

UKRI People Survey 2024: STFC report

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UK Research
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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:

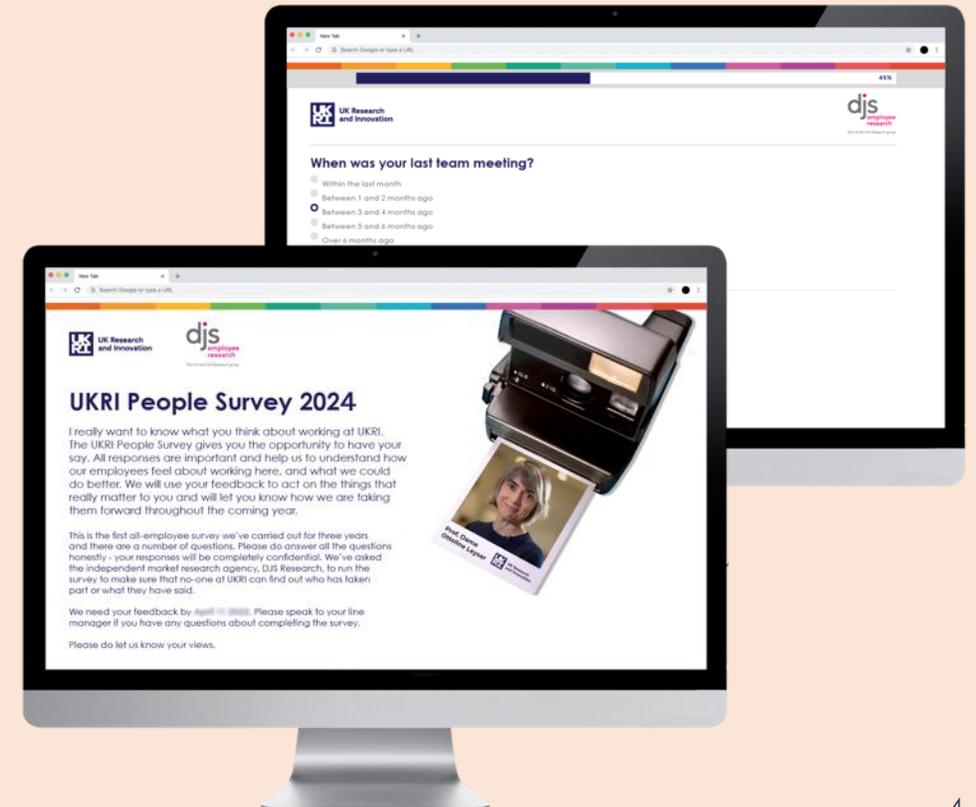
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **STFC**, 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 STFC 70 Difference to UKRI +4	My work 77 Difference to UKRI +2	Objectives and purpose 63 Difference to UKRI +1	My manager 78 Difference to UKRI -1
Support for managers 71 Difference to UKRI -1	My team 79 Difference to UKRI -2	Learning and personal development 60 Difference to UKRI +3	Pay and benefits 48 Difference to UKRI +1	Resources and workload 67 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 74 Difference to UKRI +1	Health, safety and wellbeing 67 Difference to UKRI 0	Senior leadership within UKRI 56 Difference to UKRI +1	Senior leadership within STFC 63 Difference to UKRI +4	Senior leadership within centre, institute, unit or division 68 Difference to parent* +1
Managing change 55 Difference to UKRI +1	Organisational culture 75 Difference to UKRI +2	Experienced discrimination 5% Difference to UKRI 0%	Experienced bullying or harassment 6% Difference to UKRI -1%	<p>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.</p>

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: 68%

No. of responses: 2121 of 3099

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)
I would recommend [council/area] as a great place to work	81%	+10 ↑
I am proud when I tell others I am part of [council/area]	83%	+9 ↑
I believe that Senior Leaders have a clear vision for the future of [council/area]	61%	+9 ↑
I understand how my work contributes to [council/area]'s objectives	79%	+7 ↑
I have a clear understanding of [council/area]'s objectives	75%	+7 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I have a clear understanding of UKRI's objectives	51%	-6 ↓
I understand how my work contributes to UKRI's objectives	57%	-4
I feel I adapt well to changes in our ways of working	66%	-4
I know where to find out information about our organisational change programme	36%	-4
I feel a strong personal attachment to UKRI	30%	-3

