

UKRI People Survey 2024: MRC report

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[REDACTED], Research Director

[REDACTED], Associate Director

[REDACTED], Research Manager

JN8921



UK Research
and Innovation



Part of the DJS Research group

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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:

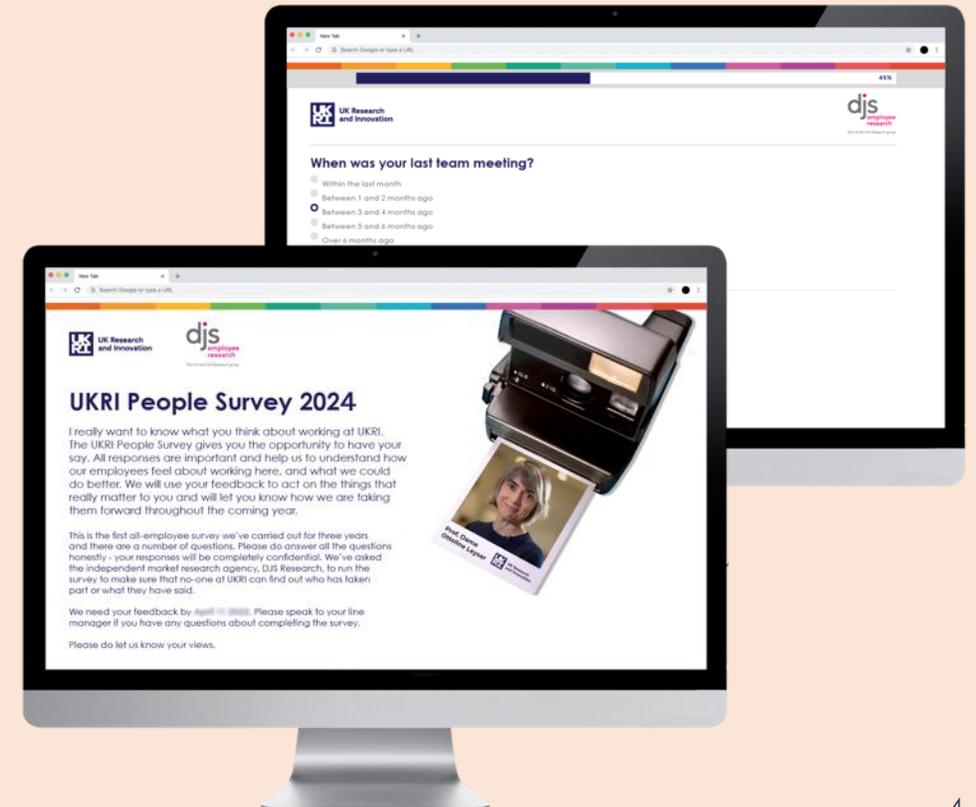
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **MRC**, with comparisons to the UKRI average.

The survey questions were designed in close consultation with colleagues across UKRI through focus groups and a user-testing pilot. The survey explored topics such as:

- Engagement
- Line management and senior leadership
- Learning and development
- Performance management
- 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 55 Difference to UKRI -3	Engagement with MRC 67 Difference to UKRI +1	My work 74 Difference to UKRI 0	Objectives and purpose 61 Difference to UKRI -1	My manager 78 Difference to UKRI -1
Support for managers 74 Difference to UKRI +1	My team 81 Difference to UKRI +1	Learning and personal development 55 Difference to UKRI -3	Pay and benefits 41 Difference to UKRI -5	Resources and workload 70 Difference to UKRI +3

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 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 71 Difference to UKRI -2	Health, safety and wellbeing 64 Difference to UKRI -3	Senior leadership within UKRI 53 Difference to UKRI -2	Senior leadership within MRC 58 Difference to UKRI -1
Managing change 53 Difference to UKRI -1	Organisational culture 72 Difference to UKRI -1	Experienced discrimination 6% Difference to UKRI 0%	Experienced bullying or harassment 8% 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: 46%

