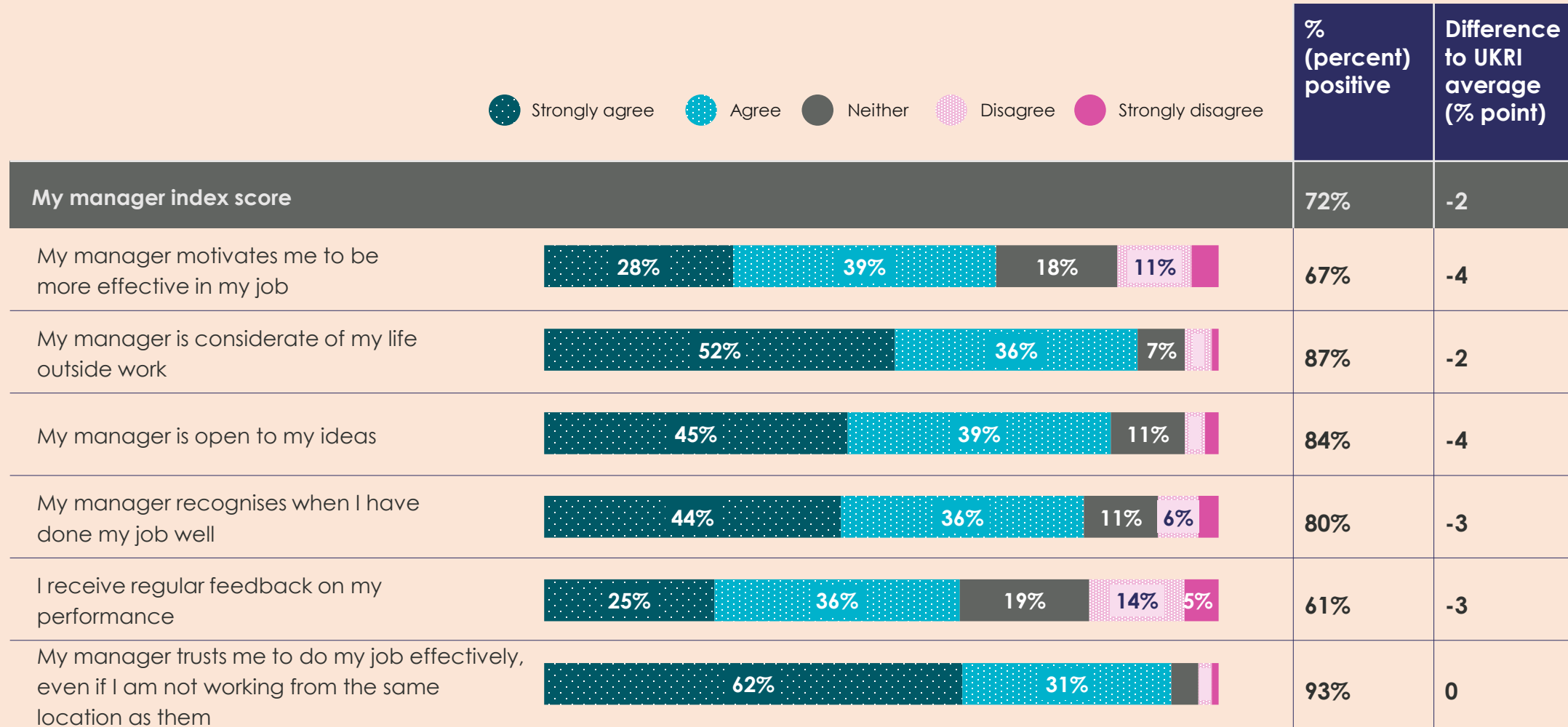
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Organisational objectives and purpose



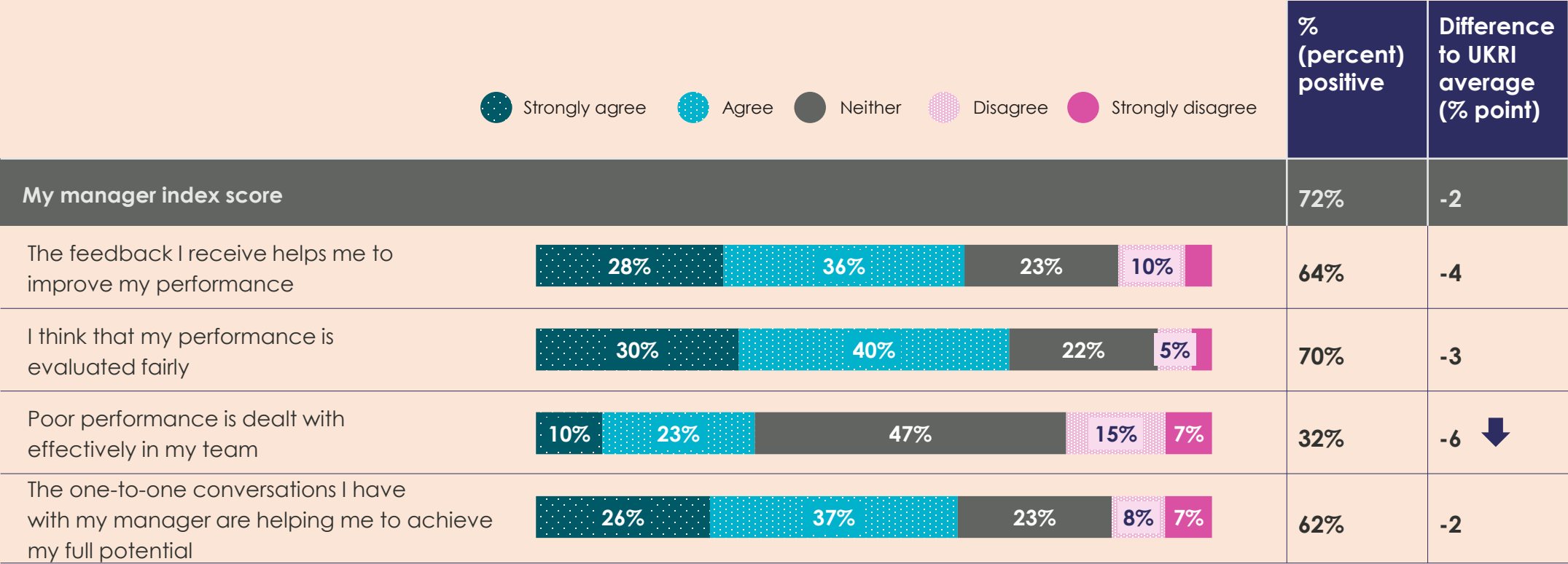
**Base:** All respondents (\*excluding UKRI Corporate Hub). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# My manager (1)