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	38%	+27 ↑
I am satisfied with the total benefits package	48%	+24 ↑
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	42%	+19 ↑
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	21%	+14 ↑
I think my current job makes the most of my skills and strengths	68%	+10 ↑

Questions deteriorated the most since 2023	% (percent) positive	Difference to 2023 (% point)
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	92%	-2
I am treated with respect by the people I work with	89%	-2
I have the skills I need to do my job effectively	90%	-1
I have access to, or am able to access, the tools and equipment I need to do my job effectively	80%	-1
My manager is open to my ideas	88%	-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 trusted to carry out my job effectively	94%
I am interested in my work	94%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	92%
My manager is considerate of my life outside work	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)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	56%
There are opportunities for promotion within my current role	44%
I feel that my pay is fair for the work that I do	40%
I have the opportunity to contribute my views before decisions are made that affect me	33%
I would feel confident challenging the way things are done across UKRI	32%

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	+2 / +1
I am proud when I tell others I am part of UKRI		61%	7%	-3	+2 / +1
I would recommend UKRI as a great place to work		64%	8%	+2	+7 / +3
I feel a strong personal attachment to UKRI		30%	29%	-3	+3 / +1
UKRI inspires me to do the best in my job		38%	19%	-2	+3 / 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.

*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 STFC

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Engagement with STFC index score*		70		+4	+3 / +1
I am proud when I tell others I am part of STFC		83%	3%	+9 ↑	+2 / 0
I would recommend STFC as a great place to work		81%	5%	+10 ↑	+9 / +4
I feel a strong personal attachment to STFC		60%	10%	+7 ↑	+2 / 0
STFC inspires me to do the best in my job		63%	9%	+7 ↑	+4 / +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.

*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. 62% 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		77		+2	+1 / 0
I am interested in my work		94%	1%	+1	0 / 0
I am sufficiently challenged by my work		86%	5%	+3	0 / 0
My work gives me a sense of personal accomplishment		83%	6%	+4	+1 / 0
I feel involved in the decisions that affect my work		68%	14%	+5 ▲	+4 / +1
I am recognised for the way in which I approach my work, not just for what I contribute		67%	13%	0	+3 / +3
I have a say over how I do my work		86%	4%	+2	0 / +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							63		+1	+2 / +1
I have a clear understanding of UKRI's objectives		51%	19%	-6	↓	+2 / +2				
I understand how my work contributes to UKRI's objectives		57%	15%	-4		+3 / +2				
UKRI motivates me to help it achieve its objectives		27%	29%	-2		+4 / +4				
I have a clear understanding of STFC's objectives		75%	7%	+7	↑	+2 / -1				
I understand how my work contributes to STFC's objectives		79%	5%	+7	↑	+1 / -2				
STFC motivates me to help it achieve its objectives		53%	14%	+6	↑	+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.

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%	8%	0	+1 / +3
My manager is considerate of my life outside work			90%	3%	0	0 / 0
My manager is open to my ideas			88%	4%	0	-1 / -1
My manager recognises when I have done my job well			85%	4%	0	+1 / +1
I receive regular constructive feedback on my performance			66%	13%	-2	0 / +3
My manager trusts me to do my job effectively, whether or not I am working from the same location as them			92%	3%	-1	-2 / -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		78		-1	
I think that my performance is evaluated fairly		79%	8%	0	+3 / +5
I trust my manager to deal with poor performance effectively		69%	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		50%	+5 ↑	0 / +4
Your development needs and career goals		26%	-1	-1 / +3
Your personal wellbeing and/or work-related stress		56%	-8 ↓	0 / -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.

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		71		-1	+1 / +1
I feel confident in supporting the health, safety and wellbeing of the people I manage		90%	3%	0	+3 / +1
I feel confident in addressing poor performance in my team		65%	13%	-5 ↓	+3 / +4
I receive, or have access to, the training I need in order to be an effective manager		69%	9%	-2	+3 / +1
I am confident in how to manage and support my team through change		75%	4%	-3	+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		79		-2	
The people in my team can be relied upon to help each other if we are under pressure		88%	4%	-2	0 / +2
The people in my team work together to find ways to improve the quality of what we do		85%	4%	-2	-1 / +1
The people in my team work together to find ways to improve the efficiency of what we do		79%	6%	-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.

