

Question and Answer Summary UKRI Wednesday Webinar 7 February		
#	Question	Answer
1	What is the latest update on SHARP and why was there no Show & Tell yesterday, even though it was listed on the Source?	live answered
2	Any news on the voluntary exit scheme please?	████████████████████ provided an update on this during the webinar on 24 January. You can watch the recording via the Wednesday Webinar recordings page on The Source - ████████████████████ ████████████████████
3	Just a comment - it's very offensive to staff to say Ottoline is at a more important thing - future leaders! What are UKRI staff?	
S	Can we please receive an update regarding the activity analysis. It would be useful if the team managing this could, at the very least, commit to publish something on the source that details the delivery plan for the work and the anticipated impacts of the analysis. Given the amount of time that staff across the organisation have put into completing this analysis, it should be swept under the rug.	live answered
5	Given the potential reduction in the change budget for 2024/25 can you advise if DSIT has been asked for additional funding and if so when we will know the outcome?	UKRI is working closely with DSIT and HM Treasury on setting OpEx and revised Change budgets for 24/25. The aim is to confirm and allocate budgets in March 24 before the start of the new financial year. We will be able to say more once the process has concluded.
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7	Can you please add the panel names to the chat at every webinar so if you miss the start you know who is there to answer questions?	Thank you this has been done. We tend to do it a bit later as if you join slightly later you can't see previous chat items.
8	Will UKRI be developing a business case for reimbursing staff for covid vaccinations once these are privately available in the UK later this year, as is currently the case with the flu jab?	Considerations will be made towards this in line with our current flu vaccination programme however there is no guarantee that Covid vaccinations will be made available via UKRI at this stage.

9	I put a STEM pay review in September and haven't heard anything back. When will I hear back about my pay case?	Please raise this with your HR Business Partner who can highlight you specific case.
10	In an enviroment where large parts of the organisation are facing headcount controls, why are so many of our posts going straight out to external advertismnt and not being advertised internally first?	
11	Where can we find information of the cleaning schedule of Polaris House, e.g how often touchpoints such as door/window handles, desktops and meeting room equipment etc are cleaned?	Please contact [REDACTED] for this information
12	Is it true that some STEM members of staff are allowed an RRA of up to £15,000 on top of their additional pay compared to non-STEM staff?	The application of the STEM payscales had the impact of removing many of the RRAs. All RRAs are awarded in line with the UKRI pay and reward policy which does not support RRAs of £15,000.
13	do you think that insect protein will gain wider acceptance and use (coming from someone who is quite happy to eat bugs!)	live answered
14	With the recent 2022 and 2023 pay adjustments and back pay - when will our pensions reflect the changes?	This has been completed. The 2024 Pension statements will reflect the increases in pay to accrued pensions.
15	When the details of the 2022 pay offer were published, i read them and, reluctantly, accepted my post was an S2 (and started applying for S1 posts). since then I have discovered a large number of posts classified as S1 that I would not have expected to have been based on that offer document, often inconcistently across departments. I have similarly seen a number of S1 job adverts in recent weeks that I simply do not understand how they have been classified that way. 1) Is anyone anctually checking that the classification of jobs we are advertising is correct and consistent 2) Was there/is there any effort being made to ensure consistency of classification across the organisation to prevent resentment between groups of staff (all I have seen so far is obscuring information to make it hader to see who is on which scale).	This is being kept under ongoing review as we are keen that consistency of classification is being applied.
16	How does the shift to a circular economy contribute to, or otherwise, enabling transformation?	live answered

22	What practical outcomes are you hoping for from Fix our Food and similar funding programmes?	The FixOurFood Project along with 15 other projects in the 'Transforming UK Food Systems SPF Programme' all aim to take a systems approach to transforming the current UK food system through placing healthy people and a healthy environment at its centre. At the end of this programme we envisage a suite of approaches and interventions at differing scales (local, regional and national) which will act as blueprints for policymakers and practitioners to enact in their local communities. Another outcome from this programme is the success, importance and showcasing of interdisciplinary working especially across the natural and social sciences - and the need for more working like this. We will also produce a range of outputs describing our findings and recommendations which will lead to the outcomes necessary to impact public and environmental health.
23	What are the next steps of this transformation of the food system that UKRI can/will be implementing over the next 5 years?	live answered
24	Is it possible to get [REDACTED]'s slides	The slides will be published on The Source following the webinar
25	when will the activity analysis take away some of the extra work I am doing?	
26	<p>Sometimes approaching your line manager or local HR business partner is not appropriate. For example if staff want to understand more what is happening in terms of actions with respect to central functions (UKRI EDI strategy, people survey, activity survey etc).</p> <p>Due to the extremely slow turnaround to answering questions that arent addressed live in the webinar, is there a single point of contact to ask question within UKRI? Previously there was a [REDACTED] address, however this not advertised anymore. I have just searched on the source and there are only 2 articles (old) that reference this email address.</p>	<p>We would always recommend directing your question to the area with the most expertise to answer your query. If you are unsure how to contact those people then please raise the request via [REDACTED] and we can direct it to the correct place.</p>
27	For [REDACTED] - how close are we to transforming the UK food system and what else could UKRI do to support this effort?	We aren't close. But as [REDACTED] highlighted there are some examples where momentum is growing. UKRI can help by supporting innovation - to radical new practices - and then also in supporting the kinds of research that will help accelerate the diffusion of innovation so that it becomes the new system. Finally, all of this needs a significant shift to research about 'how' change can be supported. This will require much more agile, action-oriented forms of research. Hope that helps.