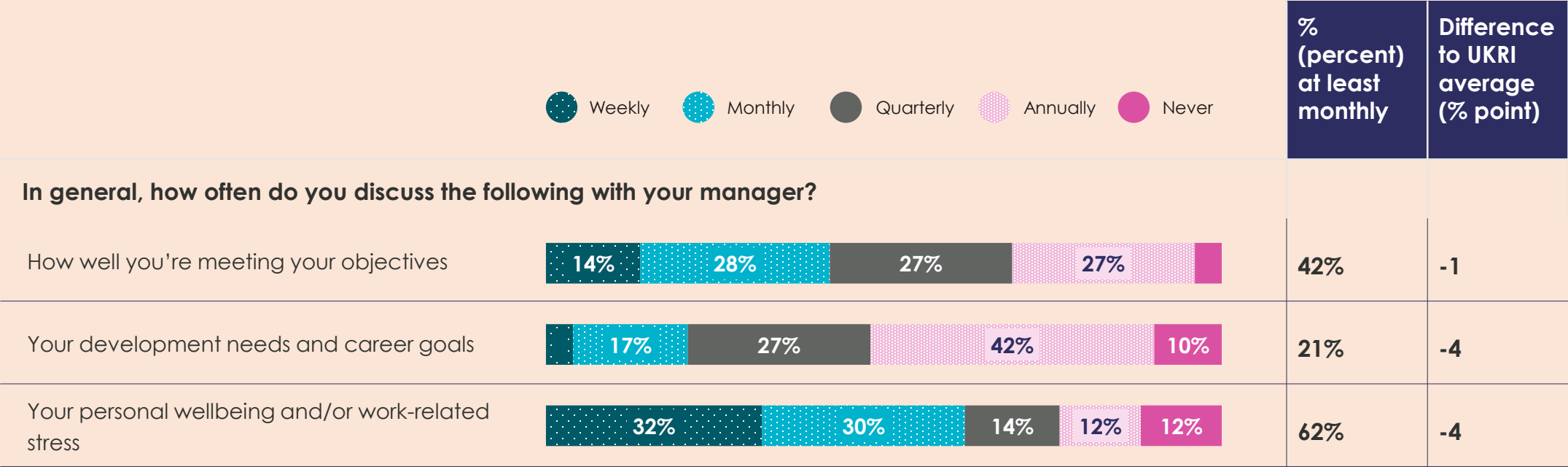
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# My manager (2)



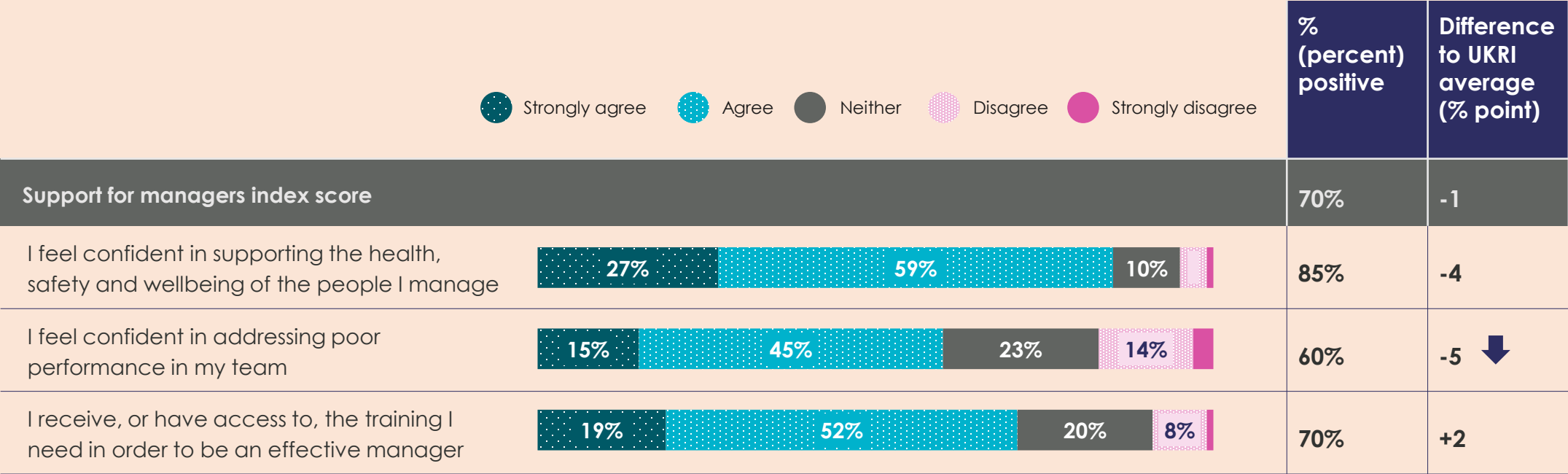
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# 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.

