

UKRI People Survey 2024: UKRI - International report

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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:

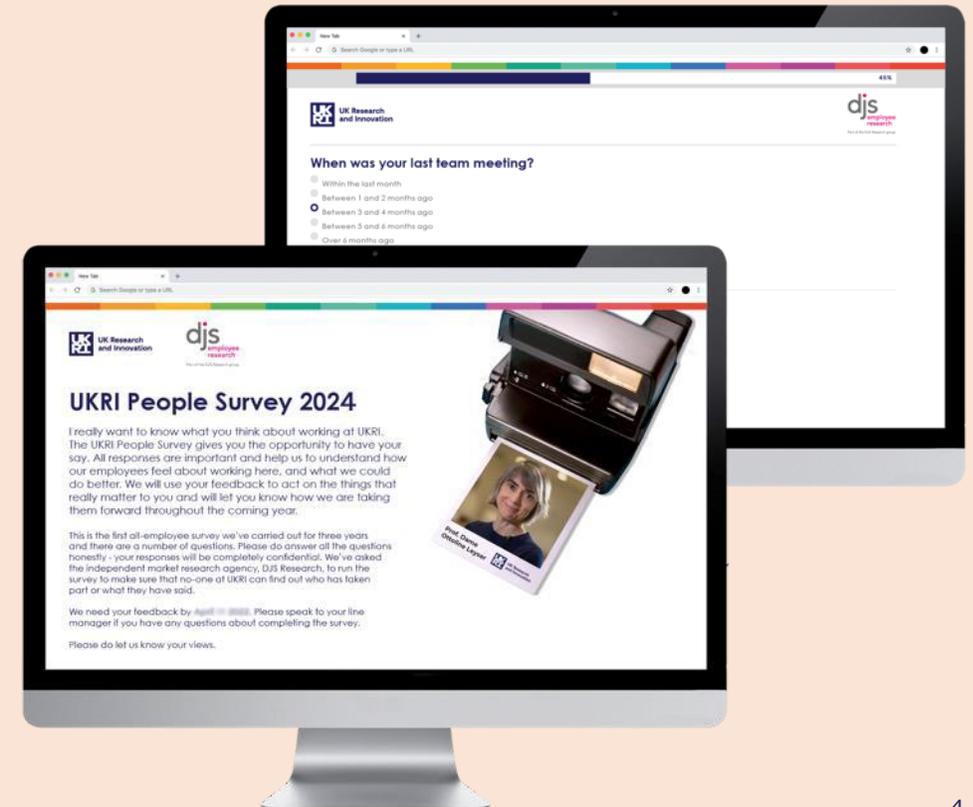
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **22 April** and **17 May 2024**.

This report provides a summary of the results for **UKRI - International**, 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
- Objectives and purpose
- Team working
- Pay and benefits
- Resources and workload
- Inclusion and fair treatment, discrimination, bullying and harassment
- Health, safety and 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 **fewer 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 65 Difference to UKRI +7	Engagement with UKRI - International 56 Difference to UKRI -10	My work 74 Difference to UKRI -1	Objectives and purpose 62 Difference to UKRI +1	My manager 79 Difference to UKRI +1
Support for managers 70 Difference to UKRI -3	My team 83 Difference to UKRI +3	Learning and personal development 56 Difference to UKRI -1	Pay and benefits 44 Difference to UKRI -2	Resources and workload 66 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 is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 is equivalent to all colleagues saying strongly disagree to all questions.

Average scores per survey theme (2)

Inclusion and fair treatment 72 Difference to UKRI -1	Health, safety and wellbeing 69 Difference to UKRI +2	Senior leadership within UKRI 61 Difference to UKRI +6	Senior leadership within UKRI - International 68 Difference to UKRI +8
Managing change 56 Difference to UKRI +2	Organisational culture 73 Difference to UKRI 0	Experienced discrimination 4% Difference to UKRI -2%	Experienced bullying or harassment 6% Difference to UKRI -1%

Please note, the figures for 'experienced discrimination' and 'experienced bullying or harassment' reflect the proportion of colleagues who *have* experienced these. As such, whereas a higher figure is positive for other theme scores, it's negative for these two.

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 is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 is equivalent to all colleagues saying strongly disagree to all questions.

