

UKRI People Survey 2024: EPSRC report

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Contents

Background and methodology	03
A guide to this report	05
Headline findings	06
Comparisons to 2023	10
Questions with the strongest responses	11
Employee engagement	12
Open text comment themes	15
All questions breakdown	17

1. Background and methodology



Background and methodology

The UKRI People Survey was made available to all colleagues across UKRI via the following methods:

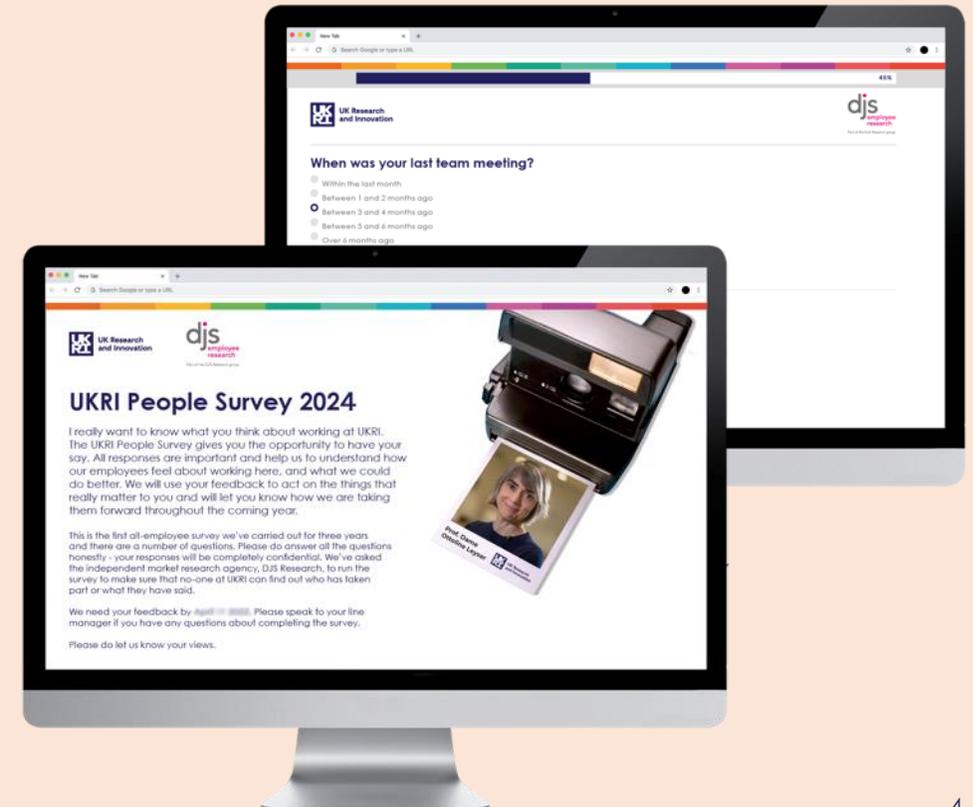
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **EPSRC**, 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 58 Difference to UKRI 0	Engagement with EPSRC 75 Difference to UKRI +9	My work 75 Difference to UKRI 0	Objectives and purpose 69 Difference to UKRI +8	My manager 80 Difference to UKRI +2
Support for managers 69 Difference to UKRI -3	My team 84 Difference to UKRI +4	Learning and personal development 56 Difference to UKRI -1	Pay and benefits 36 Difference to UKRI -10	Resources and workload 64 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	Health, safety and wellbeing	Senior leadership within UKRI	Senior leadership within EPSRC
75 Difference to UKRI +1	66 Difference to UKRI -1	53 Difference to UKRI -2	70 Difference to UKRI +11
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
54 Difference to UKRI -1	73 Difference to UKRI 0	2% Difference to UKRI -3%	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: 70%