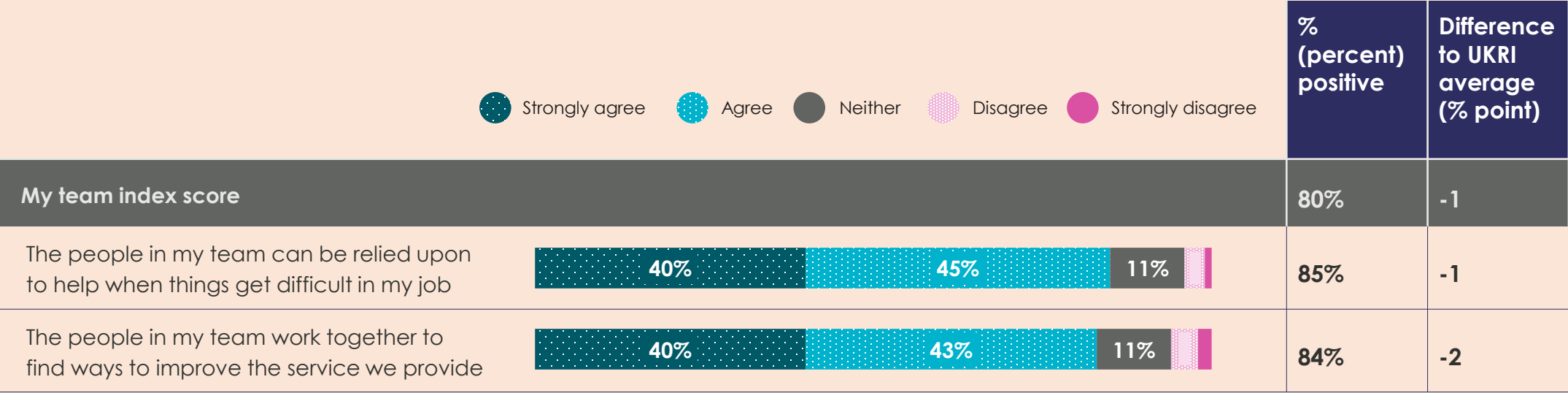
# Support for managers



**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.

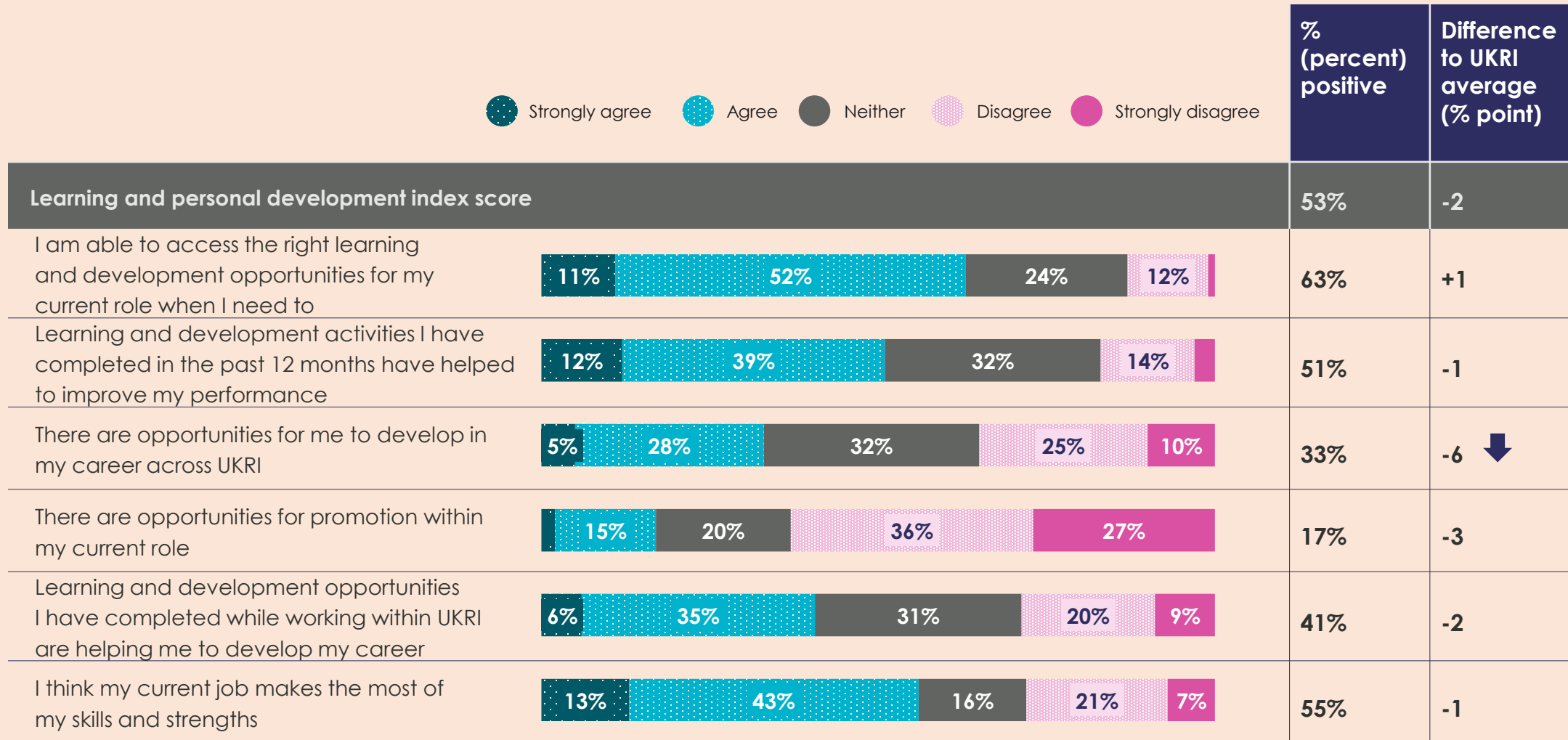


# My team



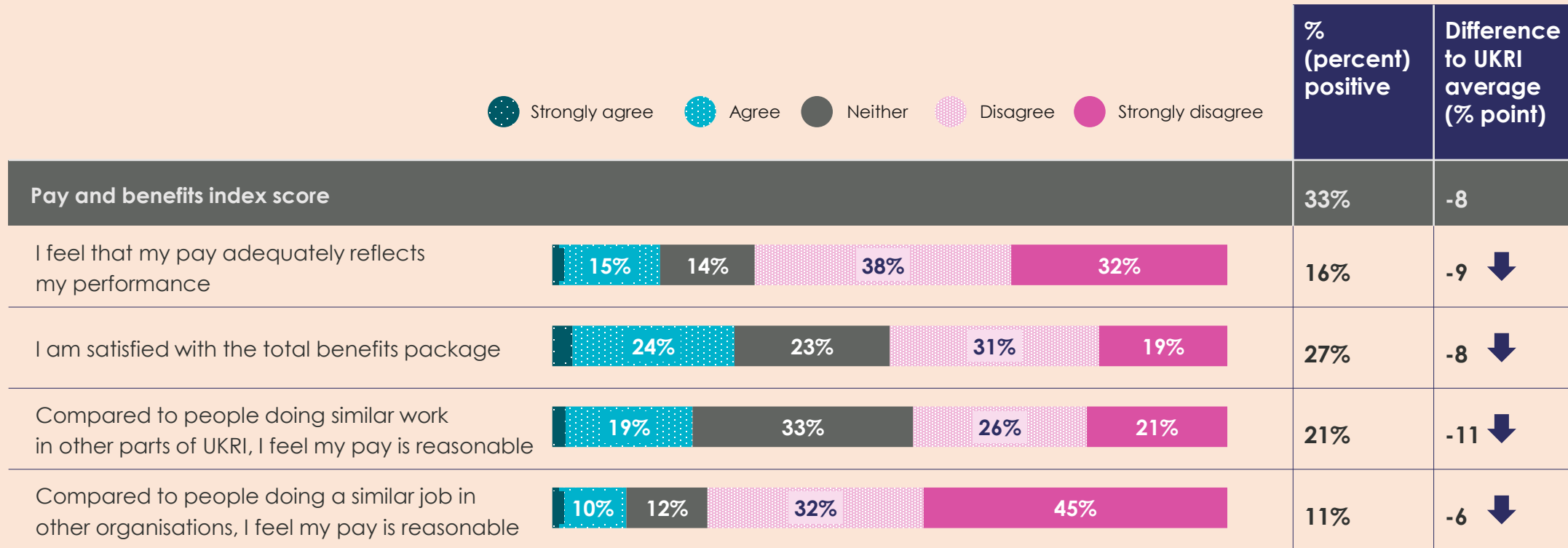
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# 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.