Comparisons to the UKRI average

Response rate: 62%

No. of responses: 83 of 133

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
The Senior Leaders at UKRI keep me informed about issues that matter	71%	+25 ↑
UKRI motivates me to help it achieve its objectives	51%	+22 ↑
UKRI motivates me to help it achieve its objectives	51%	+22 ↑
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2023	53%	+22 ↑
I understand how my work contributes to UKRI's objectives	82%	+21 ↑

Note for interpretation

In the tables below, the right-hand column shows the percentage point difference between this part of the organisation and the whole of UKRI. The table on the left details those statements for which this part of the organisation compares most favourably to the organisation as a whole. The table on the right details those statements it compared least favourably.

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I am proud when I tell others I am part of [council/area]	43%	-31 ↓
I have a clear understanding of [council/area]'s objectives	43%	-25 ↓
I feel a strong personal attachment to [council/area]	29%	-24 ↓
I understand how my work contributes to [council/area]'s objectives	51%	-21 ↓
I would recommend [council/area] as a great place to work	55%	-15 ↓

Comparisons to the 2023 People Survey

Questions improved the most since 2023	% (percent) positive	Difference to 2023 (% point)
Learning and development activities I have completed in the past 12 months have helped to improve my performance	61%	+27 ↑
I feel positive about the future of UKRI	57%	+23 ↑
I would recommend UKRI as a great place to work	77%	+22 ↑
The Senior Leaders at UKRI keep me informed about issues that matter	71%	+22 ↑
I feel that my pay is fair for the work that I do	35%	+22 ↑

Questions deteriorated the most since 2023	% (percent) positive	Difference to 2023 (% point)
My manager motivates me	69%	-10 ↓
I receive regular constructive feedback on my performance	70%	-6 ↓
I think that my performance is evaluated fairly	78%	-5 ↓
My manager is considerate of my life outside work	89%	-5 ↓
There are opportunities for me to develop in my career across UKRI	43%	-4

Note for interpretation

In the tables above, the right-hand column shows the percentage point difference between the 2024 and 2023 People Surveys.

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	%(percent) positive (net agree)
My manager is open to my ideas	94%
I am interested in my work	92%
My manager recognises when I have done my job well	90%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	90%
The people in my team can be relied upon to help each other if we are under pressure	90%
I have the skills I need to do my job effectively	90%

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions 	%(percent) negative (net disagree)
There are opportunities for promotion within my current role	60%
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	58%
I feel that my pay is fair for the work that I do	46%
I feel that change is managed well in UKRI as a whole	41%
As an organisation, UKRI adapts well to change	41%

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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Engagement with UKRI index score*		65		+7 ↑	+6 / +6
I am proud when I tell others I am part of UKRI		77%	4%	+13 ↑	+9 / +8
I would recommend UKRI as a great place to work		77%	8%	+15 ↑	+22 / +12
I feel a strong personal attachment to UKRI		42%	19%	+9 ↑	-3 / +13
UKRI inspires me to do the best in my job		57%	16%	+17 ↑	+14 / +21

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 is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 is equivalent to all respondents saying strongly disagree to all four questions.

Engagement with UKRI - International

					% (percent) positive difference			
					% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
								
Engagement with UKRI Corporate Hub index score*					56		-10 ↓	
					43%	13%	-31 ↓	
I would recommend UKRI Corporate Hub as a great place to work					55%	19%	-15 ↓	
					29%	27%	-24 ↓	
UKRI Corporate Hub inspires me to do the best in my job					42%	19%	-14 ↓	
								

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

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 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? (coded themes from open text comments)