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		48		+1	+17 / +10
I feel that my pay is fair for the work that I do	<p>6% Strongly agree, 32% Agree, 22% Neither, 24% Disagree, 16% Strongly disagree</p>	38%	40%	+1	+27 / +17
I am satisfied with the total benefits package	<p>11% Strongly agree, 38% Agree, 24% Neither, 19% Disagree, 9% Strongly disagree</p>	48%	28%	+3	+24 / +15
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<p>7% Strongly agree, 35% Agree, 30% Neither, 16% Disagree, 12% Strongly disagree</p>	42%	28%	+4	+19 / +12
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<p>17% Agree, 23% Neither, 30% Disagree, 27% Strongly disagree</p>	21%	56%	0	+14 / +10

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				67		+1	0 / 0
I can find the information I need to do my job effectively		69%	12%	+1	0 / -1		
Organisational processes support me to work efficiently		37%	31%	-2	0 / 0		
I have clear work objectives		80%	6%	0	+2 / 0		
I have the skills I need to do my job effectively		90%	2%	-2	-1 / -2		
I have access to, or am able to access, the tools and equipment I need to do my job effectively		80%	7%	+2	-1 / -1		
I have a manageable workload		58%	21%	+1	+1 / -5		
I achieve a good balance between my work life and my private life		67%	15%	0	+2 / 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.

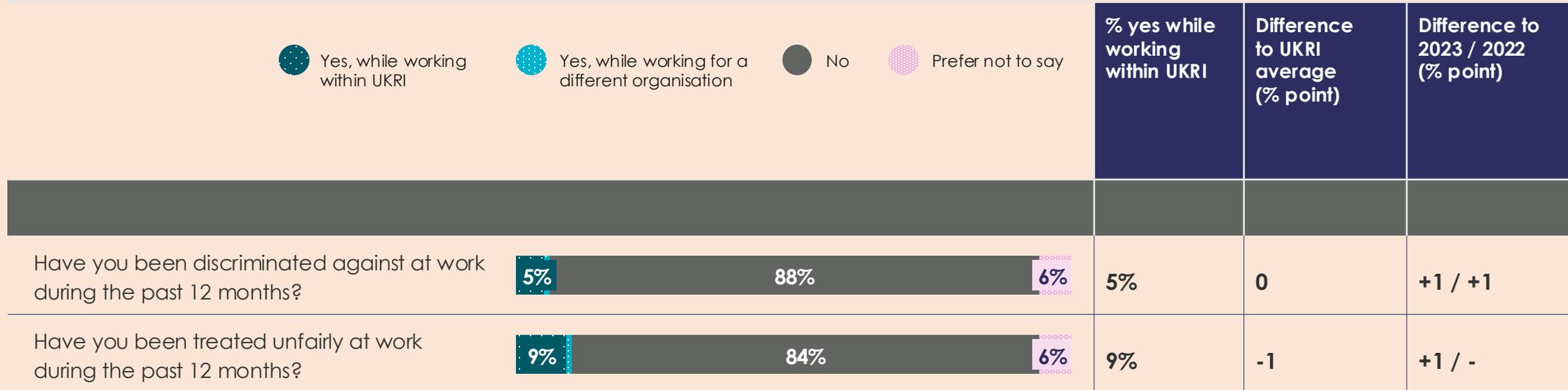
Inclusion and fair treatment

● 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		74		+1	0 / 0
I am treated fairly at work		85%	7%	+1	0 / -1
I am treated with respect by the people I work with		89%	4%	0	-2 / -2
I feel valued for the work I do		73%	11%	+1	+2 / -1
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		74%	7%	+1	+1 / +1
I feel confident to challenge inappropriate behaviour in my workplace		71%	11%	+3	+1 / +4
UKRI is committed to creating a diverse and inclusive workplace		73%	6%	+2	0 / 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.