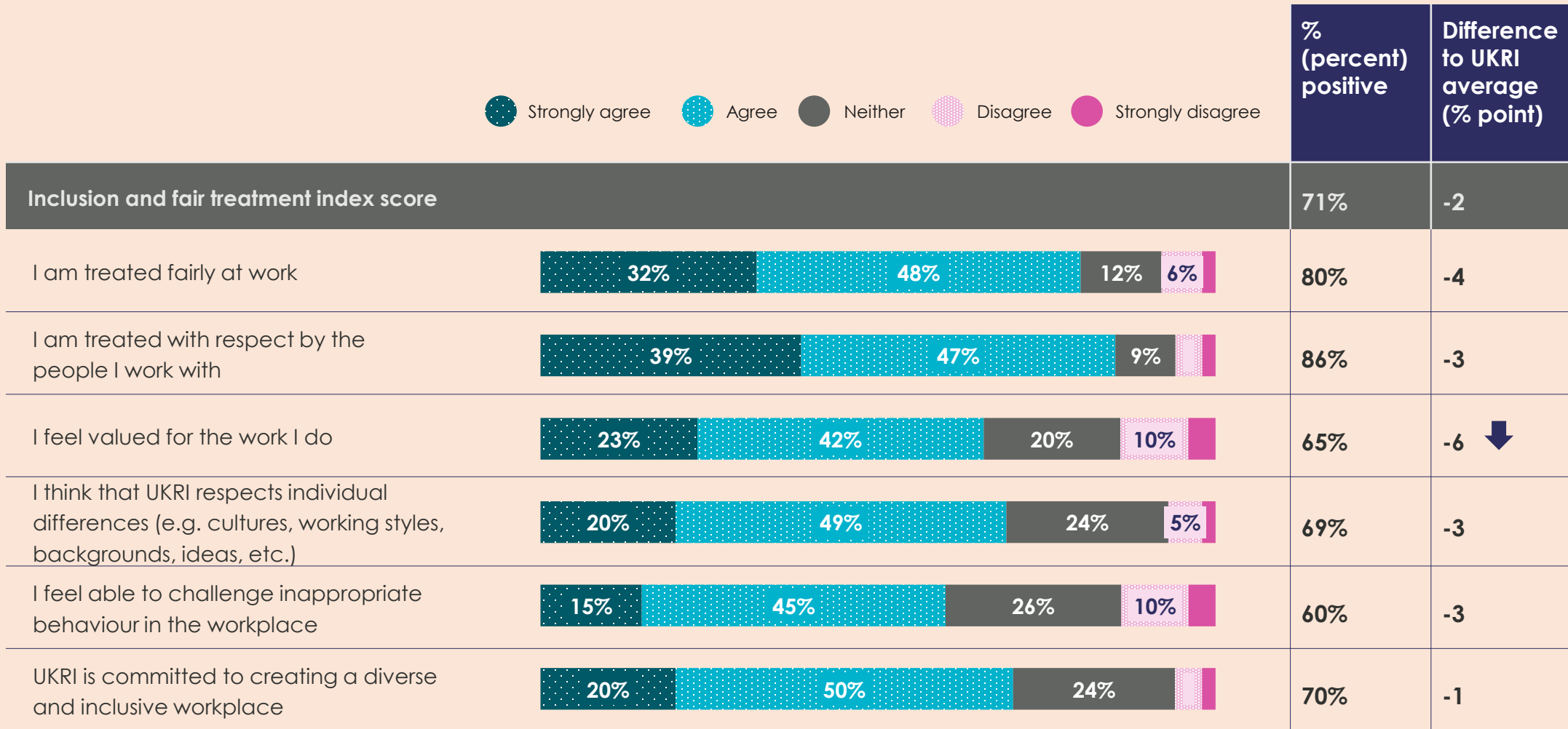
# Resources and workload

● 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 ↓

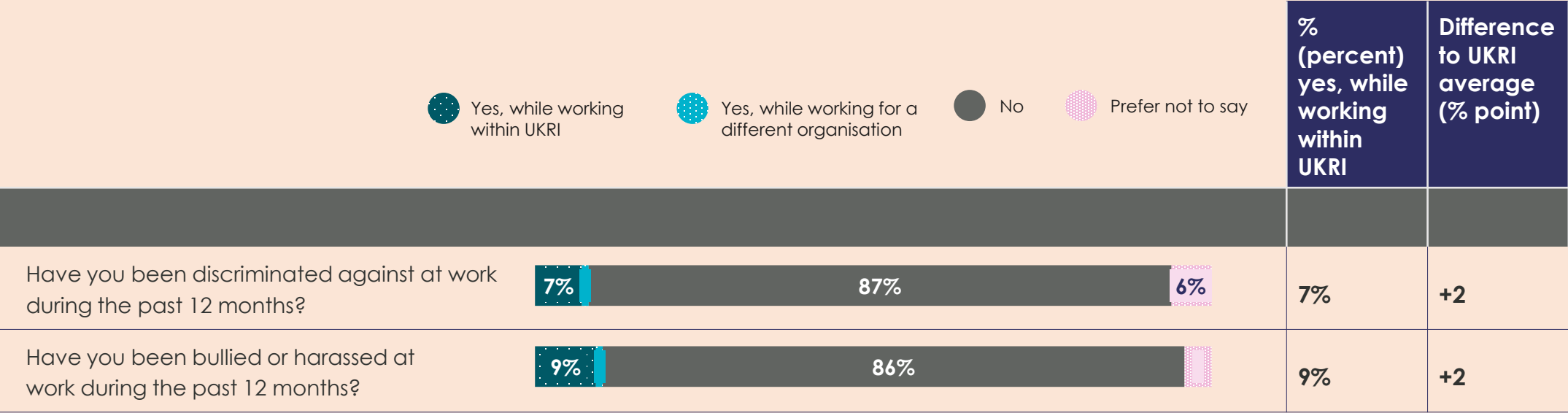
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Inclusion and fair treatment



