

UKRI People Survey 2024: NERC report

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1. Background and methodology



Background and methodology

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

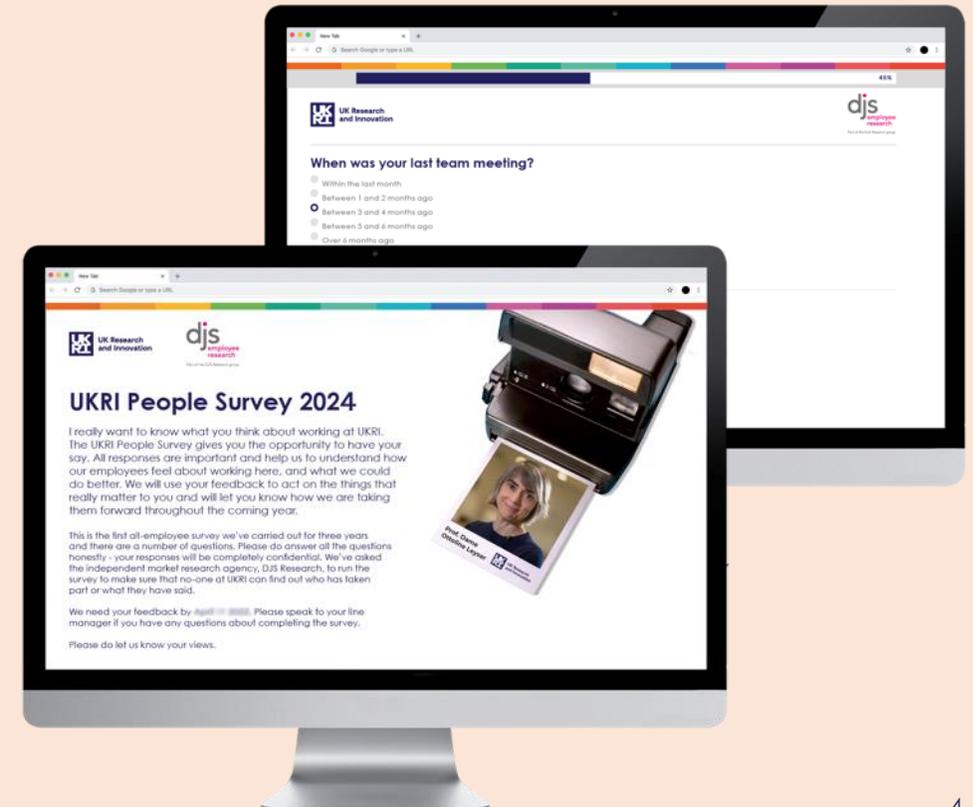
- Online survey emailed to work accounts
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **NERC**, 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 53 Difference to UKRI -6	Engagement with NERC 59 Difference to UKRI -7	My work 74 Difference to UKRI 0	Objectives and purpose 56 Difference to UKRI -6	My manager 78 Difference to UKRI -1
Support for managers 73 Difference to UKRI 0	My team 79 Difference to UKRI -2	Learning and personal development 56 Difference to UKRI -1	Pay and benefits 43 Difference to UKRI -3	Resources and workload 65 Difference to UKRI -2

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 NERC
72 Difference to UKRI -2	63 Difference to UKRI -4	52 Difference to UKRI -3	50 Difference to UKRI -10
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
51 Difference to UKRI -4	71 Difference to UKRI -3	8% Difference to UKRI +2%	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: 39%

No. of responses: 563 of 1 430

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I have the skills I need to do my job effectively	94%	+2
I can find the information I need to do my job effectively	70%	+2
I am sufficiently challenged by my work	85%	+2
I am able to access the right learning and development opportunities for my current role when I need them	64%	+1
I have a say over how I do my work	85%	+1

Note for interpretation

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

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
The Senior Leaders at [council/area] are sufficiently visible	32%	-26 ↓
The Senior Leaders at [council/area] keep me informed about issues that matter	29%	-25 ↓
The communication we receive from [council/area]'s Senior Leaders is honest and open	27%	-24 ↓
I believe the actions of [council/area]'s Senior Leaders are consistent with UKRI's / [council/area]'s values	32%	-24 ↓
I believe that Senior Leaders have a clear vision for the future of [council/area]	28%	-24 ↓

Comparisons to the 2023 People Survey

Questions improved the most since 2023	% (percent) positive	Difference to 2023 (% point)
I am satisfied with the total benefits package	45%	+21 ↑
I feel that my pay is fair for the work that I do	33%	+20 ↑
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	32%	+16 ↑
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	17%	+11 ↑
I would recommend UKRI as a great place to work	52%	+11 ↑

Questions deteriorated the most since 2023	% (percent) positive	Difference to 2023 (% point)
I have a clear understanding of [council/area]'s objectives	56%	-4
I believe that Senior Leaders have a clear vision for the future of [council/area]	28%	-3
I feel positive about the future of UKRI	31%	-3
As an organisation, UKRI adapts well to change	19%	-3
UKRI is committed to creating a diverse and inclusive workplace	68%	-2

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 have the skills I need to do my job effectively	94%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	93%
I am interested in my work	92%
I am trusted to carry out my job effectively	92%
My manager is considerate of my life outside work	91%

Areas of concern: What are colleagues most negative about?