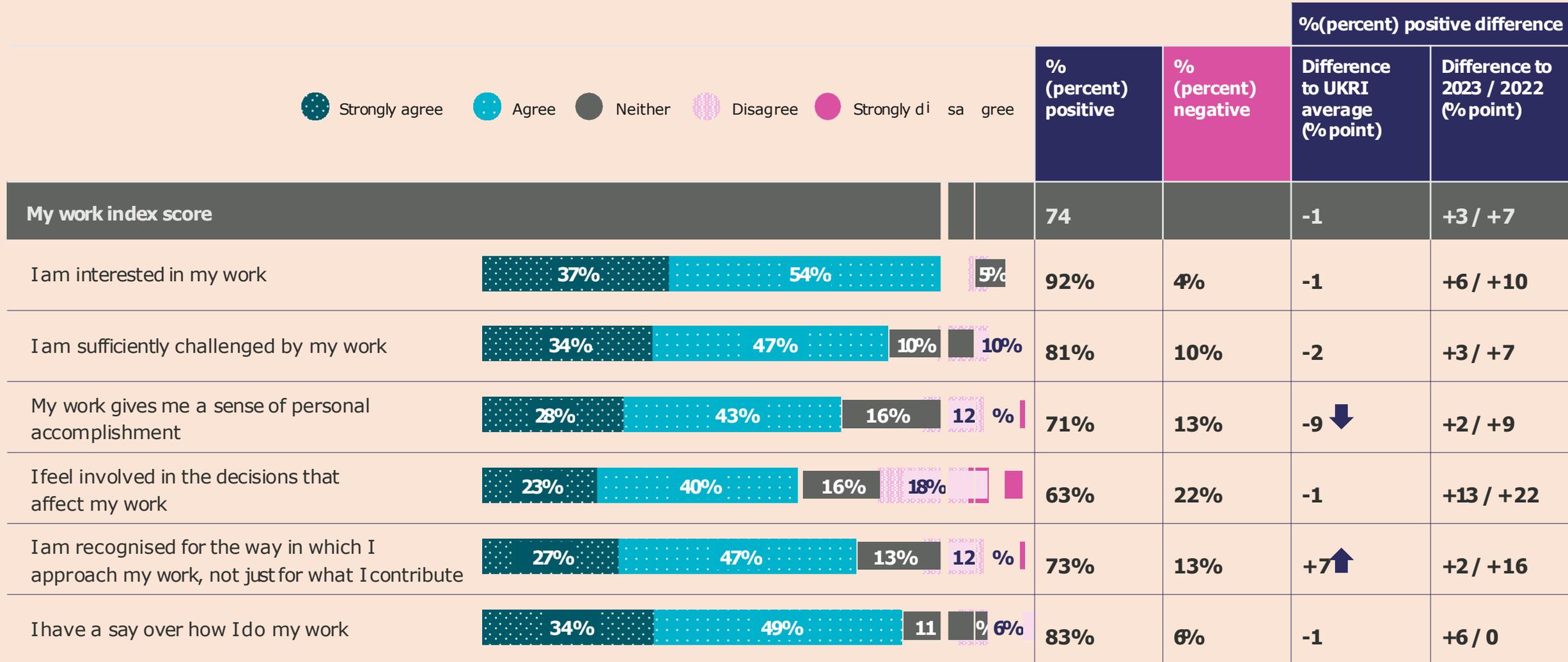


Base: All respondents. Only showing responses of 2% and above. 48% No comment.

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.

Objectives and purpose

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

						% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)		
Objectives and purpose index score		62		+1	+1 / +1		
I have a clear understanding of UKRI's objectives		75%	12%	+18 ↑	+6 / +3		
I understand how my work contributes to UKRI's objectives		82%	8%	+21 ↑	+20 / +10		
UKRI motivates me to help it achieve its objectives		51%	22%	+22 ↑	+21 / +26		
I have a clear understanding of UKRI Corporate Hub's objectives		43%	25%	-25 ↓			
I understand how my work contributes to UKRI Corporate Hub's objectives		51%	13%	-21 ↓			
UKRI Corporate Hub motivates me to help it achieve its objectives		36%	27%	-11 ↓			

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 (1)

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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
My manager index score		79		+1	+2 / +12
My manager motivates me		69%	11%	-7 ↓	-10 / +11
My manager is considerate of my life outside work		89%	6%	-1	-5 / +7
My manager is open to my ideas		94%	1%	+6 ↑	+1 / +7
My manager recognises when I have done my job well		90%	4%	+6 ↑	+1 / +22
I receive regular constructive feedback on my performance		70%	11%	+2	-6 / +17
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		90%	5%	-2	-2 / +2

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

My manager (2)

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
My manager index score		79		+1	+2 / +12
I think that my performance is evaluated fairly		78%	10%	0	-5 / +16
I trust my manager to deal with poor performance effectively		69%	8%	-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.