28	Are UKRI making any move on pay to cut the gap between STEM and non STEM staff. The pay tyou are talking about now will benefit both sets of staff. Does that mean they will always be paid more than us?	The STEM payscales have been put in place to reflect the market conditions for these roles. In order to increase the pay of roles out of scope of the STEM scales to match, we would need to make a business case to do so, based on evidence of market conditions. Currently the evidence would not support this.
29	Following up from the excellent news about association with Horizon Europe, have there been any discussions that you're aware of about association with Digital Europe, for example?	live answered
30	May I suggest having some presentations from various teams across UKRI rather than mainly scientific presentations as they may be welcomed by admin staff (as well as scientific staff) and will be more inclusive. Suggestions would be IT, HR, Welfare, Procurement, Finance, JSS etc.	We try and balance the webinar content, with scientific content that reflects on the work we do and the research and innovation that we fund, along with corporate information that informs on our ways of working and how we operate. This is based on feedback from colleagues who really welcome both aspects.
31	Will there be more Webinars to touch on People and Culture specifically. I feel more could be covered with org changes.	live answered
32	With the need to make UKRI carbon "net zero", and with sites like RAL being very rural, staff travel emmissions can't be ignored. Why does UKRI not have an EV Car Salary Sacrifice Scheme? There are lots of these around, and one even provided by the Crown Commercial Service for public sector workers, so there is really no reason why one should not be on offer.	Previous EV Green Car Scheme business cases have been submitted to HMT from BEIS (now DSIT) on behalf of its own staff and its Partner Organisations requesting approval to introduce such a scheme. HMT have rejected previous cases; however a resubmission is due to be made by DSIT on behalf of UKRI along with other Partner Organisation. Unfortunately UKRI are not in a position to implement such a scheme without external permissions which at this time have not been granted.
33	When will we hear more about the plans for competency based pay?	We are working hard to finalise the details of the framework and to do the modelling. There are still a number of stages in the process, including HMT approval and confirming UKRI affordability.
34	Any news on the Activity Analysis? I am still overworked and recieving below inflation pay rises. You said this would help?	live answered
35	can we have another staff questions only seminar soon please?	We are aiming to have a Q&A only webinar once a quarter.

36	How to we find the Horizon Europe contact points for UKRI?	Please consult https://www.gov.uk/business-finance-support/horizon-europe-funding#find-your-uk-national-contact-point-for-advice or contact either myself or ██████████ and we will direct you. Worth checking the Horizon Hub, too https://iuk.ktn-uk.org/programme/european/horizon-europe/#goto-news-and-events
37	Is it possible to give an indication how long the additional association to National Security topics might take?	
38	Quite rude to start the meeting saying Ottoline is at a "more important meeting", are we not important?	
39	When are staff going to find out about the outcome of last week's senior leads and the way forward for UKRI	
40	Is there a team leading on the coordination of the Increasing Participation work across all the work happening within UKRI?	live answered
41	How does the messaging surrounding increasing participation in HEu negatively/ positively impact the Horizon Europe guarantee grantholders?	live answered
41	How does the messaging surrounding increasing participation in HEu negatively/ positively impact the Horizon Europe guarantee grantholders?	Speaking to guarantee holders, we know that the news of association and the ongoing campaign to increase participation was received very positively and enables people to have conversations with their European counterparts on future proposals.
42	Question for UKRO: How can researchers go about participating in the programmes that are not covered by the UK's association to the Horizon Programme?	live answered

42	Question for UKRO: How can researchers go about participating in the programmes that are not covered by the UK's association to the Horizon Programme?	<p>The UK is considered a non-associated third country in all other EU programmes.</p> <p>This includes Erasmus+, Euratom, Digital Europe, the Single Market Programme, LIFE, Creative Europe, EU4Health, the Citizens, Equality, Rights and Values Programme, the European Defence Fund and many others. The full list of EU funding programmes is available here.</p> <p>UK organisations may participate in calls for proposals under these programmes only if the relevant programme's legal basis allows for this. The call documents will normally list the countries, which are eligible to participate in projects (and to receive funding).</p> <p>In most cases, under the so-called 'corporate approach' to managing EU programmes, organisations from third countries such as the UK can participate in EU projects as Associated Partners without receiving EU funding, which means they would need to cover their own costs.</p> <p>Furthermore, it is also normally possible for such organisations to participate as other types of third parties such as subcontractors,</p>
43	Could we please have an update on headcount targets?	
44	What are your views or thoughts on the current internal UKRI transformation program?	
45	I will not be eating animals of any sort.	No answer required
46	The regenerative model presented is focussed on agriculture and food. Is there a more general model that can be applied to the UK materials and manufacturing system as well?	<p>The regen concept is general. It's not just about food systems. There is work on regen economies, for example and there is growing interest in 'rege business'. While I'm not aware of its direct application to things like manufacturing, there is no reason why that could not be explored.</p>