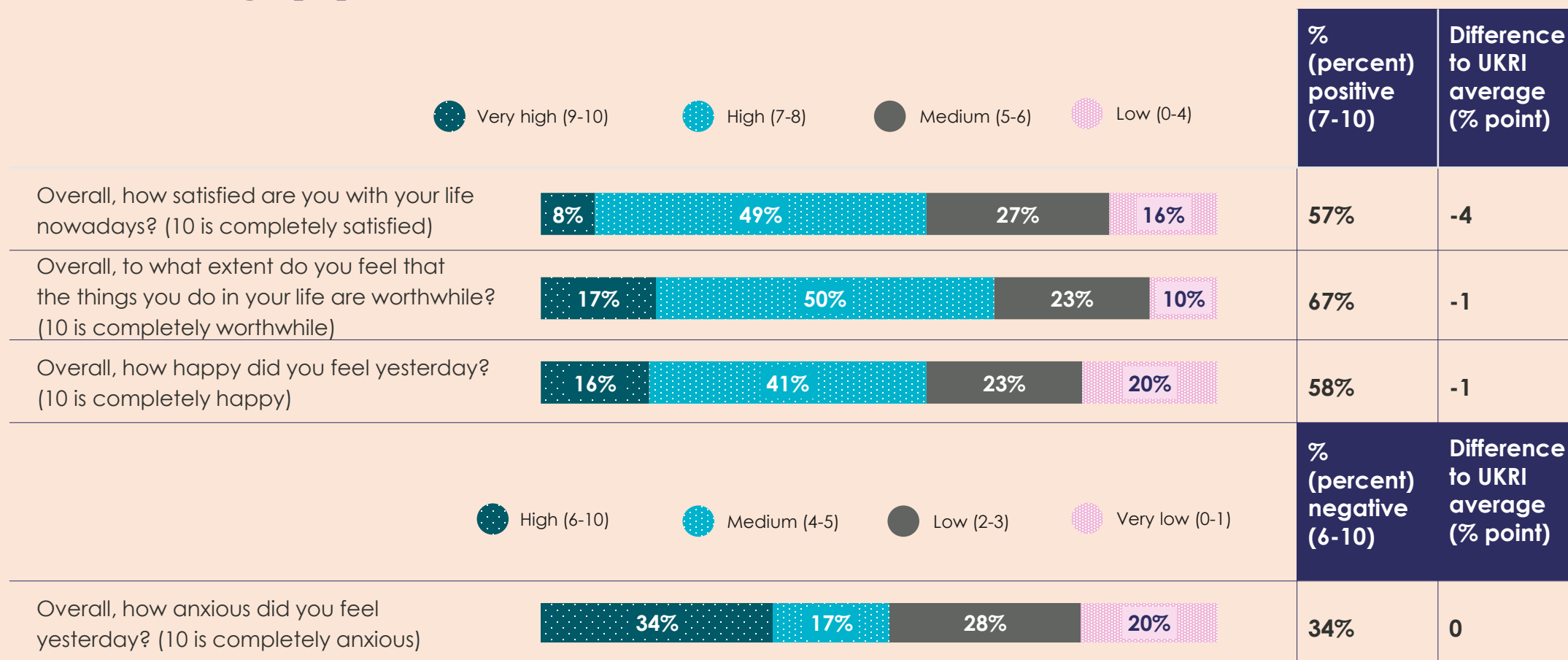
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# 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.

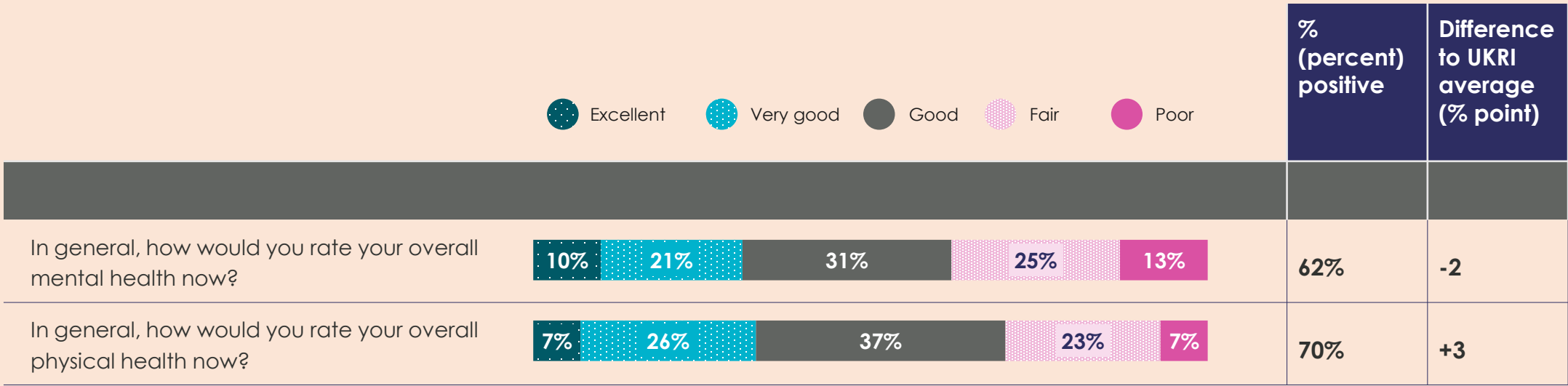
# Wellbeing (1)