Performance management

● Weekly
 ● Monthly
 ● Quarterly
 ● Every 6 months
 ● Annually
 ● Never

		% (percent) at least monthly	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
In general, how often do you discuss the following with your manager?				
How well you're meeting your objectives		34%	-12 ↓	-9 / +4
Your development needs and career goals		30%	+3	+8 / +1
Your personal wellbeing and/or work-related stress		82%	+18 ↑	+6 / +25

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

						% (percent) positive difference	
				% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Support for managers index score				70		-3	0 / +10
I feel confident in supporting the health, safety and wellbeing of the people I manage		90%	2%	0	+3 / +12		
I feel confident in addressing poor performance in my team		67%	19%	-4	-1 / +20		
I receive, or have access to, the training I need in order to be an effective manager		69%	14%	-1	+4 / +22		
I am confident in how to manage and support my team through change		71%	19%	-7 ↓	-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.

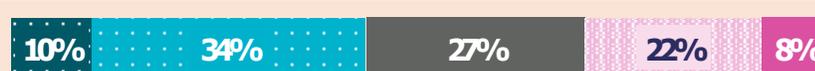
My team

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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
My team index score		83		+3	+2 / +5
The people in my team can be relied upon to help each other if we are under pressure		90%	4%	+1	+2 / +13
The people in my team work together to find ways to improve the quality of what we do		83%	4%	-3	-4 / +3
The people in my team work together to find ways to improve the efficiency of what we do		83%	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.

Learning and personal development

									% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Learning and personal development index score							56		-1	+4 / +7
I think my current job makes the most of my skills and strengths		69%	22%	+3	+15 / +16					
I am able to access the right learning and development opportunities for my current role when I need them		48%	22%	-14 ↓	+3 / +6					
Learning and development activities I have completed in the past 12 months have helped to improve my performance		61%	19%	+7 ↑	+27 / +24					
There are opportunities for me to develop in my career across UKRI		43%	30%	+3	-4 / +9					
There are opportunities for promotion within my current role		17%	60%	-7	-2 / -1					
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		61%	14%	+14 ↑	+14 / +25					

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

Pay and benefits

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Pay and benefits index score		44		-2	+10 / +2
I feel that my pay is fair for the work that I do		35%	46%	-2	+22 / -1
I am satisfied with the total benefits package		39%	36%	-7 ↓	+15 / +1
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		43%	36%	+5 ↑	+11 / +9
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		19%	58%	-2	+11 / -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

									% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Resources and workload index score							66		-1	+5 / +5
I can find the information I need to do		67%	13%	-1	+10 / +13					
Organisational processes support me to work efficiently		47%	30%	+8 ↑	+16 / +17					
I have clear work objectives		86%	2%	+6 ↑	+8 / +28					
I have the skills I need to do my job effectively		90%	5%	-1	0 / -3					
I have access to, or am able to access, the tools and equipment I need to do my job effectively		81%	6%	+3	+8 / +18					
I have a manageable workload		51%	35%	-7 ↓	+8 / -3					
I achieve a good balance between my work life and my private life		59%	27%	-8 ↓	+7 / -7					

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

Inclusion and fair treatment

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Inclusion and fair treatment index score		72		-1	+4 / +4
I am treated fairly at work		83%	2%	-1	0 / +6
I am treated with respect by the people I work with		87%	5%	-2	0 / -2
I feel valued for the work I do		73%	16%	+1	+8 / +16
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		76%	7%	+3	+7 / -1
I feel confident to challenge inappropriate behaviour in my workplace		58%	18%	-10	+13 / +10
UKRI is committed to creating a diverse and inclusive workplace		70%	7%	-1	+8 / +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.

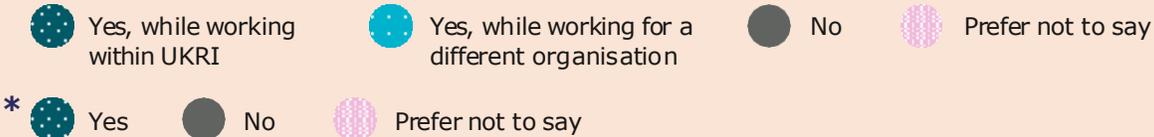
Discrimination and unfair treatment

 Yes, while working within UKRI
  Yes, while working for a different organisation
  No
  Prefer not to say

		%yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Have you been discriminated against at work during the past 12 months?		4%	-2	-5 / 0
Have you been treated unfairly at work during the past 12 months?		12%	+2	-6 / -

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

Bullying and harassment



			%yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Have you been bullied or harassed at work during the past 12 months?			6%	-1	-3 / -2
In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?*			17%	+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.