55	<p>NHS figures showed record hospital levels of admissions for malnutrition, including 149% rise in iron deficiency and 200% rise in B vitamins depletion. The government revealed that meat consumption is at a record low. Meat has a positive impact on health, so how do you balance this?</p>	<p>Everyone interacts with the food system three times a day. However, how they do this is due to a varying range of factors including the ethical morals they hold, their environmental footprint, their social and financial situations as well as their own personal preferences. It is important to understand the relationships between the costs and benefits of the food system through differing perspectives to ensure fairness and transparency - especially in public communications. Research in our programme is considering nutritional content and bioavailability and there are some nutritional challenges associated with people significantly changing their diets, including the micronutrient deficiencies you highlight. An advantage of the interdisciplinary projects looking at both supply and demand and human and environmental health, allows us to navigate the challenges of reducing animal product intake for environmental reasons whilst also ensuring the nutritional needs for human health are maintained. The work being undertaken in programmes such as 'Transforming UK Food Systems' and 'Transforming Food Production Challenge' is aiming to address these nuances and provide evidence for future policy decision making.</p>
56	<p>How will the cost of the new 'S' band salaries impact 24/25 budgets?</p>	
57	<p>Is there a new launch date for SHARP yet?</p>	
58	<p>When will something happen [REDACTED]? When will this help please? Not seeing results but help in workloads?</p>	
59	<p>As budgets are more than stretched, what messages are being given to senior managers in Councils to have less face to face board/panel meetings. Virtual meeting save so much money (no T&S, venue costs, travel sometimes international etc)</p>	
60	<p>PLEASE FLAG SHOW AND TELL DID HAPPEN</p>	<p>This was done during the webinar</p>
61	<p>What externally delivered assurance processes are being used on SHARP?</p>	
62	<p>[REDACTED]</p>	
63	<p>As SHARP has been delayed, does that mean there is scope to bring things into the system that were excluded due to timeframes previously?</p>	

CF24JAN19	Could Andrew please expand on the relationship between UKRI Board and DSIT- how are strategic priorities discussed and aligned?	
CF24JAN20	Andrew-what do you think shows UKRI is being successful, compared to what would have happened anyway if Research Councils, Research England, and Innovate UK hadn't been brought together? Which is clear and unambiguous.	
CF24JAN21	Are those guidelines Sir Andrew Mackenzie mentioned publically available somewhere?	
CF24JAN22	For Andrew: In terms of what its staff do, UKRI is effectivly an organisation of two halves - one that hands out funding and one that runs research faciltiites and undertakes research. In your view, do these halves sit comfortably together.	
CF24JAN23	How does the Board view the current pace of change within UKRI, and does it have confidence that we have the capability to make necessary changes?	
CF24JAN24	Pleased to hear that UKRI is considering long-term thinking in its engagement with Go-Science. But with the looming general election will UKRI be forced to respond to short-term thinking and the political expediency that arises from current politics?	
CF24JAN25	Sir Andrew, what does the recent discovery of liquid hydrocarbons made on one of Saturns Moons Titan mean for us on Earth? As the oil reserves surpasses our reserves on Earth. Does this change the idea of fossil fuels from being finite resource to a "renewable"?	
CF24JAN28	You said 'Shell has a big budget for research into alternatives'. What's the size of this in comparison to its fossil fuel budget?	
CF24JAN29	Andrew - you mentioned the board's discussions of the challenges for the future for the sector and for UKRI. In your personal view, as Chair, how do you think UKRI can play to its strengths most effectively in responding to those	

	challenges, particularly in a shifting political and geopolitical environment? (Big question!)	
CF24JAN30	Since Andrew became chair of the board UKRI has spent 10's of millions on change projects but does not yet have an operating model in place - does this board think this is a failure?	
CF24JAN32	Andrew talks a lot about venture capital and innovation etc. I would be interested to hear what level of importance he puts on funding for the arts and humanities.	
CF24JAN33	How does he feel that staff have not had a pay rise above inflation for years, do not have enough staff to the job and have indicated year on year that they are stressed because of this. How can he help?	
CF24JAN34	I feel patronised that he is saying we should all be more productive. Quite insulting.	
CF24JAN35	will UKRI sign up to Stem Futures?	UKRI already supports the R&I community in this area through two main schemes: our Policy Fellowships and policy internships. UKRI staff working in the STEM space should consult the eligibility criteria for these schemes, and their HR team.
CF24JAN37	When will management stop saying that the new systems will make everything ok? We are told time and again that these systems will solve all our problems, talk to ordinary staff as they do not believe you.	
CF24JAN39	Does shell take any credit for your time in UKRI? If so how do they claim the benefit.	