No. of responses: 574 of 1237

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 most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
Organisational processes support me to work efficiently	50%	+11 ↑
I have a manageable workload	64%	+7 ↑
I can find the information I need to do my job effectively	75%	+7 ↑
[council/area] motivates me to help it achieve its objectives	53%	+6 ↑
[council/area] motivates me to help it achieve its objectives	53%	+6 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
The Senior Leaders at UKRI are sufficiently visible	32%	-12 ↓
I would recommend UKRI as a great place to work	50%	-12 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	27%	-11 ↓
UKRI cares about my wellbeing	41%	-11 ↓
The Senior Leaders at UKRI keep me informed about issues that matter	37%	-9 ↓

Comparisons to the 2023 People Survey

Questions improved the most since 2023	% (percent) positive	Difference to 2023 (% point)
I feel that my pay is fair for the work that I do	30%	+18 ↑
I am satisfied with the total benefits package	37%	+18 ↑
I feel positive about the future of UKRI	37%	+11 ↑
I would recommend UKRI as a great place to work	50%	+10 ↑
UKRI inspires me to do the best in my job	37%	+10 ↑

Questions deteriorated the most since 2023	% (percent) positive	Difference to 2023 (% point)
I believe my opinion is valued at work	76%	-3
I am trusted to carry out my job effectively	92%	-2
I have clear work objectives	83%	-2
I am treated with respect by the people I work with	82%	-2
I have a say over how I do my work	80%	-1

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)
I am interested in my work	93%
I have the skills I need to do my job effectively	93%
I am trusted to carry out my job effectively	92%
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	89%

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	61%
There are opportunities for promotion within my current role	57%
I feel that my pay is fair for the work that I do	48%
I have the opportunity to contribute my views before decisions are made that affect me	40%
I would feel confident challenging the way things are done across UKRI	39%

Note: only agree/disagree scale questions asked to all colleagues are included in this analysis. Yes/no questions and agree/disagree scale questions not asked to all have been excluded to ensure consistent and like for like comparisons.

3. Employee engagement



Engagement with UKRI

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

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Engagement with UKRI index score*		55		-3	+4 / 0
I am proud when I tell others I am part of UKRI		56%	7%	-8 ↓	+6 / +2
I would recommend UKRI as a great place to work		50%	16%	-12 ↓	+10 / -1
I feel a strong personal attachment to UKRI		25%	31%	-8 ↓	+4 / +2
UKRI inspires me to do the best in my job		37%	22%	-3	+10 / +3

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

*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 MRC

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Engagement with MRC index score*		67		+1	+3 / -1
I am proud when I tell others I am part of MRC		79%	3%	+5 	-1 / -5
I would recommend MRC as a great place to work		65%	11%	-6 	+7 / -3
I feel a strong personal attachment to MRC		52%	15%	-1	+1 / -4
MRC inspires me to do the best in my job		60%	12%	+4	+7 / -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.

*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. 60% No comment.

5. All questions by survey theme



My work

● 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 work index score		74		0	+1 / -1
I am interested in my work		93%	2%	0	0 / -1
I am sufficiently challenged by my work		82%	9%	-1	-1 / -2
My work gives me a sense of personal accomplishment		81%	8%	+2	0 / 0
I feel involved in the decisions that affect my work		63%	19%	0	+3 / 0
I am recognised for the way in which I approach my work, not just for what I contribute		64%	17%	-3	+3 / +1
I have a say over how I do my work		80%	8%	-4	-1 / -3

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

Objectives and purpose

							% (percent) positive difference			
		● Strongly agree ● Agree ● Neither ● Disagree ● Strongly disagree					% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Objectives and purpose index score							61		-1	+3 / +2
I have a clear understanding of UKRI's objectives		51%	21%	-6	↓	+8 / +10				
I understand how my work contributes to UKRI's objectives		54%	19%	-7	↓	+7 / +9				
UKRI motivates me to help it achieve its objectives		27%	33%	-1		+9 / +4				
I have a clear understanding of MRC's objectives		72%	11%	+4		+3 / +3				
I understand how my work contributes to MRC's objectives		74%	11%	+2		+2 / +3				
MRC motivates me to help it achieve its objectives		53%	18%	+6	↑	+6 / +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 (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		78		-1	
My manager motivates me		75%	9%	-1	-1 / +2
My manager is considerate of my life outside work		87%	4%	-3	+3 / +4
My manager is open to my ideas		87%	5%	-1	+1 / +1
My manager recognises when I have done my job well		84%	6%	-1	+1 / +3
I receive regular constructive feedback on my performance		70%	13%	+3	+1 / +4
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		90%	5%	-3	-1 / 0