Health, safety and wellbeing (1)

						%(percent) positive difference	
		● Excellent ● Very good ● Good ● Fair ● Poor		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score				69		+2	+5 / +4
In general, how would you rate your overall mental health now?				63%	37%	0	+9 / +3
In general, how would you rate your overall physical health now?				67%	33%	0	+4 / +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.

Health, safety and wellbeing (2)

							% (percent) positive		% (percent) negative		% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)		
Health, safety and wellbeing index score							69		+2	+5 / +4		
UKRI cares about my wellbeing		57%	11%	+4	+3 / -4							
My manager creates a positive atmosphere at work which supports my health and wellbeing		80%	7%	+4	+3 / +17							
During the last 12 months, I have felt unwell as a result of work-related stress*		58%	34%	+7 	+17 / +13							
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)		70%	23%	0	+7 / +5							

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.

Health, safety and wellbeing (3)

In the previous question you said that you had felt unwell as a result of work-related stress in the last 12 months. Which, if any, of the following do you think is or was the cause of your work-related stress?



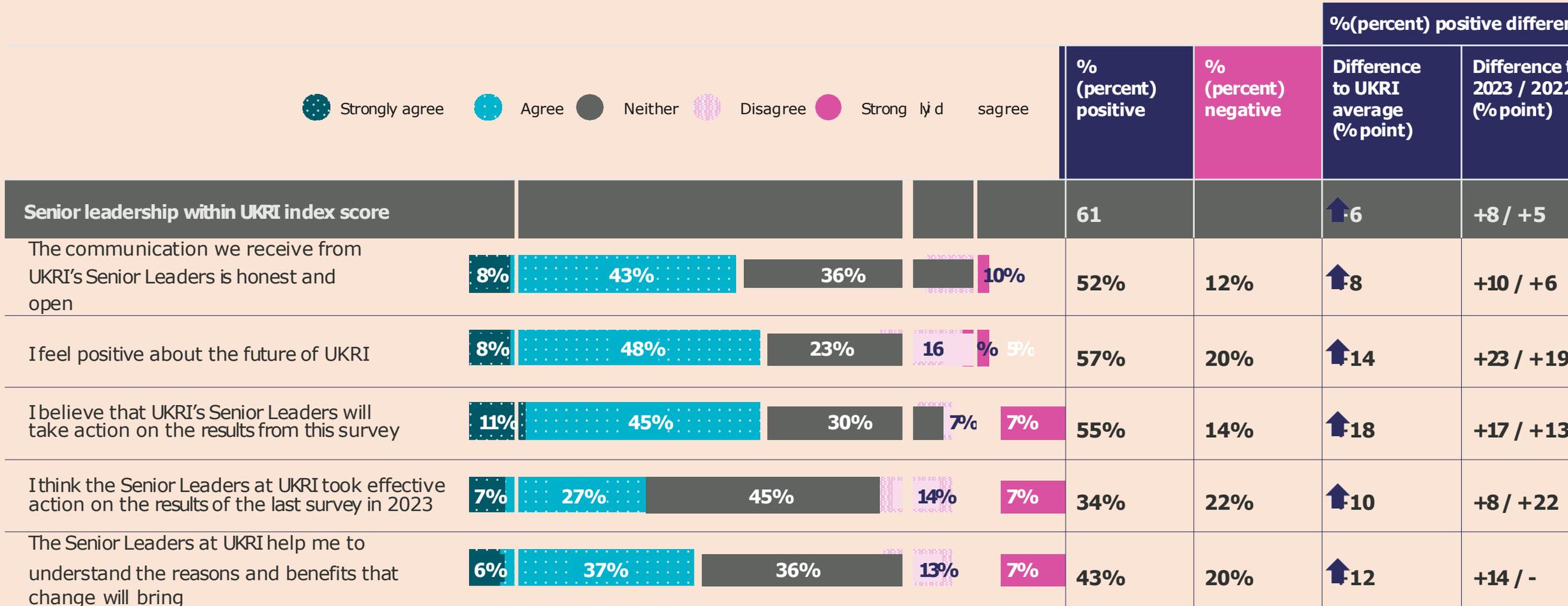
Base: All respondents who have felt unwell due to work-related stress. Only showing top 10 answers.
4% Other, 0% Don't know, 0% Prefer not to say.