**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.

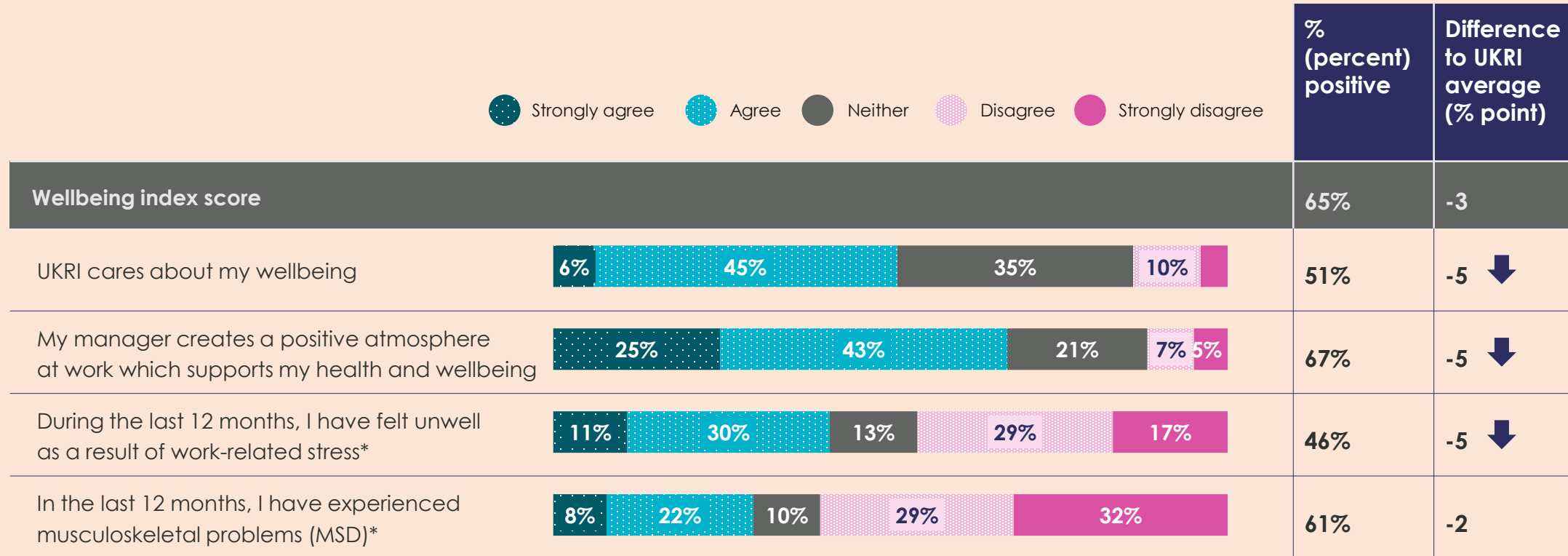


# Wellbeing (2)



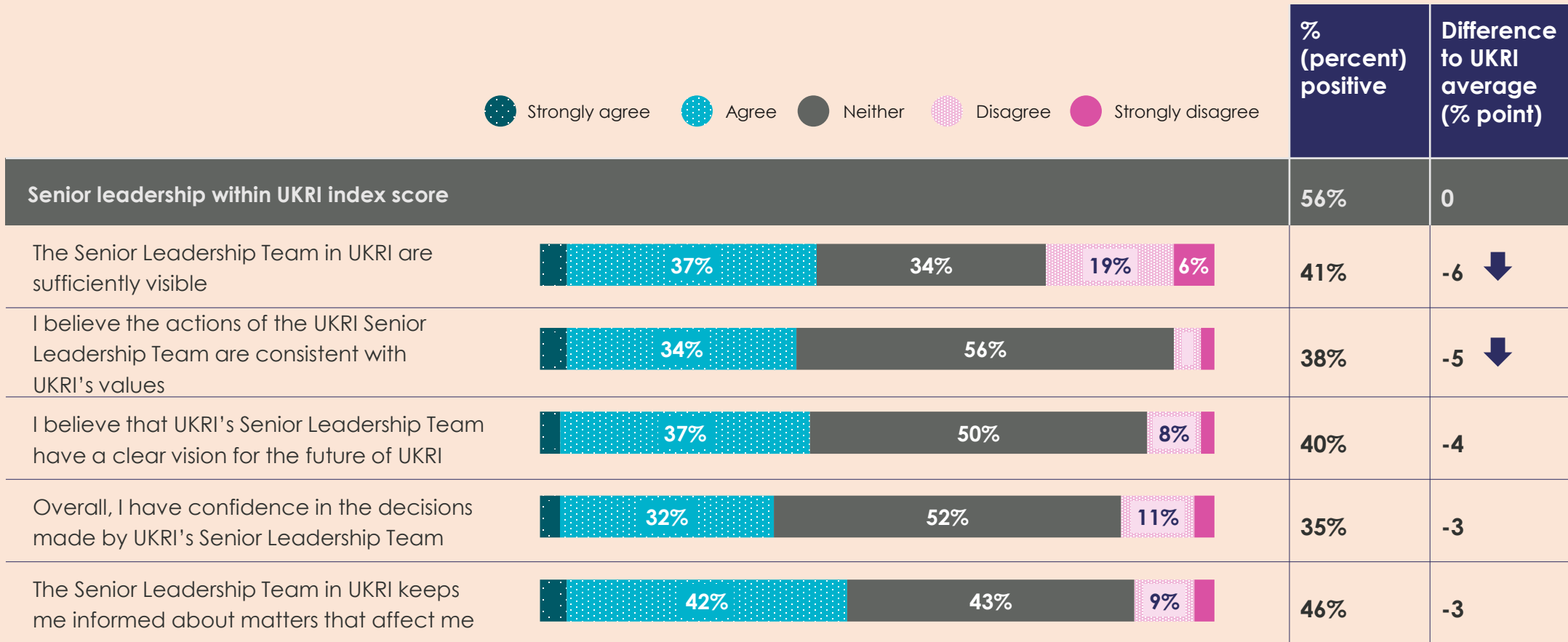
**Base:** All respondents, excluding prefer not to say. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Wellbeing (3)



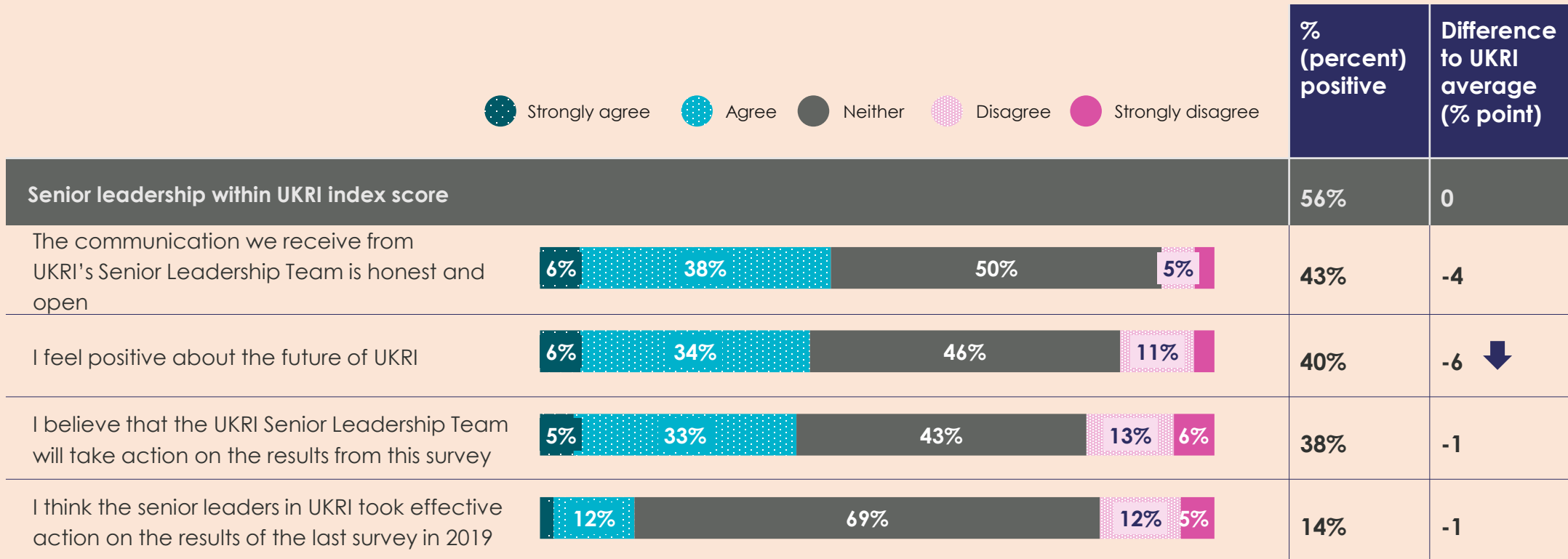
**Base:** All respondents (\*excluding prefer not to say). Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Senior leadership within UKRI (1)