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?			6%	-1	+1 / 0
In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?*			11%	-2	- / -

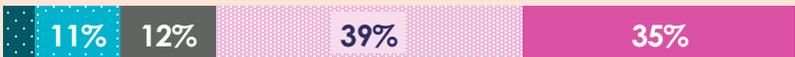
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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							67		0	+1 / 0
In general, how would you rate your overall mental health now?						64%	36%	+1	+2 / -1	
In general, how would you rate your overall physical health now?						69%	31%	+2	+3 / +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.

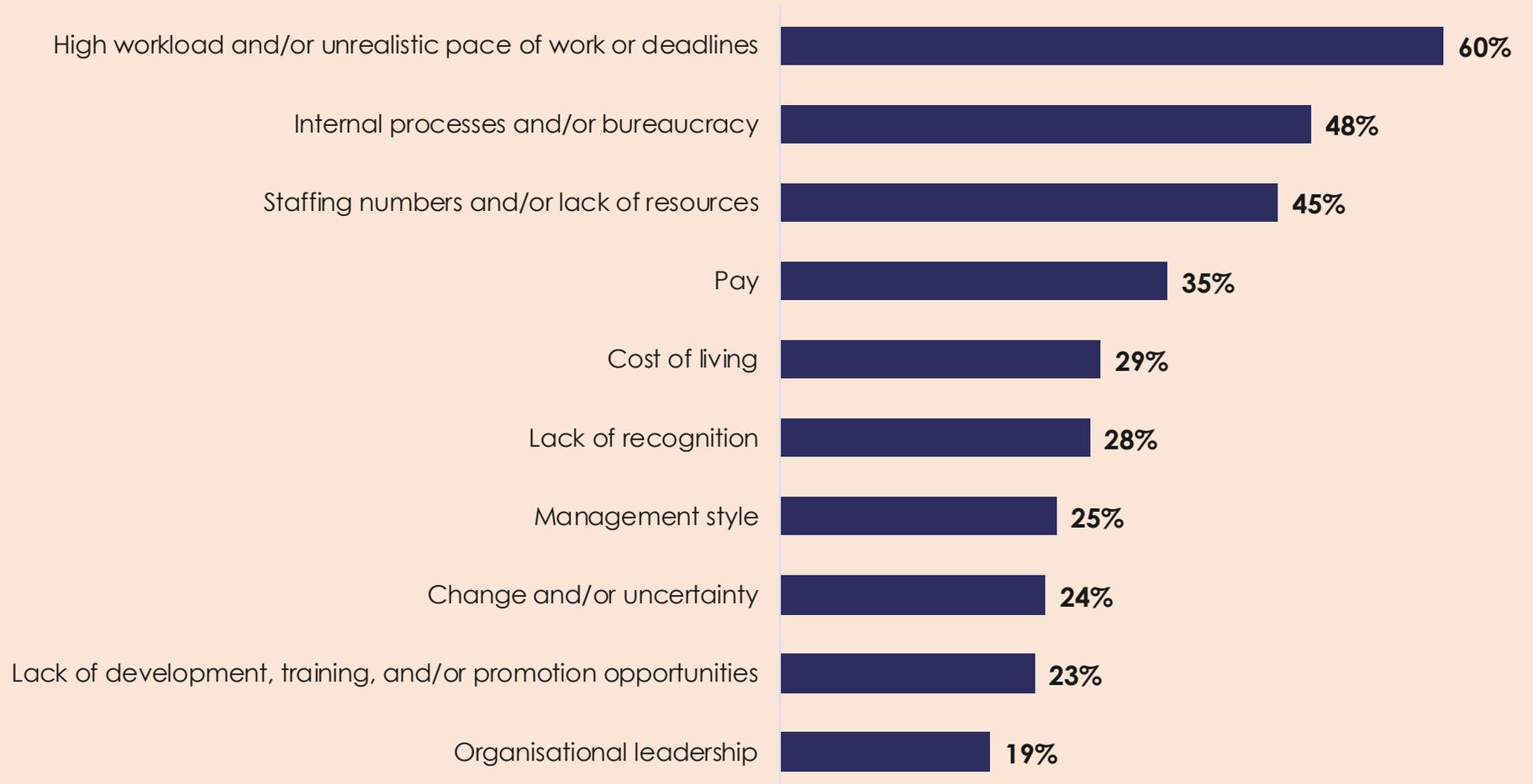
Health, safety and wellbeing (2)

							% (percent) positive difference			
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score							67		0	+1 / 0
UKRI cares about my wellbeing						53%	13%	+1	+1 / -3	
My manager creates a positive atmosphere at work which supports my health and wellbeing						76%	7%	0	+2 / +4	
During the last 12 months, I have felt unwell as a result of work-related stress*						53%	31%	+3	+1 / 0	
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)						73%	15%	+4	+8 / +9	

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.