CF24JAN40	<p>Many thanks to Sir Andrew for a more detailed response on his views regarding the UKRI and Shell chairmanships and the perceived conflict of interest. As my submitted question was not selected, I'd like to re-post this in the chat as I know that myself and others are very keen for a response from Sir Andrew.</p> <p>Many people within BAS are potentially unaware of Sir Andrew's commercial position as chair of Shell. This fact was met with some consternation by BAS climate scientists when Sir Andrew received a tour of Rothera Research Station last year and since then, more questions have been raised by BAS staff. Sir Andrew's office was extended an invitation to visit BAS Cambridge, and meet with a wider group of interested people to give his personal view on the ostensible conflict of interest and discuss the levels of scrutiny and transparency this conflict of interest is subject to. This invitation has been declined. Would Sir Andrew reconsider this stance?</p>	
CF24JAN41	Interested to hear Andrew's view on how important he feels wellbeing is at UKRI	
CF24JAN42	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
CF24JAN45	Meeting room bookings are broken in Swindon still. There are not enough of them. Can we have more please?	<p>Restack has created many new meeting spaces. Please make use of these for meetings and collaboration that do not need a physical room environment. We are still seeing lots of rooms booked and then not used. Please only book rooms when you know that they will be fully utilised. Please see the etiquette guide for more info</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>

CF24JAN63	For [REDACTED]: What one change to UKRI structures or ways of working would you make to further empower colleagues across UKRI.	
CF24JAN65	Procurement feels like a kafkaesque journey of mystery processes designed to prevent any spending. It can take months to procure basic things such as a report. It is wasting resources and causing distress, especially for junior staff who are trying to deliver benefit for the UK economy. Please can you survey the staff who end up actually having to use the system? Can you fix a standard process and stop people adding new processes?	
CF24JAN68	Glad you clarified on that one Andrew because I heard "I'm not a great believer in the risks of climate change." as well....	
CF24JAN69	How does the fear of failure link to the consequences of it?	Please provide more context to your question so we can direct it to the most appropriate person to answer it.
CF24JAN72	Whats the gender breakdown between stem and non stem staff?	
CF24JAN75	The implementation of the STEM pay award and categorisation is the worst implementation UKRI has done. It has been varied in its implementation. Does UKRI plan to do an assessment of whether staff feel the implementation has been fair and what the reason people think are for the feeling	We will continue to monitor pay rates based on evidence of benchmarking and recruitment and retentions issues. We will also continue to monitor in order to ensure that pay ranges are consistently applied to roles across UKRI.
CF24JAN76	[REDACTED] [REDACTED]	
CF24JAN77	Who is developing the SHARP system - in-house or an external company? Or both?	
CF24JAN78	When do you think TFS will actually be 'complete' i.e. with all of the functionality to make it do what we need?	
CF24JAN82	If the chair doesn't believe in climate change, where does that leave UKRI. Is his primary occupation hampering UKRI?	

CF24JAN83	[REDACTED]	
CF24JAN85	How does ARIA fit into the processes described?	
CF24JAN86	[REDACTED]	
CF24JAN87	what proportion of staff actually had any input in to the activity analysis??	
CF24JAN88	As UKRI Chair, do you believe that research into climate change projections and impact, such as that conducted by the British Antarctic Survey, should continue to be funded? How do you see big emitter companies such as Shell contributing to the vision, held by UKRI and the UK Government, of reaching Net Zero by 2050? Regarding your joint appointment, how do you envisage the fossil fuel industry working with government-led research and innovation?	

CF24JAN89	<p>Many people within BAS are potentially unaware of Sir Andrew's commercial position as chair of Shell. This fact was met with some consternation by BAS climate scientists when Sir Andrew received a tour of Rothera Research Station last year and since then, more questions have been raised by BAS staff. Sir Andrew's office was extended an invitation to visit BAS Cambridge, and meet with a wider group of interested people to give his personal view on the ostensible conflict of interest and discuss the levels of scrutiny and transparency this conflict of interest is subject to. This invitation has been declined. Would Sir Andrew reconsider this stance?</p>	
CF24JAN90	<p>To what extent does he use the findings of UKRI funded science on climate change in his other roles – specifically with Shell?</p>	
CF24JAN91	<p>In UKRI's own words, "For more than 50 years, UKRI, its councils and predecessors have worked to understand, tackle and mitigate the effects of climate change, and embed evidence in decision making and climate policy." The majority of scientists agree that we must rapidly transition away from oil and gas extraction if we are going to have any chance of avoiding catastrophic climate breakdown. As Chair of UKRI, how do you square this with your actions as Chair of Shell in pushing ahead with new fossil fuel extraction projects</p>	
CF24JAN92	<p>"Given your (Andrew Mackenzie's) position on the board of directors of Shell and illustrious career spanning over 30 years in the oil and gas, petrochemicals, and minerals industries. Do you believe your recent appointment as the chair of UK Research and Innovation (UKRI) aligns with the values and goals of UKRI funded organizations and researchers whose work clearly and unambiguously shows that the world must cease fossil fuel exploitation? How do you respond to concerns from those who have committed their lives and careers to understanding and protecting our planet who question the appropriateness of your appointment?"</p>	