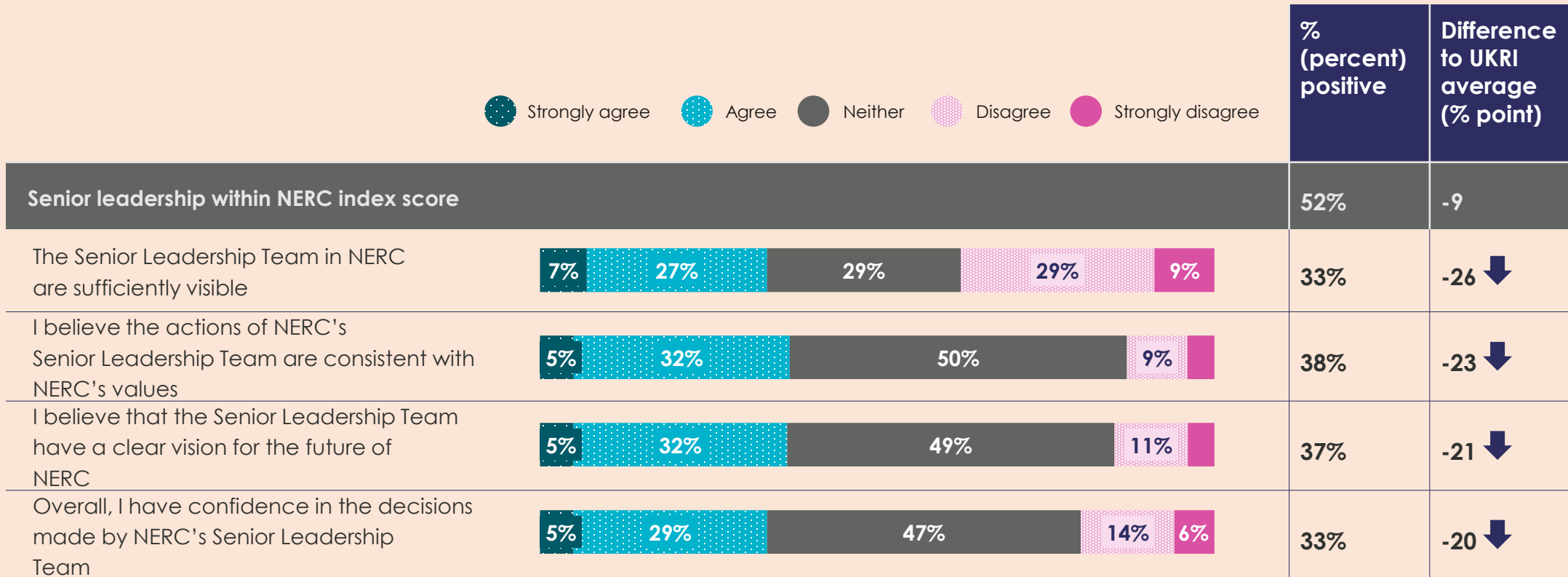
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

## 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 NERC (1)



**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.

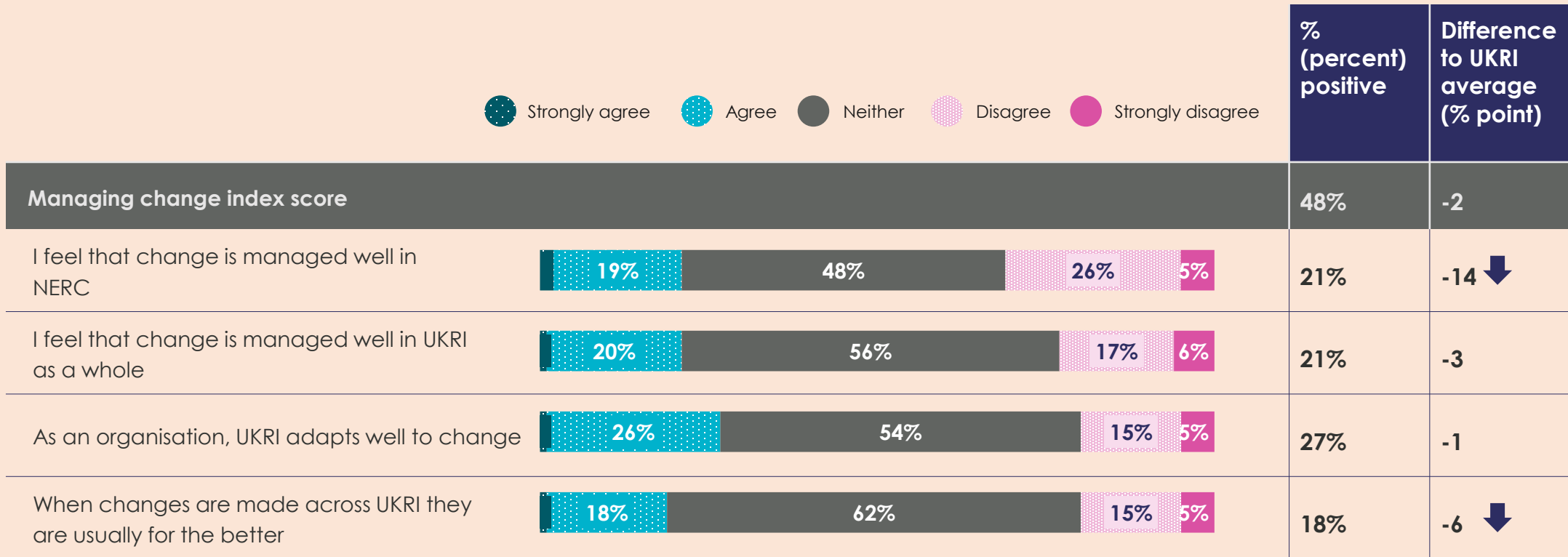
## Senior leadership within NERC (2)

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.