Senior leadership within UKRI (1)

									% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within UKRI index score							61		+6 ↑	+8 / +5
The Senior Leaders at UKRI are sufficiently visible						64%	13%	+20 ↑	+14 / +8	
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values						54%	11%	+14 ↑	+19 / +10	
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI						59%	10%	+19 ↑	+11 / +10	
I have confidence in the decisions made by UKRI's Senior Leaders						51%	16%	+17 ↑	+17 / +13	
The Senior Leaders at UKRI keep me informed about issues that matter						71%	10%	+25 ↑	+22 / +30	

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)



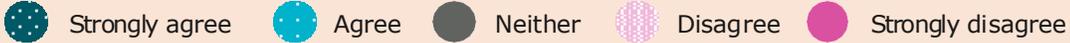
Base: All respondents. Note: data labels <5 percent not shown. Scores in the "difference" column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI Corporate Hub (1)

							% (percent) positive difference			
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within UKRI Corporate Hub index score							68		+8 ↑	
The Senior Leaders at UKRI Corporate Hub are sufficiently visible		75%	6%	+16 ↑						
I believe the actions of UKRI Corporate Hub's Senior Leaders are consistent with UKRI's / UKRI - International 's values		70%	6%	+14 ↑						
I believe that Senior Leaders have a clear vision for the future of UKRI Corporate Hub		61%	7%	+10 ↑						
I have confidence in the decisions made by UKRI Corporate Hub's Senior Leaders		57%	7%	+9 ↑						

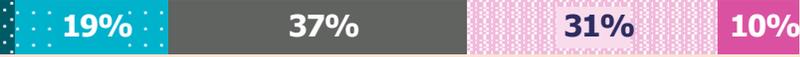
Base: All respondents. Note: data labels <5 percent not shown. Scores in the "difference" column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within UKRI Corporate Hub (2)

		%(percent) positive difference			
		%(percent) positive	%(percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Senior leadership within UKRI Corporate Hub index score		68		+8 ↑	
The Senior Leaders at UKRI Corporate Hub keep me informed about issues that matter		72%	2%	+19 ↑	
The communication we receive from UKRI Corporate Hub's Senior Leaders is honest and open		66%	2%	+15 ↑	
I believe that Senior Leaders at UKRI Corporate Hub will take action on the results from this survey		61%	6%	+17 ↑	
I think Senior Leaders at UKRI Corporate Hub took effective action on the results of the last survey in 2023		53%	8%	+22 ↑	
The Senior Leaders at UKRI Corporate Hub help me to understand the reasons and benefits that change will bring		55%	6%	+14 ↑	

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

Managing change (1)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Managing change index score		56		+2	+7 / +11
I feel that change is managed well in UKRI Corporate Hub		31%	22%	-3	+13 / +20
I feel that change is managed well in UKRI as a whole		22%	41%	-1	0 / +4
As an organisation, UKRI adapts well to change		24%	41%	-1	-1 / -9
When changes are made across UKRI they are usually for the better		39%	19%	+13 ↑	+8 / +16
I understand the benefits of organisational change		72%	7%	+9 ↑	
There is enough support to help me with organisational change		42%	25%	+6 ↑	+7 / +11

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)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Managing change index score		56		+2	+7 / +11
I know where to find out information about our organisational change programme		39%	20%	-1	
I have the opportunity to contribute my views before decisions are made that affect me		30%	30%	+4	+2 / +9
I would feel confident challenging the way things are done across UKRI		36%	22%	+7 ↑	+8 / 0
I feel I adapt well to changes in our ways of working		76%	4%	+7 ↑	
I feel ready to accept changes in our ways of working		71%	4%	+4	

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

Organisational culture (1)

		Legend					%(percent) positive difference			
		Strongly agree	Agree	Neither	Disagree	Strongly disagree	% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Organisational culture index score							73		0	+2 / +5
I am trusted to carry out my job effectively		89%	6%	-4	+1 / +1					
I am encouraged to try new ideas, even if they may not work		77%	10%	-1	+3 / +12					
I believe my opinion is valued at work		81%	2%	+1	+3 / +7					
I am comfortable expressing my true and honest feelings at work		72%	14%	+1	+14 / +15					

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 (2)

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Organisational culture index score		73		0	+2 / +5
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		77%	6%	+15 ↑	+18 / +21
I can make mistakes at work and learn from them without them being held against me		67%	10%	-4	
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues		75%	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.