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

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		78		-1	
I think that my performance is evaluated fairly		80%	9%	+2	+3 / +9
I trust my manager to deal with poor performance effectively		71%	11%	+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		46%	0	-4 / +3
Your development needs and career goals		24%	-3	-3 / +6
Your personal wellbeing and/or work-related stress		57%	-7 ↓	+1 / +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.

Support for managers

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Support for managers index score		74		+1	+1 / +1
I feel confident in supporting the health, safety and wellbeing of the people I manage		91%	2%	0	+2 / +1
I feel confident in addressing poor performance in my team		73%	12%	+3	-2 / +7
I receive, or have access to, the training I need in order to be an effective manager		70%	7%	-1	-6 / -1
I am confident in how to manage and support my team through change		83%	5%	+5	+3 / -

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		81		+1	
The people in my team can be relied upon to help each other if we are under pressure		89%	5%	0	+7 / +4
The people in my team work together to find ways to improve the quality of what we do		86%	6%	0	+7 / +2
The people in my team work together to find ways to improve the efficiency of what we do		83%	6%	+1	

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

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		55		-3	+4 / +2
I think my current job makes the most of my skills and strengths		68%	16%	+2	+8 / +10
I am able to access the right learning and development opportunities for my current role when I need them		60%	17%	-2	+2 / +2
Learning and development activities I have completed in the past 12 months have helped to improve my performance		50%	16%	-4	+1 / 0
There are opportunities for me to develop in my career across UKRI		32%	36%	-8	↓ +3 / +3
There are opportunities for promotion within my current role		19%	57%	-5	↓ +5 / +2
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		40%	25%	-8	↓ +3 / +1

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

Pay and benefits

● 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		41		-5 ↓	+14 / +5
I feel that my pay is fair for the work that I do		30%	48%	-6 ↓	+18 / +11
I am satisfied with the total benefits package		37%	39%	-8 ↓	+18 / +6
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		27%	32%	-11 ↓	+9 / +3
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		16%	61%	-5 ↓	+10 / +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.

Resources and workload

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Resources and workload index score		70		+3	+2 / +1
I can find the information I need to do my job effectively		75%	10%	+7 ↑	0 / +1
Organisational processes support me to work efficiently		50%	25%	+11 ↑	+5 / -2
I have clear work objectives		83%	6%	+3	-2 / 0
I have the skills I need to do my job effectively		93%	1%	+1	0 / +1
I have access to, or am able to access, the tools and equipment I need to do my job effectively		80%	7%	+2	0 / -3
I have a manageable workload		64%	19%	+7 ↑	+7 / +5
I achieve a good balance between my work life and my private life		69%	16%	+1	+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.