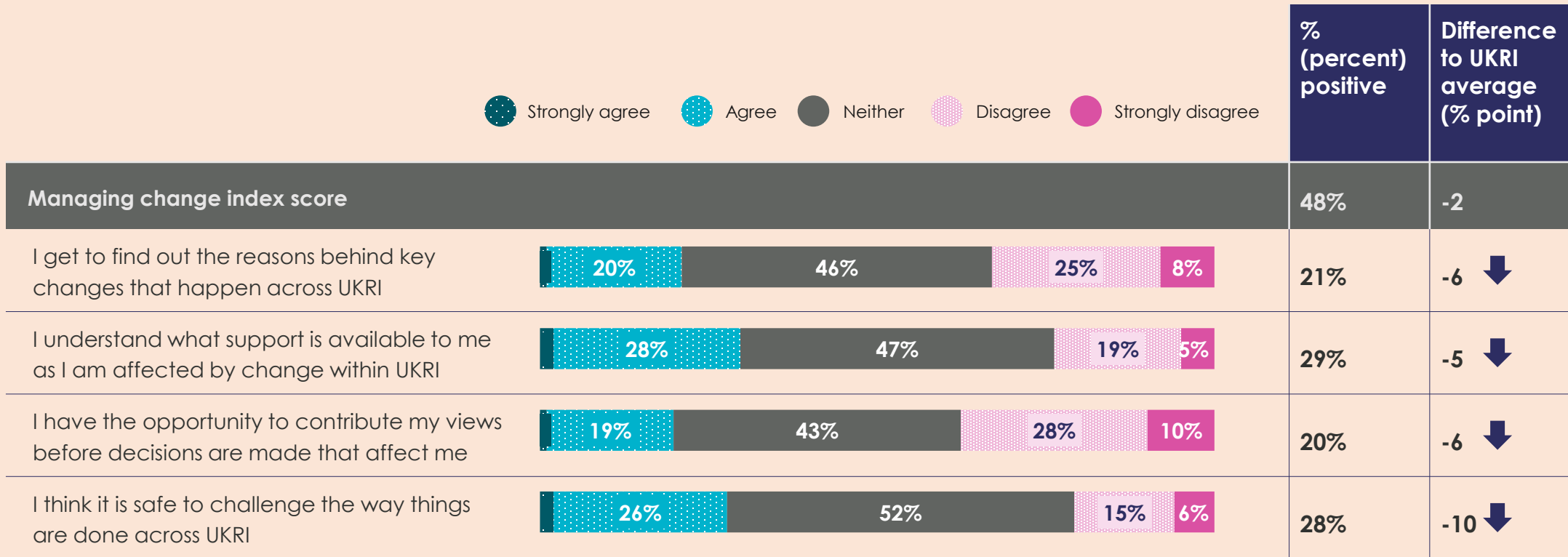
# Managing change (1)



**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.

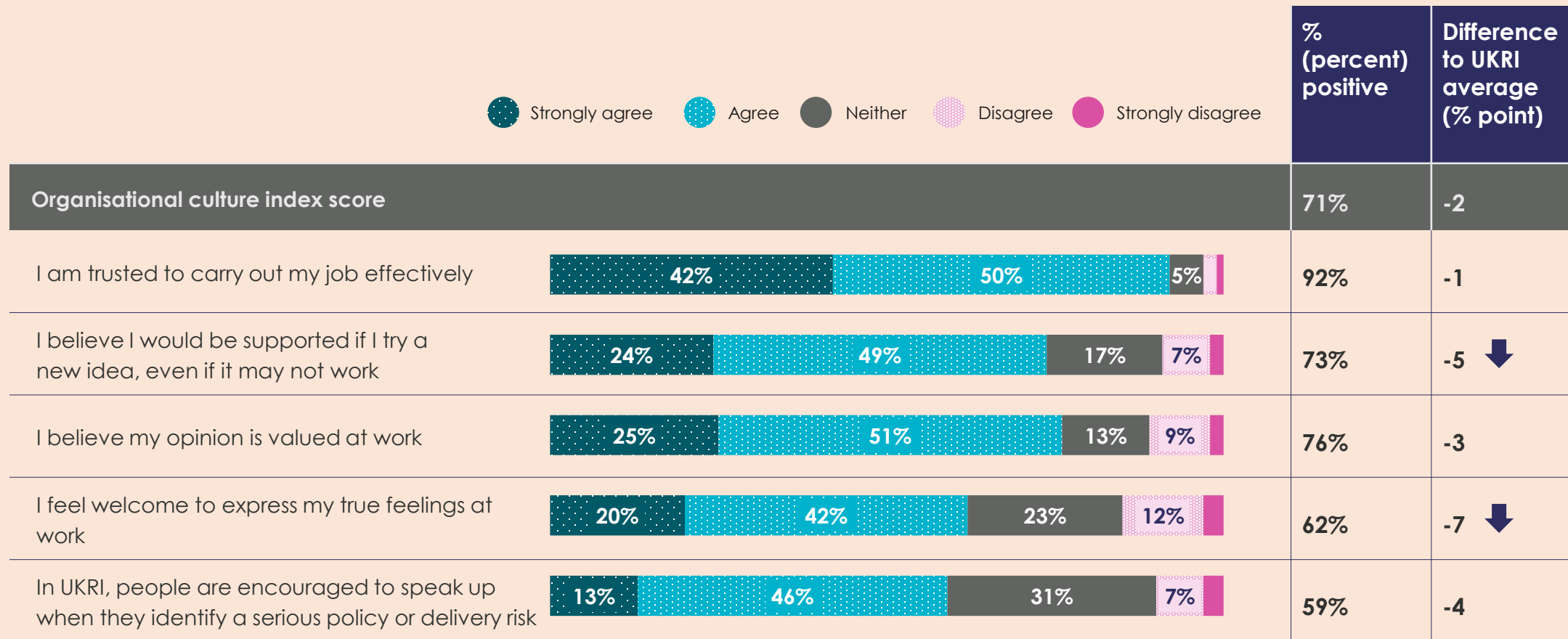


# Managing change (2)



**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	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



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