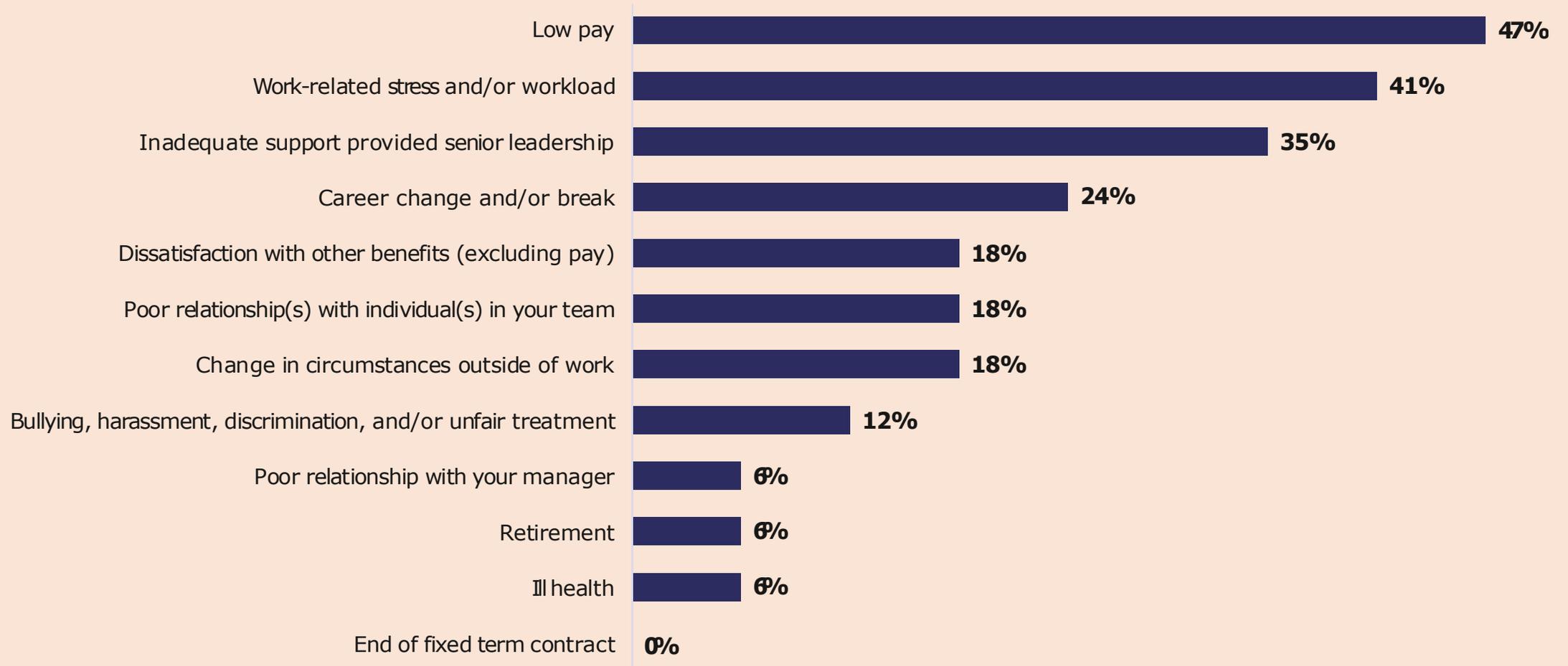
Your plans for the future (1)

		% (percent) positive difference		
		% (percent) positive	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?				
I'm planning to leave UKRI as soon as possible		2%	-2	+4 / +2
I'm planning to leave UKRI within the next 12 months		18%	+7 ↑	0 / +3
I'm planning to stay working within UKRI for at least the next year		45%	+6 ↑	-1 / -10
I'm planning to stay working within UKRI for at least the next three years		35%	-10 ↓	+4 / +7

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

Your plans for the future (2)

You mentioned that you were planning to leave UKRI.
Which, if any, of the following have contributed to your decision to consider leaving UKRI?



Base: All respondents looking to leave in next year. 35% Other, 0% Don't know, 6% Prefer not to say.

For more information



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