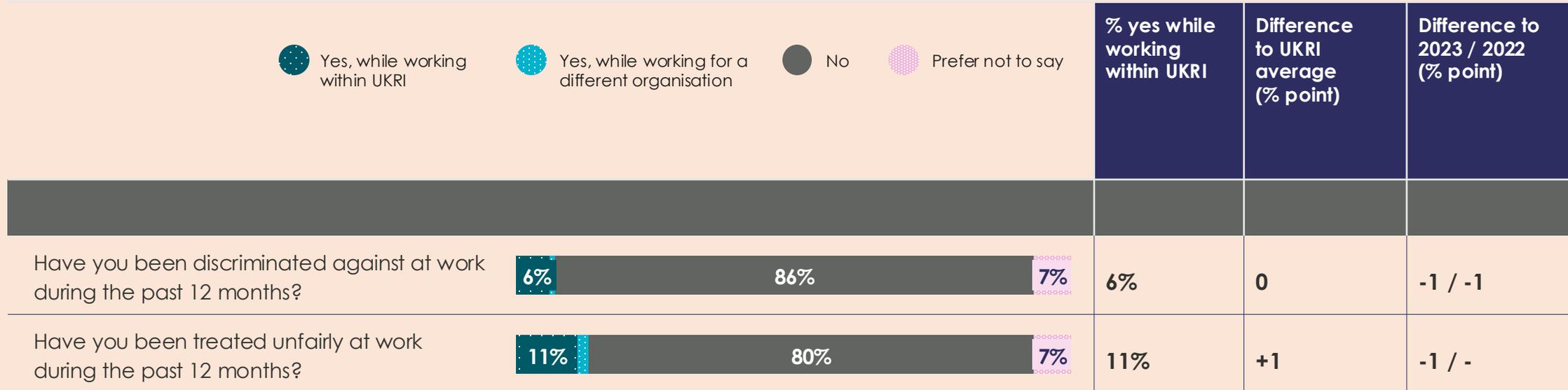
Inclusion and fair treatment

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Inclusion and fair treatment index score		71		-2	+1 / +1
I am treated fairly at work		80%	9%	-4	-1 / 0
I am treated with respect by the people I work with		82%	7%	-6 ↓	-2 / -3
I feel valued for the work I do		71%	15%	-2	+3 / 0
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		68%	10%	-5 ↓	+6 / +5
I feel confident to challenge inappropriate behaviour in my workplace		64%	16%	-4	+3 / +5
UKRI is committed to creating a diverse and inclusive workplace		69%	8%	-2	+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.

Discrimination and unfair 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.

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?			8%	+1	-3 / -2
In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?*			14%	+2	- / -

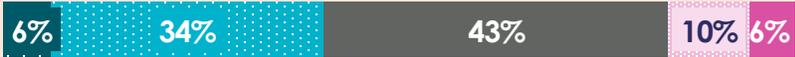
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Health, safety and wellbeing (1)

								% (percent) positive difference	
						% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score						64		-3	+2 / +1
In general, how would you rate your overall mental health now?						62%	38%	0	+3 / -3
In general, how would you rate your overall physical health now?						64%	36%	-3	0 / 0

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 difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score							64		-3	+2 / +1
UKRI cares about my wellbeing		41%	16%	-11	↓	+3 / 0				
My manager creates a positive atmosphere at work which supports my health and wellbeing		71%	9%	-5	↓	+1 / +4				
During the last 12 months, I have felt unwell as a result of work-related stress*		48%	36%	-2		+4 / 0				
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)		66%	21%	-3		+5 / +6				

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.

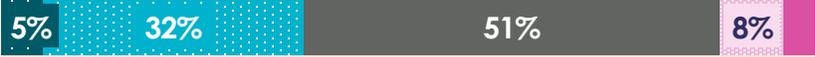
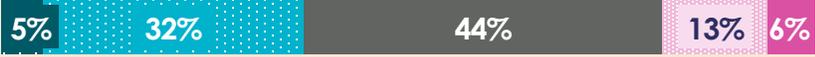
Health, safety and wellbeing (3)

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.
10% Other, 0% Don't know, 0% Prefer not to say.

Senior leadership within UKRI (2)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Senior leadership within UKRI index score		53		-2	+4 / -1
The communication we receive from UKRI's Senior Leaders is honest and open		37%	12%	-7 ↓	+7 / 0
I feel positive about the future of UKRI		37%	19%	-5 ↓	+11 / -1
I believe that UKRI's Senior Leaders will take action on the results from this survey		33%	27%	-5 ↓	+8 / -2
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2023		21%	22%	-3	+6 / +9
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		23%	21%	-8 ↓	+4 / -

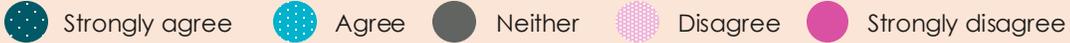
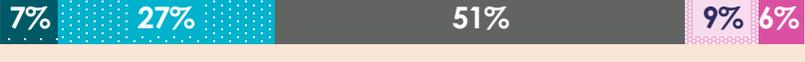
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within MRC (1)

		% (percent) positive difference				
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)	
						