CF24JAN94	I am aware that RRAs in some departments across the civil service have been increased – what is UKRI doing about increasing specialist/RRA allowances for those receiving them? As mentioned in a previous question I sent, this is one of the things missing from the pay award document.	
CF10JAN12	Does it remain the case that we advertise internally first in order to provide career progression opportunities to our staff? If so, why are so many of our technical Band E roles going straight to external advertisement at the moment?	
CF10JAN26	When will UKRI Senior Management start supporting line managers by abandoning the practice of leaving every decision to the discretion of the line manager and establish proper guidelines on e.g. attendance at the office?	
CF10JAN31	In the light of the Post Office Horizon system scandal, has UKRI, its 9 councils and/or their centre/surveys ever awarded contracts to Fujitsu (the company responsible for Horizon)?	No, we do not.
CF10JAN33	Is there an area on the source or elsewhere where people looking to find a jobshare partner could connect?	
CF10JAN35	Why were Innovate UK colleagues not included in the activity analysis?	
CF10JAN37	Is the new finance system going live at the 1st April given that UAT hasn't started yet?	
CF10JAN41	How can they be replaced with a recruitment freeze?	

CF10JAN44	<p>why am I being forced into the office more than colleagues doing the same job? TPlease do not ask me to talk to local HR as they keep saying it is up to local mangement. My question is why is this not consistant?</p>	<p>UKRI is continuing with hybrid working. This means many of us will work partly from UKRI locations and part of the time remotely. The degree to which we can do this will vary depending on the business needs of Councils, our roles and activities and the unique requirements of our respective teams. This means hybrid working will often look different across different parts of UKRI. STFC have set a general target of 60% on site attendance per week for all their staff, where practical. However, as with the rest of UKRI, STFC's approach at a local level will be guided by local leadership and there will therefore be circumstances where some staff may be required to work more than, or less than, the 60% target, dependent on the particular business needs of the role and team.</p> <p>If you have concerns about your own working patterns, please discuss with your line manager in the first instance and also your HR Advisor to discuss your options. This may include a formal flexible working request.</p>
CF10JAN47	<p>This year, can we get a bit more details on the Change programme, ie real actions and what is going to happen, and not just lots of corporate jargon?</p>	
CF10JAN53	<p>Some people would prefer not to be advised by UKRI to do more to help the planet outside of work. We can see that when in work UKRI can advise this. UKRI comments on this would be good.</p>	
CF10JAN58	<p>Will there be opportunities for agency worker to transit from temporary employee to permanent role within UKRI and if so when will this changes take place as contract will be ending later this year</p>	
CF10JAN65	<p>An answer to a previous Weds webinar question said that in the new operating model more tasks carried out by pan-UKRI staff will be led from councils on behalf of the whole of UKRI. When will we understand more about what this means in practice (for teams and individuals) so we can support our teams through the quite significant uncertainty this sort of statement brings without understanding the detail underneath it?</p>	

CF10JAN68	Given [REDACTED]'s great example of job sharing, are there any plans in UKRI to develop job sharing guidance and support for finding job share partners?	
CF10JAN69	I am still waiting to hear back from my STEM pay appeal in STFC. When will I hear back?	
CF10JAN73	Who are the activity analysis workstream leads? Are they qualified on organisational design, or is there external expertise being brought in to help propose solutions based on what the activity analysis has shown?	
CF10JAN79	Will early exit have the same compensation as voluntary redundancy	
CF10JAN80	Is the recruitment chill being lifted this year (assuming we'll have met the relevant FTE targets)?	
CF10JAN82	Can you explain why quite a lot of contractors have had their contracts ended - many on 0 days notice on the last day before Christmas holidays due to budgetary concerns? A really poor way to have treated people at the worst time of the year for finding a new job?	
CF10JAN83	Where are we on our FTE target numbers? How many more roles need to go before the end of 24/25?	
CF10JAN85	Does that mean it is highly likely that we will have surplus people and need to reduce number via such means?	
CF10JAN88	How soon will the Voluntary Early Exit opportunity information be shared? i.e. 3 months? 6 months?	
CF10JAN95	When will the operating model be implemented? what is the timescale?	
CF10JAN96	When will the Activity Analysis get rid of some of my work, I have been working more than one job since a colleague left and I see no end in sight? And I am getting pay cuts if you include inflation?	
CF10JAN97	How is UKRI dealing with staff who have low motivation after the recent introduction of STEM pay bands?	

CF10JAN99	the implementation of the Resume for researchers and innovation seems to be increasingly accepted by applicants and assessors. However the community seems to struggle with it when its applied to team based grants. What are your thoughts on how well it works for collaborative teams	
CF10JAN100	Given that career development was highlighted as an area of concern in the staff survey, why do people who take up temporary opportunities (e.g. maternity cover) to work in a different area or a higher band have to risk their employment, i.e. can no longer return to their previous post? Although I appreciate no job is for life, those who have single salary incomes or caring responsibilities etc feel like they are able to take this risk - how does this fit in with our EDI principles?	
CF10JAN102	with regard to env sustainabaility please can you speak on our still funding in fossil fuels based research	
CF10JAN108	Thanks, [REDACTED], for clarity on redundancy, it would be great if surplus staffing in these areas can be reassigned to support programmes that are struggling with resource issues due to recruitment band which has led to excessive and extreme work loads for progamme leads.	
CF10JAN109	How are we ensuring that recruitment, particularly of senior leadership, results in a more diverse workforce and a better gender balance?	There are ongoing EDI initiatives to support diversity. Read more here: [REDACTED] [REDACTED]
CF10JAN112	Why do central UKRI roles keep being approved with no budget while Council facing roles are increasingly hard to recieve approval for exactly the same budget issues?	
CF10JAN127	How much extra money are the delays in SHARP costing us?	
CF10JAN130	If the processes won't change in line with SHARP, when will the harminsation take place?	
CF10JAN134	Why was TFS built when innovate has a Funding Platform do you see them merging	