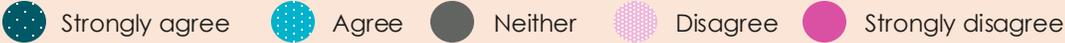
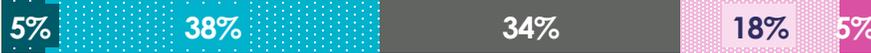
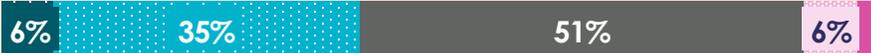
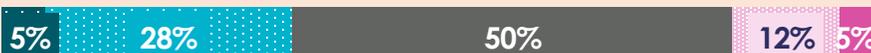
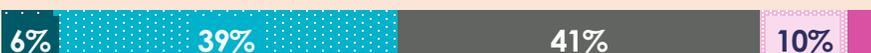
Health, safety and wellbeing (3)

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?



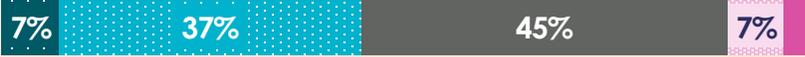
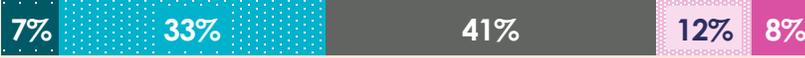
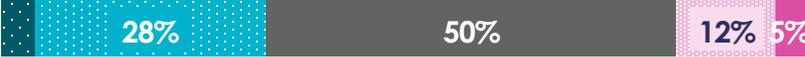
Base: All respondents who have felt unwell due to work-related stress. Only showing top 10 answers.
11% Other, 0% Don't know, 2% Prefer not to say.

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							56		+1	+2 / -1
The Senior Leaders at UKRI are sufficiently visible		43%	23%	-1	+3 / -1					
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		41%	8%	0	+3 / -2					
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		40%	12%	0	+2 / -4					
I have confidence in the decisions made by UKRI's Senior Leaders		33%	17%	0	+2 / -3					
The Senior Leaders at UKRI keep me informed about issues that matter		45%	14%	-1	+3 / -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 (2)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Senior leadership within UKRI index score		56		+1	+2 / -1
The communication we receive from UKRI's Senior Leaders is honest and open		44%	11%	0	+2 / -2
I feel positive about the future of UKRI		45%	14%	+3	+5 / -2
I believe that UKRI's Senior Leaders will take action on the results from this survey		40%	20%	+2	+4 / 0
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2023		26%	17%	+2	+8 / +11
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		32%	18%	+1	+6 / -

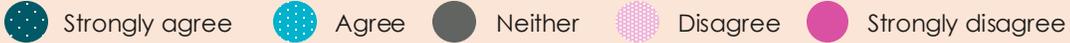
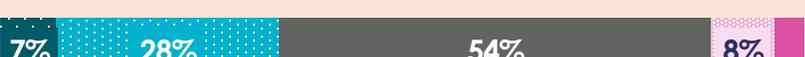
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within STFC (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)
Senior leadership within STFC index score							63		+4		+2 / 0
The Senior Leaders at STFC are sufficiently visible		11%	53%	24%	9%		64%	11%	+6	↑	+1 / +1
I believe the actions of STFC's Senior Leaders are consistent with UKRI's / STFC's values		11%	51%	33%			62%	5%	+7	↑	0 / -3
I believe that Senior Leaders have a clear vision for the future of STFC		12%	49%	32%	6%		61%	7%	+9	↑	+1 / -2
I have confidence in the decisions made by STFC's Senior Leaders		10%	45%	37%	7%		55%	8%	+7	↑	+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.