No. of responses: 166 of 237

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)
The Senior Leaders at [council/area] are sufficiently visible	87%	+28 ↑
The communication we receive from [council/area]'s Senior Leaders is honest and open	79%	+27 ↑
The Senior Leaders at [council/area] keep me informed about issues that matter	79%	+26 ↑
I believe the actions of [council/area]'s Senior Leaders are consistent with UKRI's / [council/area]'s values	81%	+26 ↑
I have a clear understanding of [council/area]'s objectives	92%	+24 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	21%	-17 ↓
I feel that my pay is fair for the work that I do	20%	-17 ↓
I am satisfied with the total benefits package	31%	-15 ↓
I have a manageable workload	45%	-12 ↓
I can find the information I need to do my job effectively	59%	-9 ↓

Comparisons to the 2023 People Survey

Questions improved the most since 2023	% (percent) positive	Difference to 2023 (% point)
The communication we receive from UKRI's Senior Leaders is honest and open	50%	+22 ↑
The Senior Leaders at UKRI keep me informed about issues that matter	51%	+20 ↑
The Senior Leaders at UKRI are sufficiently visible	49%	+19 ↑
I would recommend UKRI as a great place to work	61%	+15 ↑
I think my current job makes the most of my skills and strengths	64%	+14 ↑

Questions deteriorated the most since 2023	% (percent) positive	Difference to 2023 (% point)
There are opportunities for me to develop in my career across UKRI	46%	-5 ↓
I have access to, or am able to access, the tools and equipment I need to do my job effectively	74%	-4
There are opportunities for promotion within my current role	23%	-3
I am encouraged to try new ideas, even if they may not work	75%	-2
My manager is open to my ideas	89%	-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	95%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	95%
The people in my team can be relied upon to help each other if we are under pressure	95%
I am trusted to carry out my job effectively	95%
I have the skills I need to do my job effectively	94%

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	65%
I feel that my pay is fair for the work that I do	58%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	52%
There are opportunities for promotion within my current role	52%
I feel that change is managed well in UKRI as a whole	52%

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

3. Employee engagement



Engagement with UKRI

● 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*		58		0	+5 / +2
I am proud when I tell others I am part of UKRI		63%	7%	-1	+10 / +2
I would recommend UKRI as a great place to work		61%	13%	-2	+15 / +1
I feel a strong personal attachment to UKRI		36%	23%	+2	+7 / +2
UKRI inspires me to do the best in my job		36%	20%	-4	+4 / +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 EPSRC

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Engagement with EPSRC index score*		75		+9 ↑	+4 / +4
I am proud when I tell others I am part of EPSRC		87%	2%	+13 ↑	+6 / +6
I would recommend EPSRC as a great place to work		78%	5%	+8 ↑	+8 / +3
I feel a strong personal attachment to EPSRC		74%	7%	+21 ↑	+5 / +4
EPSRC inspires me to do the best in my job		69%	6%	+13 ↑	+9 / +8

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. 44% 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		75		0	+4 / +3
I am interested in my work		95%	1%	+3	+6 / +7
I am sufficiently challenged by my work		81%	2%	-2	+5 / +3
My work gives me a sense of personal accomplishment		84%	3%	+5 	+11 / +11
I feel involved in the decisions that affect my work		65%	22%	+2	+8 / +9
I am recognised for the way in which I approach my work, not just for what I contribute		72%	14%	+5 	+2 / +9
I have a say over how I do my work		84%	5%	0	+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.