CF10JAN135	Speaking as an Innovate person SHARP and joined up HR processes cannot come soon enough. Really looking forward to it.	
CF10JAN139	with regard to env sustainabaility please can you speak on our still funding in fossil fuels based research	
CF10JAN140	██ ██ ██ ██	
CF10JAN142	Not a Q but a thank you for making it clear UKRI will not be mandating office attendance - this is very welcome, and hybrid working remains a key benefit for continuing to work at UKRI for me.	
CF10JAN143	UKRI/the councils were a much nicer place to work at when we were in the office	
CF10JAN144	████ just said "drive our productivity" , are we not working hard enough?	
CF10JAN145	It was my and my teams understanding that the UKRI activity survery was only sent out to a small proportion of the organistion before Christmas. Can i confirm this is the case as we were informed by the PMO? The way it was decribed insinuated that the information would be informing decisions which is concerning if not shared widely across the organisation.	
CF13DEC10	Will Innovate UK colleagues be asked to complete Activity Analysis?	
CF13DEC13	Considering significant numbers of 'OpEx staff' did not participate in the Activity Mapping analysis, what faith can we have in the validity of this data for organisational design work? When will we start expecting each part of UKRI to share the impacts of our OpEx challenges fairly and more equally?	

CF15NOV62	<p>On the question about rumours....I hear information from 'people who know people in HR', and often regarding personal information about the senior leaders. Can the HR team be reminded that they are privy to confidential information and should treat the information accordingly. This is an ongoing issue, but the 'information' continues to leak.</p>	
CF1NOV16	<p>Notwithstanding the complexities of the middle east political situation, is UKRI going to educate staff that calling from a Palastine state from river to sea is actually calling for the destruction os Israel and Jews. Hamas in their foral charter have death of jews in their mandate. There is a difference between sympathy for the situation in Palastine and calling for the death of Jews. Jewish staff know this it is clear many colleagues do not.</p>	
CF1NOV42	<p>Great to hear that the issue is being investigated and appreciate this can be difficult. I'm concerned the SoSs letter or our response failed to express sadness at the loss of civilian life in Palestine and that should be addressed</p>	
CF1NOV52	<p>Are all people involved in EDI at the UKRI being monitored by the SOS? Or was it just by happen chance that the SOS became aware of this particular social media post that caused the response?</p>	
CF1NOV86	<p>Thank you for the clarification regarding the letter and the important evaluation of the EDI work and people. What we are still missing is a clear condemnation from UKRI of the Hamas terror attack in 7th of October, and the atrocities committed against civilians- torturing, raping, and killing more than 1,400 people and taking at least 239 hostages. This is not a political stand and has nothing to do with opinions regarding the Hamas/Israel war that followed it. It is an act of empathy for the victims and condemnation of any such actions.</p>	
CF1NOV87	<p>How many EDI panellists, and other panellists have already resigned as a result of the exchange between UKRI and DSIT (Donelan)?</p>	

	<p>[REDACTED]</p> <p>[REDACTED]</p>	
CF18OCT88	What is the current exit rate of UKRI staff?	
CF18OCT102	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
CF18OCT140	How will the Government Capability Review of the UKRI Communications function feed into the activity analysis and final organisational design?	
CF18OCT192	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	
CF18OCT223	I have already tried to reach out to colleagues performing similar functions in other Councils to share best practice, but the lack of accurate organograms makes it hard to identify who to contact. Could that be addressed?	
CF18OCT234	Are you going to address further the announcement from Jeremy Hunt RE reducing civil service headcount and how this relates to our roles? I know we're not technically "civil servants" but we seem to get lumped into that title when it suits them!	
CF4OCT13	Will there be something released on the Source soon about the carbon steering group? Not everyone knows their representative and there doesn't seem to be a list	
CF4OCT20	If government scraps the net-zero goals, will we need to scrap them as well?	
CF4OCT38	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	