Senior leadership within STFC (2)

							% (percent) positive difference			
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within STFC index score							63		+4	+2 / 0
The Senior Leaders at STFC keep me informed about issues that matter		61%	9%	+7 ↑	+3 / -1					
The communication we receive from STFC's Senior Leaders is honest and open		58%	7%	+6 ↑	+2 / -2					
I believe that Senior Leaders at STFC will take action on the results from this survey		49%	13%	+5 ↑	+5 / +4					
I think Senior Leaders at STFC took effective action on the results of the last survey in 2023		35%	11%	+4	+7 / +14					
The Senior Leaders at STFC help me to understand the reasons and benefits that change will bring		46%	11%	+5 ↑	+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 centre, institute, unit or division (1)

							% (percent) positive	% (percent) negative	% (percent) positive difference
							% (percent) positive	% (percent) negative	Difference to 2023 / 2022 (% point)
Senior leadership within centre, institute, unit or division index score							68		+1 / 0
The Senior Leaders in my department are sufficiently visible						80%	8%	0 / 0	
I believe the actions of my department's Senior Leaders are consistent with UKRI's / STFC's values						74%	5%	0 / -2	
I believe that the Senior Leaders in my department have a clear vision for the future						67%	10%	0 / 0	
I have confidence in the decisions made by my departmental Senior Leaders						67%	12%	+1 / -3	

Base: All respondents in STFC, NERC BAS, NERC BGS, MRC (LMS, LMB, CFM, NATA, MLC, NC3Rs). 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 centre, institute, unit or division (2)

							% (percent) positive	% (percent) negative	% (percent) positive difference Difference to 2023 / 2022 (% point)
Senior leadership within centre, institute, unit or division index score							68		+1 / 0
My departmental Senior Leaders keep me informed about issues that matters						70%	10%	0 / -1	
The communication we receive from my department's Senior Leaders is honest and open						71%	8%	0 / 0	
I believe that the Senior Leaders in my department will take action on the results from this survey						57%	14%	+5 / +6	
I think the Senior Leaders in my department took effective action on the results of the last survey in 2023						42%	12%	+5 / +16	
The Senior Leaders at my department help me to understand the reasons and benefits that change will bring						57%	12%	+3 / -	

Base: All respondents in STFC, NERC BAS, NERC BGS, MRC (LMS, LMB, CFM, NATA, MLC, NC3Rs). 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)

		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)
Managing change index score							55		+1	
I feel that change is managed well in STFC		5%	35%	42%	16%	0%	39%	18%	+5	+3 / +1
I feel that change is managed well in UKRI as a whole		23%		51%	16%	7%	26%	23%	+3	+3 / +1
As an organisation, UKRI adapts well to change		23%		50%	18%	6%	26%	23%	+1	+3 / -1
When changes are made across UKRI they are usually for the better		23%		53%	14%	6%	27%	21%	+1	+4 / +4
I understand the benefits of organisational change		10%	50%	29%	8%	0%	60%	10%	-3	
There is enough support to help me with organisational change		33%		48%	12%	0%	37%	15%	+1	

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

Managing change (2)



		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Managing change index score		55		+1	
I know where to find out information about our organisational change programme		36%	30%	-4	
I have the opportunity to contribute my views before decisions are made that affect me		28%	33%	+2	+2 / +3
I would feel confident challenging the way things are done across UKRI		31%	32%	+1	+3 / -10
I feel I adapt well to changes in our ways of working		66%	5%	-4	
I feel ready to accept changes in our ways of working		65%	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		75		+2	
I am trusted to carry out my job effectively		94%	2%	+1	-1 / 0
I am encouraged to try new ideas, even if they may not work		80%	6%	+3	-1 / -2
I believe my opinion is valued at work		81%	7%	+2	0 / -2
I am comfortable expressing my true and honest feelings at work		74%	11%	+2	+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.

Organisational culture (2)

		% (percent) positive difference			
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
					
Organisational culture index score		75		+2	
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		63%	9%	+1	+1 / -2
I can make mistakes at work and learn from them without them being held against me		76%	7%	+4	
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues		81%	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.