Senior leadership within MRC index score		58		-1	+2 / -1	
The Senior Leaders at MRC are sufficiently visible		51%	18%	-7 ↓	+3 / +2	
I believe the actions of MRC's Senior Leaders are consistent with UKRI's / MRC's values		49%	7%	-7 ↓	+1 / -1	
I believe that Senior Leaders have a clear vision for the future of MRC		49%	10%	-2	+3 / -2	
I have confidence in the decisions made by MRC's Senior Leaders		43%	12%	-5 ↓	+3 / -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 MRC (2)

							% (percent) positive difference					
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)		Difference to 2023 / 2022 (% point)	
Senior leadership within MRC index score							58		-1			+2 / -1
The Senior Leaders at MRC keep me informed about issues that matter		44%	16%	-9	↓	+4 / -4						
The communication we receive from MRC's Senior Leaders is honest and open		43%	12%	-9	↓	0 / -1						
I believe that Senior Leaders at MRC will take action on the results from this survey		39%	19%	-5	↓	+9 / +3						
I think Senior Leaders at MRC took effective action on the results of the last survey in 2023		29%	16%	-3		+6 / +12						
The Senior Leaders at MRC help me to understand the reasons and benefits that change will bring		34%	15%	-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.

Managing change (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)
Managing change index score		53		-1	
I feel that change is managed well in MRC		34%	23%	0	+6 / +3
I feel that change is managed well in UKRI as a whole		24%	30%	+1	+9 / +4
As an organisation, UKRI adapts well to change		25%	27%	0	+8 / +1
When changes are made across UKRI they are usually for the better		21%	26%	-4	+6 / +4
I understand the benefits of organisational change		60%	8%	-3	
There is enough support to help me with organisational change		33%	18%	-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.

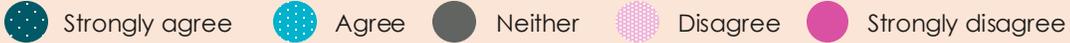
Managing change (2)

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

		% (percent) positive difference	
		% (percent) positive	% (percent) negative
		Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Managing change index score		53	-1
I know where to find out information about our organisational change programme		32%	30%
		-7	↓
I have the opportunity to contribute my views before decisions are made that affect me		24%	40%
		-2	+3 / +4
I would feel confident challenging the way things are done across UKRI		23%	39%
		-6	↓
I feel I adapt well to changes in our ways of working		67%	5%
		-3	
I feel ready to accept changes in our ways of working		64%	5%
		-3	

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

Organisational culture (1)

		% (percent) positive difference				
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)	
						
Organisational culture index score		72		-1		
I am trusted to carry out my job effectively		92%	3%	-1	-2 / 0	
I am encouraged to try new ideas, even if they may not work		77%	9%	-1	-1 / -2	
I believe my opinion is valued at work		76%	11%	-3	-3 / 0	
I am comfortable expressing my true and honest feelings at work		70%	14%	-2	+3 / +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.

Organisational culture (2)



		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Organisational culture index score		72		-1	
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		58%	11%	-3	+9 / +6
I can make mistakes at work and learn from them without them being held against me		69%	11%	-3	
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues		75%	11%	-3	

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

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?				++4 / +2
I'm planning to leave UKRI as soon as possible	5%	5%	+1	0 / +1
I'm planning to leave UKRI within the next 12 months	11%	11%	-1	-9 / -4
I'm planning to stay working within UKRI for at least the next year	40%	40%	+1	+1 / +3
I'm planning to stay working within UKRI for at least the next three years	44%	44%	-1	+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.

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. 24% Other, 0% Don't know, 1% Prefer not to say.

For more information



UK Research
and Innovation

Head office: 3 Pavilion Lane, Strines,
Stockport, Cheshire, SK6 7GH

Leeds office: Regus, Office 18.09, 67 Albion Street
Pinnacle, 15th–18th Floors, Leeds, LS1 5AA

+44 (0)1663 767 857
djsresearch.co.uk

The logo for 'djs employee research' features the lowercase letters 'djs' in a grey, lowercase, sans-serif font. A small pink dot is positioned above the 'j'. To the right of 'djs', the words 'employee' and 'research' are stacked vertically in a pink, lowercase, sans-serif font.

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