CF4OCT53	I knew nothing about the chancellors talk - will you include details in the Comms that is sent out please?	
CF4OCT54	Given the announcement was on Civil service numbers, why do we beleive we are in scope - we are not civil servants.	
CF4OCT55	RE. [REDACTED]' answer to Chencellors speech at TP conference, didn't the chancellor also commit to no arbitrary headcount reductions in settling the industrial action in the civil service?	
CF4OCT56	The Chancellor also specifically mentioned reducing the number of roles in Diversity and Inclusion - what impact might this have?	
CF4OCT67	[REDACTED], are you aware staff on the ground are expected to deliver the same work with less staff? Burn out is widespread. Are you not getting this message from middle/senior leaders? People are leaving and not being replaced and those left to pick up these workloads are about to collapse. Its exacerbating EDI issues amongst workforce and seemingly giving licence for increased poor behaviour.	
CF4OCT103	[REDACTED] [REDACTED] [REDACTED]	
CF4OCT105	[REDACTED] [REDACTED] [REDACTED] [REDACTED]	
CF4OCT107	[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]	
CF4OCT109	What is TFS for those of us not familiar with it?	
CF4OCT111	[REDACTED] [REDACTED]	

CF20SEP56	<p>what comms/training are UKRI providing to reviewers on how to use the R4RI? There have been reviewers commenting that they just want to see people's publication list</p>	
CF20SEP60	<p>[REDACTED]</p>	
CF20SEP69	<p>[REDACTED]</p>	
CF20SEP84	<p>Are the effects of using narrative cvs on Ukri staff time/ processes etc being measured and evaluated?</p>	
CF20SEP85	<p>we have been made aware of some EDI concerns from early career researchers completing the R4RI. Individuals who are neurodiverse or do not have english as their first language may find the narrative CV approach very overwhelming. Providing templates and more detailed guidance could help with this - have you recieved similar feedback or do you have any comments on this?</p>	
CF20SEP86	<p>Could narrative CVs potentially be rolled out for UKRI staff recruitment?</p>	
CF20SEP89	<p>Really enjoyed the reflections on R4RI from outside UKRI, especially in the context of national inclusion week, as they seem to provide a more inclusive way of getting your expertise and skills across. Would internal UKRI recruitment consider trialling narrative CVs in a similar manner to Cambridge?</p>	
CF20SEP94	<p>Is there any difference between the way that neurodiverse people write R4RI vs non-neurodiverse people?</p>	

CF20SEP97	<p>If P.I.s find narrative CVs less than useful and you are challenging them by saying that it might be a problem with 'their' cultural norms - how about reverse that. Just maybe it's a problem with this whole initiative that is trying to change the whole culture of CVs - one that on the whole appears to work. You don't appear to question the intrinsic worth of starting this venture or how to measure its benefits (if any. Also please curb your epic use of you acronyms, NCV, R4RI, RRL, AGU, ARRCjust a tiny fraction new to me thrown up in 20minsmindblowing.</p>	
CF20SEP98	<p>Given the recent announcement by the Uk Gov about the lessening of the net zero plans will this impact UKRI in terms of our net zero commitments?</p>	
CF20SEP131	<p>We keep being told to come in the office to learn about TFS when this can be done online. With COVID rates increasing this is causing stress to many staff. Please can managers be reminded to think of individuals health?</p>	
CF6SEP9	<p>Why won't you share this data with the councils and the unions?</p>	
CF6SEP20	<p>Is the honda facility by swindon being used/involved in this study?</p>	
CF6SEP42	<p>You want to create a good experience for us, do you have any thoughts on what practical things you will do to help, underpaid, undervalued and desperate staff who can't pay their bills?</p>	
CF6SEP61	<p>How can IT help ESRC be fast and deliver their objectives securely?</p>	
CF6SEP75	<p>Can I ask [REDACTED], as a Social expert, do you think it is harmful that UKRI is treating staff so differently when they are doing the same job? Would in your opinion think this is bad for staff morale?</p>	
CF6SEP107	<p>Given dire and diminishing staff morale, combined with ever growing economic pressure, should we return to more frequent "pulse" surveys as we did during the pandemic, or is the outcome of that too obvious to make it worthwhile?</p>	

CF6SEP136	Why was the [REDACTED] allowed to work overseas for the whole of August when colleagues are not allowed to work a single day outside the UK?	
CF23AUG17	What will grant processing staff roles look like when TFS is established and less processing work is required? Please could someone let us know? Is this when UKRI will look at redundancies?	
CF23AUG23	[REDACTED]	
CF23AUG82	What is UKRI doing to tackle the rising number of bullying and harrassment incidences happening across the organisation and further the mismanagement of these cases by HR?	<p>Tackling bullying and harassment is a key part of our commitment to create a more inclusive organisation where everyone feels valued and respected. Through the Workforce EDI plan, we are delivering a cross-UKRI programme on anti-bullying, anti-harassment and anti-discrimination that addresses policy, process, data collection and reporting, and identifies metrics to measure change. More information on this is available on the dedicated source page:</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>Our EDI training curriculum includes anti-bullying and harassment training and active bystander training. These sessions aim to improve understanding of what constitutes bullying and what constitutes harassment, how to prevent it, and providing people with the confidence and skills to challenge inappropriate behaviours. We encourage colleagues to engage with these.</p> <p>The ABHD programme is also aligned with other activities such as our people standards, leadership development programmes and wellbeing plan that shapes culture and behaviours across UKRI</p>
CF26JUL106	Have anyone been made redundant recently in UKRI?	