Objectives and purpose

							% (percent) positive difference			
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Objectives and purpose index score							69		+8 ↑	+2 / +4
I have a clear understanding of UKRI's objectives		73%	8%	+17 ↑	+4 / +4					
I understand how my work contributes to UKRI's objectives		73%	8%	+13 ↑	+3 / +9					
UKRI motivates me to help it achieve its objectives		25%	31%	-3	+8 / +9					
I have a clear understanding of EPSRC's objectives		92%	2%	+24 ↑	+2 / +5					
I understand how my work contributes to EPSRC's objectives		93%	2%	+21 ↑	+1 / +8					
EPSRC motivates me to help it achieve its objectives		69%	8%	+21 ↑	+4 / +12					

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			80		+2	
My manager motivates me			75%	11%	0	-1 / -1
My manager is considerate of my life outside work			90%	3%	0	-1 / -3
My manager is open to my ideas			89%	3%	0	-1 / +1
My manager recognises when I have done my job well			87%	6%	+2	+3 / +2
I receive regular constructive feedback on my performance			72%	11%	+4	+1 / -1
My manager trusts me to do my job effectively, whether or not I am working from the same location as them			95%	2%	+2	+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.

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		80		+2	
I think that my performance is evaluated fairly		80%	7%	+2	+7 / +3
I trust my manager to deal with poor performance effectively		74%	9%	+4	

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

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		28%	-17 ↓	-5 / -7
Your development needs and career goals		27%	0	+4 / -4
Your personal wellbeing and/or work-related stress		77%	+13 ↑	+5 / -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.

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		69		-3	-1 / +3
I feel confident in supporting the health, safety and wellbeing of the people I manage		88%	4%	-3	0 / +10
I feel confident in addressing poor performance in my team		60%	13%	-11 ↓	-11 / -3
I receive, or have access to, the training I need in order to be an effective manager		72%	17%	+2	+3 / +3
I am confident in how to manage and support my team through change		78%	7%	0	+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		84		+4	
The people in my team can be relied upon to help each other if we are under pressure		95%	2%	+5 ↑	+1 / +8
The people in my team work together to find ways to improve the quality of what we do		87%	3%	0	-1 / +2
The people in my team work together to find ways to improve the efficiency of what we do		84%	4%	+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.

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	+3 / +1
I think my current job makes the most of my skills and strengths		64%	17%	-2	+14 / +8
I am able to access the right learning and development opportunities for my current role when I need them		58%	19%	-4	0 / +4
Learning and development activities I have completed in the past 12 months have helped to improve my performance		52%	15%	-3	+12 / +11
There are opportunities for me to develop in my career across UKRI		46%	24%	+6	-5 / -10
There are opportunities for promotion within my current role		23%	52%	-1	-3 / -4
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		44%	21%	-4	+6 / +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.

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		36		-10 ↓	+8 / -1
I feel that my pay is fair for the work that I do		20%	58%	-17 ↓	+6 / -5
I am satisfied with the total benefits package		31%	43%	-15 ↓	+13 / +2
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		21%	52%	-17 ↓	+6 / -3
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		13%	65%	-8 ↓	+7 / +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		64		-3	+1 / -1
I can find the information I need to do my job effectively		59%	16%	-9 ↓	+1 / -7
Organisational processes support me to work efficiently		38%	36%	-1	+4 / +3
I have clear work objectives		90%	4%	+10 ↑	+10 / +11
I have the skills I need to do my job effectively		94%	2%	+2	+4 / -1
I have access to, or am able to access, the tools and equipment I need to do my job effectively		74%	13%	-4	-4 / +2
I have a manageable workload		45%	36%	-12 ↓	0 / -7
I achieve a good balance between my work life and my private life		61%	20%	-6 ↓	+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.