Your plans for the future (1)

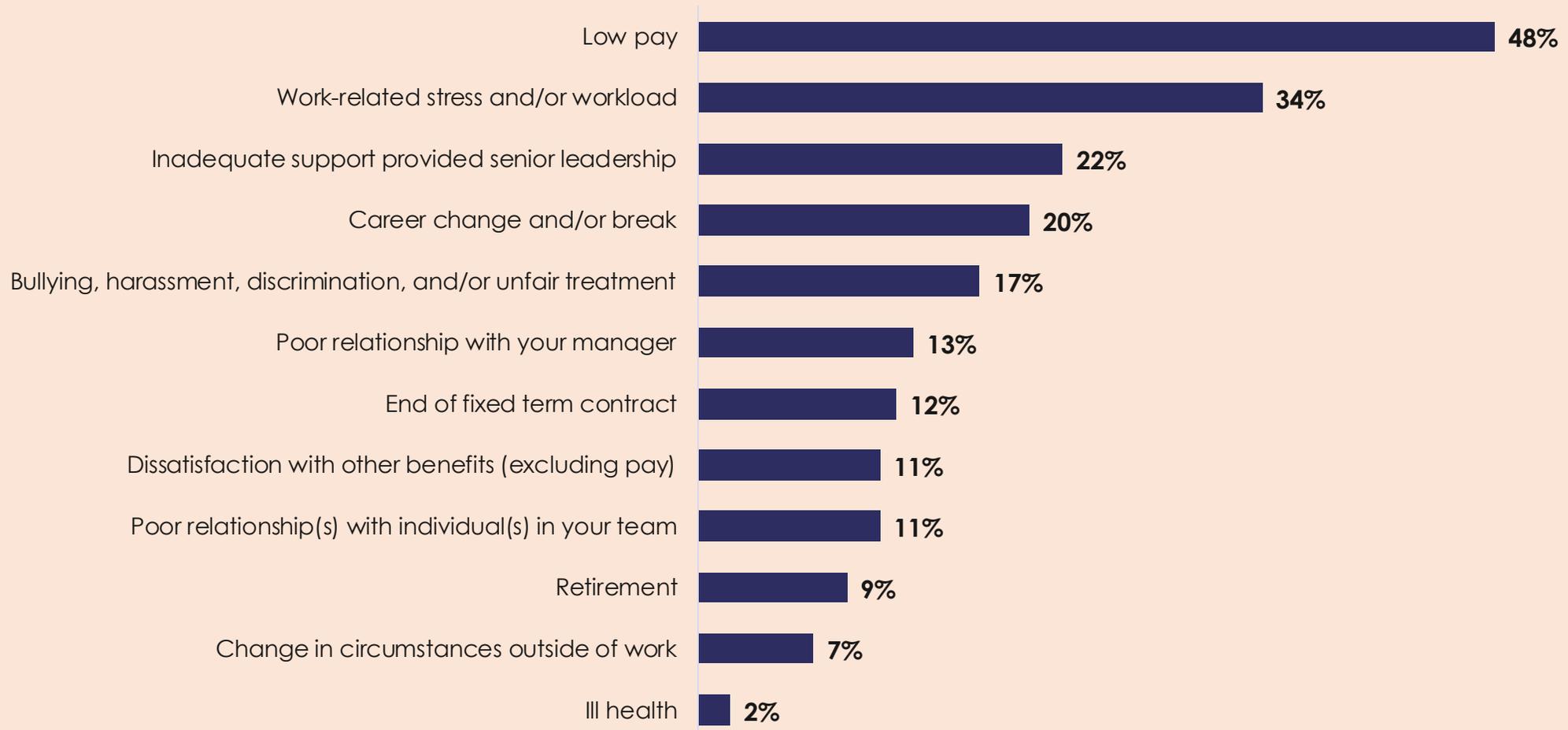
		% (percent) positive difference		
		% (percent) positive	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?				
I'm planning to leave UKRI as soon as possible		3%	-1	-2 / 0
I'm planning to leave UKRI within the next 12 months		9%	-2	-4 / -4
I'm planning to stay working within UKRI for at least the next year		38%	-1	-1 / +3
I'm planning to stay working within UKRI for at least the next three years		50%	+5 	+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.

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. 26% Other, 0% Don't know, 2% 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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