CF12JUL10	Review promotion requires the applicant to prove that the work they are currently doing is effectively that of the band above. How is this commensurate with the legal requirement for equal pay for equal work? I believe this is the responsibility of the company, not the employees, and given the stresses involved in the UKRI promotion process, I know of several people who have actively chosen not to go through it, even though they are performing at the level of a higher band.	
CF12JUL19	██████ - isn't the recruitment freeze due to the reality of the FTE cap? The operating model is separate to the FTE Cap? An operating model that requires more FTE is unlikely to change the FTE cap.	
CF12JUL31	Innovate UK needs more business facing Innovation Leads and customer support teams. Without frontline staff we cannot identify the needs of business.	
	There seem to be more people in central UKRI than the whole of the frontline staff. How can that be justified?	
CF12JUL38	Whats all this talk of discretionary time? Could you define this or are you confusing it with people working above clocked hours?	
CF12JUL51	That's an insensitive message to people already in these 'science' roles (you're second-best, not that talented, but you were cheap)	
CF12JUL58	"Discretionary time" is just unpaid overtime. Overtime has to be pre-approved but this rarely comes into conversation with line managers, and sometimes it is can't be foreseen. What is being done to change this culture of unpaid work?	
CF12JUL65	if there is awareness of issues with resourcing/pressure on staff what are the measures being taken now to help staff? not clear to me what is being done now to deal with these but maybe i missed it from the answer.	

CF12JUL77	<p>Why is it that the organisation always asks for feedback on poor service, for example the recent message put out by [REDACTED] asking for evidence of poor service from HR, it would be nice to have also been asked to provide evidence of good service received instead of negativity which gives staff the impression the service from HR is not fit for purpose. When in fact it is usually isolated cases of negative people that tend to complain giving the impression things are not working!</p>	
CF28JUN41	<p>People are naturally worried about redundancies being an eventual outcome of the staff number reductions we're required to achieve. Has any consideration been given to options such as incentivised career break schemes (where staff are paid a modest sum to take a career break for a defined period) - this kind of thing can achieve significant salary bill (and other ancillary cost) savings, while reducing staff numbers for a defined period. Could something like this be considered within UKRI if we're required to reduce staff numbers further?</p>	
CF14JUN1	<p>Please can managers be asked not to put any more pressure on grant support staff where there are vacancies or sick leave? Staff are loyal and want to help cover work, but please give them an option of saying no, as many are quietly struggling and suffering with stress whilst covering other roles but feel they can't say no because there is no-one else to do the work.</p>	
CF14JUN17	<p>Would anyone like to comment on question CF19APR82, or is all the wellbeing talk, just talk?</p>	
CF14JUN49	<p>Saying it is a significant challenge doesn't say much. It will bring forward OPEX problems, so the government hasn't given UKRI anything but a problem.</p>	
CF14JUN63	<p>In [REDACTED]'s response at 10.49 does he mean this will not change our current position?</p>	
CF14JUN95	<p>This is absolutely fantastic!!Thank you for sharing. To encourage young children, would you consider GCSC aged young adults for school visits ?</p>	

CF14JUN141	Are we able to see figures on headcount and progress against our target?	
CF17MAY111	If parts of UKRI have a culture of bullying and harrasment as █████ has implied, will the senior staff responsible for those areas be held accountable?	
CF19APR65	IT will not save us from the cuts coming in OPEX, when will UKRI actually start helping people by reducing workload. My colleagues and I are sinking fast	
CF19APR72	When will the headcount caps for the coming year be confirmed?	
CF19APR76	How can we commit more resource to any team when we have to make a 17% reduction in staff costs?	
CF19APR82	From continuous webinars we keep being told that you know what the pressures are, the last survey had nearly half of staff are stressed, yet nothing changes, just told of the utopia of the future. Some of us will go under before now - help us please - do something!	
CF19APR93	when will the priorities happen as we are suffering now....not when you have thought about it more.....	
CF22MAR131	We are overworked now, how will losing more people help us, whether be natural wastage or redundancy? How much more do you want us to work with real term pay cuts?	
CF25JAN45	For █████ - what are your thoughts about extending some form of dual support to organisations such as IROs etc that are eligible for UKRI funding but if successful are funded at 80%FEC without the same opportunities through dual support to cover the remaining 20%?	
CF25JAN52	Question for █████ - how do you see Research England playing a role in enabling an inclusive and diverse R&I system? What non-funding levers could it use?	
CF25JAN56	Could █████ speak a little more about the advantages of bringing RE under the UKRI umbrella, and how we can ensure complementarity and coordination of our research priorities accordingly?	

CF25JAN61	Is there any interaction between RE and the catapults given that half of them appear to apply as universities into IUK programme? I can see some of them being quite interested in infrastructure funding.	
CF25JAN64	██████, capital equipment in Universities is often very poorly utilised. Is there a plan to address this?	
CF25JAN75	(Edited) Does most of the IP that UKRI create end up being owned by it as opposed to funding research that creates IP that ultimately gets snapped up by private commercial companies. How much of the Research and Innovation (IP) created by funding from the taxpayer ultimately feed into and goes towards increasing the Taxpayers equity on the Financial balance sheet?	
CF8FEB16	When are we going to have a consistent funding stream for TRL4-6 research at scale?	