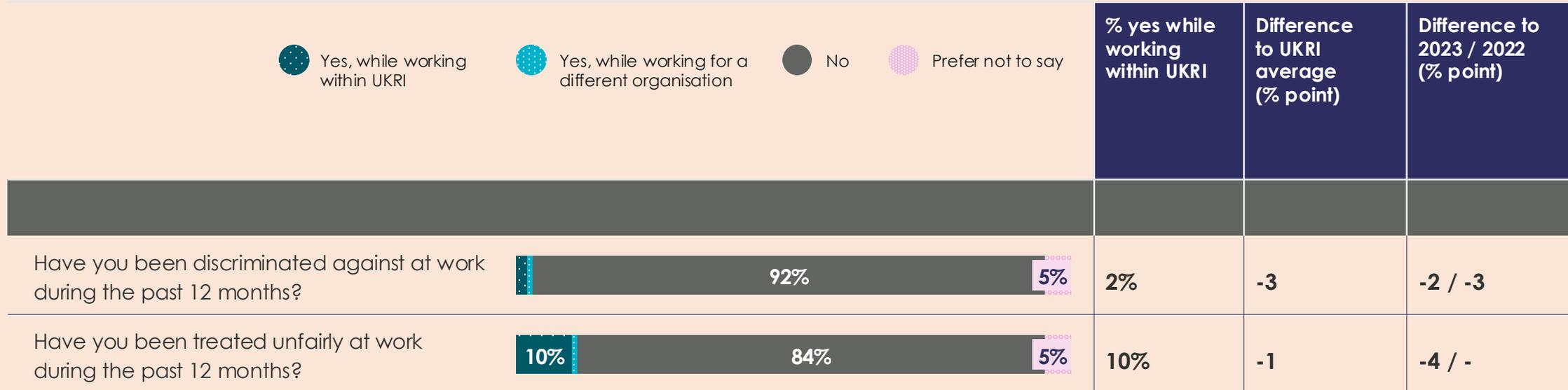
Inclusion and fair treatment



				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Inclusion and fair treatment index score		75		+1	+4 / 0
I am treated fairly at work		88%	6%	+4	+4 / -2
I am treated with respect by the people I work with		93%	4%	+4	+2 / +1
I feel valued for the work I do		76%	12%	+4	+7 / -1
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		74%	8%	+1	+10 / +2
I feel confident to challenge inappropriate behaviour in my workplace		70%	12%	+3	+7 / +3
UKRI is committed to creating a diverse and inclusive workplace		72%	7%	+1	+11 / +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.

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?		87%	6%	-1	-1 / -3
In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?*		82%	14%	+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.

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							66		-1	+4 / -1
In general, how would you rate your overall mental health now?						57%	43%	-5 ↓	+6 / -3	
In general, how would you rate your overall physical health now?						66%	34%	-1	+5 / +4	

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							66		-1	+4 / -1
UKRI cares about my wellbeing						51%	22%	-2	+10 / -3	
My manager creates a positive atmosphere at work which supports my health and wellbeing						78%	7%	+2	+6 / +2	
During the last 12 months, I have felt unwell as a result of work-related stress*						46%	37%	-4	+2 / -6	
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)						66%	22%	-3	+13 / +12	

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.

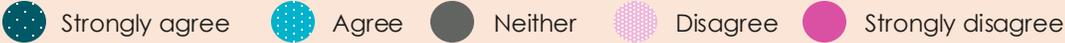
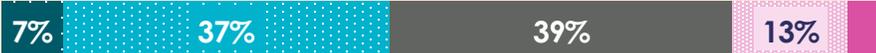
Health, safety and wellbeing (3)

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.
11% Other, 0% Don't know, 2% 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							53		-2	+7 / +2
The Senior Leaders at UKRI are sufficiently visible		49%	29%	+5 ↑	+19 / +4					
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		43%	17%	+3	+12 / +3					
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		40%	27%	0	+10 / -3					
I have confidence in the decisions made by UKRI's Senior Leaders		33%	35%	-1	+13 / +2					
The Senior Leaders at UKRI keep me informed about issues that matter		51%	19%	+4	+20 / +12					

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)

		% (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	+7 / +2
The communication we receive from UKRI's Senior Leaders is honest and open		50%	19%	+6 	+22 / +8
I feel positive about the future of UKRI		37%	30%	-5 	+10 / +4
I believe that UKRI's Senior Leaders will take action on the results from this survey		37%	28%	-1	+10 / +7
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2023		17%	32%	-7 	+7 / +7
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		33%	33%	+2	+12 / -

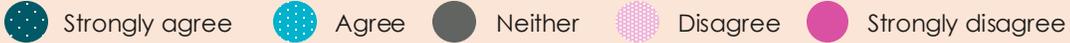
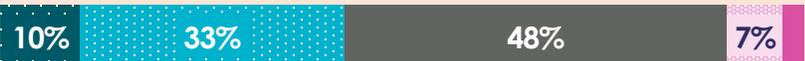
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within EPSRC (1)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Senior leadership within EPSRC index score		70		+11 ↑	+5 / +5
The Senior Leaders at EPSRC are sufficiently visible		87%	6%	+28 ↑	+8 / +6
I believe the actions of EPSRC's Senior Leaders are consistent with UKRI's / EPSRC's values		81%	6%	+26 ↑	+7 / +5
I believe that Senior Leaders have a clear vision for the future of EPSRC		75%	8%	+23 ↑	+10 / +12
I have confidence in the decisions made by EPSRC's Senior Leaders		69%	8%	+21 ↑	+8 / +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.

Senior leadership within EPSRC (2)

									% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within EPSRC index score							70		+11 ↑	+5 / +5
The Senior Leaders at EPSRC keep me informed about issues that matter		79%	5%	+26 ↑	+10 / +8					
The communication we receive from EPSRC's Senior Leaders is honest and open		79%	7%	+27 ↑	+8 / +8					
I believe that Senior Leaders at EPSRC will take action on the results from this survey		63%	10%	+19 ↑	+8 / +14					
I think Senior Leaders at EPSRC took effective action on the results of the last survey in 2023		43%	10%	+12 ↑	+7 / +18					
The Senior Leaders at EPSRC help me to understand the reasons and benefits that change will bring		61%	9%	+20 ↑	+8 / -					

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				54		-1	
I feel that change is managed well in EPSRC				55%	16%	+21 ↑	+9 / +11
I feel that change is managed well in UKRI as a whole				16%	52%	-7 ↓	+6 / +1
As an organisation, UKRI adapts well to change				22%	38%	-3	+5 / -5
When changes are made across UKRI they are usually for the better				22%	44%	-4	+8 / +10
I understand the benefits of organisational change				63%	12%	0	
There is enough support to help me with organisational change				40%	28%	+5 ↑	

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		54		-1	
I know where to find out information about our organisational change programme		56%	20%	+17	
I have the opportunity to contribute my views before decisions are made that affect me		28%	46%	+2	+11 / +9
I would feel confident challenging the way things are done across UKRI		28%	42%	-1	+3 / -6
I feel I adapt well to changes in our ways of working		80%	2%	+11	
I feel ready to accept changes in our ways of working		69%	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.

Organisational culture (1)

		% (percent) positive difference								
				% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)			
		Strongly agree	Agree	Neither	Disagree	Strongly disagree				
Organisational culture index score							73		0	
I am trusted to carry out my job effectively		43%	51%				95%	2%	+2	0 / 0
I am encouraged to try new ideas, even if they may not work		25%	49%	18%	7%		75%	7%	-3	-2 / -7
I believe my opinion is valued at work		31%	50%	10%	7%		81%	8%	+2	+2 / -2
I am comfortable expressing my true and honest feelings at work		26%	45%	17%	10%		71%	12%	-1	+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.

Organisational culture (2)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Organisational culture index score		73		0	
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		63%	17%	+2	+6 / -6
I can make mistakes at work and learn from them without them being held against me		73%	10%	+2	
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues		78%	10%	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.

Your plans for the future (1)

		% (percent) positive	% (percent) positive difference		
			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		6%	+2		+1 / -1
I'm planning to leave UKRI within the next 12 months		12%	0		-4 / -7
I'm planning to stay working within UKRI for at least the next year		45%	+6 		-2 / +7
I'm planning to stay working within UKRI for at least the next three years		37%	-9 		+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.

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. 38% Other, 0% Don't know, 3% Prefer not to say.

For more information



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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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