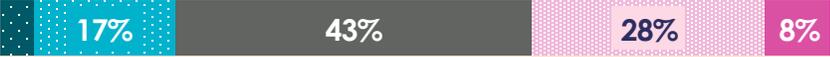
Most negatively scoring questions 	% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	63%
There are opportunities for promotion within my current role	50%
I feel that my pay is fair for the work that I do	46%
I would feel confident challenging the way things are done across UKRI	41%
I have the opportunity to contribute my views before decisions are made that affect me	41%

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

3. Employee engagement



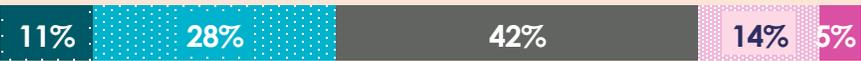
Engagement with UKRI

		% (percent) positive difference				
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)	
						
Engagement with UKRI index score*		53		-6 ↓	+2 / -1	
I am proud when I tell others I am part of UKRI		52%	7%	-12 ↓	+2 / -3	
I would recommend UKRI as a great place to work		52%	12%	-11 ↓	+11 / +1	
I feel a strong personal attachment to UKRI		21%	36%	-12 ↓	+1 / -1	
UKRI inspires me to do the best in my job		25%	24%	-15 ↓	+2 / -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.

*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 NERC

		% (percent) positive difference				
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)	
						
Engagement with NERC index score*		59		-7 ↓	+2 / -1	
I am proud when I tell others I am part of NERC		62%	6%	-12 ↓	0 / -4	
I would recommend NERC as a great place to work		55%	11%	-15 ↓	+8 / +1	
I feel a strong personal attachment to NERC		37%	25%	-16 ↓	+1 / -6	
NERC inspires me to do the best in my job		39%	19%	-17 ↓	+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.

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. 52% 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		92%	3%	0	0 / -1
I am sufficiently challenged by my work		85%	8%	+2	+1 / +4
My work gives me a sense of personal accomplishment		80%	7%	+1	+1 / +3
I feel involved in the decisions that affect my work		62%	21%	-2	+3 / +5
I am recognised for the way in which I approach my work, not just for what I contribute		64%	17%	-3	+5 / +5
I have a say over how I do my work		85%	5%	+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.

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							56		-6	↓	0 / -1
I have a clear understanding of UKRI's objectives		46%	23%	-11	↓	0 / -4					
I understand how my work contributes to UKRI's objectives		51%	20%	-10	↓	-1 / 0					
UKRI motivates me to help it achieve its objectives		17%	35%	-12	↓	+1 / -2					
I have a clear understanding of NERC's objectives		56%	18%	-12	↓	-4 / -8					
I understand how my work contributes to NERC's objectives		61%	15%	-11	↓	-2 / -7					
NERC motivates me to help it achieve its objectives		30%	29%	-17	↓	+2 / -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.

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			73%	10%	-2	+6 / +6
My manager is considerate of my life outside work			91%	3%	0	+3 / +3
My manager is open to my ideas			88%	4%	0	+2 / +4
My manager recognises when I have done my job well			84%	6%	-1	+2 / +4
I receive regular constructive feedback on my performance			66%	18%	-2	+6 / +4
My manager trusts me to do my job effectively, whether or not I am working from the same location as them			93%	3%	+1	+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.

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		76%	6%	-2	+4 / +6
I trust my manager to deal with poor performance effectively		69%	12%	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.

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		42%	-3	+3 / 0
Your development needs and career goals		23%	-4	+4 / +1
Your personal wellbeing and/or work-related stress		61%	-3	+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.

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		73		0	+3 / +3
I feel confident in supporting the health, safety and wellbeing of the people I manage		89%	5%	-2	+5 / +3
I feel confident in addressing poor performance in my team		75%	9%	+4	+12 / +15
I receive, or have access to, the training I need in order to be an effective manager		76%	7%	+6 ↑	+6 / +6
I am confident in how to manage and support my team through change		75%	6%	-3	+1 / -

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		89%	4%	0	+3 / +4
The people in my team work together to find ways to improve the quality of what we do		86%	4%	-1	+4 / +2
The people in my team work together to find ways to improve the efficiency of what we do		81%	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		56		-1	+3 / +3
I think my current job makes the most of my skills and strengths		66%	21%	0	+11 / +11
I am able to access the right learning and development opportunities for my current role when I need them		64%	14%	+1	0 / 0
Learning and development activities I have completed in the past 12 months have helped to improve my performance		50%	18%	-4	+1 / -1
There are opportunities for me to develop in my career across UKRI		34%	31%	-6 ↓	+1 / +1
There are opportunities for promotion within my current role		25%	50%	0	+6 / +7
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		44%	24%	-4	+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.

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		43		-3	+15 / +10
I feel that my pay is fair for the work that I do		33%	46%	-3	+20 / +17
I am satisfied with the total benefits package		45%	31%	-1	+21 / +17
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		32%	38%	-6 ↓	+16 / +12
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		17%	63%	-4	+11 / +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.

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				65		-2	+1 / 0
I can find the information I need to do my job effectively		70%	12%	+2		+4 / +1	
Organisational processes support me to work efficiently		36%	35%	-3		+1 / 0	
I have clear work objectives		80%	7%	0		+3 / +2	
I have the skills I need to do my job effectively		94%	1%	+2		+1 / +2	
I have access to, or am able to access, the tools and equipment I need to do my job effectively		77%	9%	-1		-1 / -2	
I have a manageable workload		52%	29%	-5	↓	+1 / -1	
I achieve a good balance between my work life and my private life		59%	22%	-9	↓	+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.

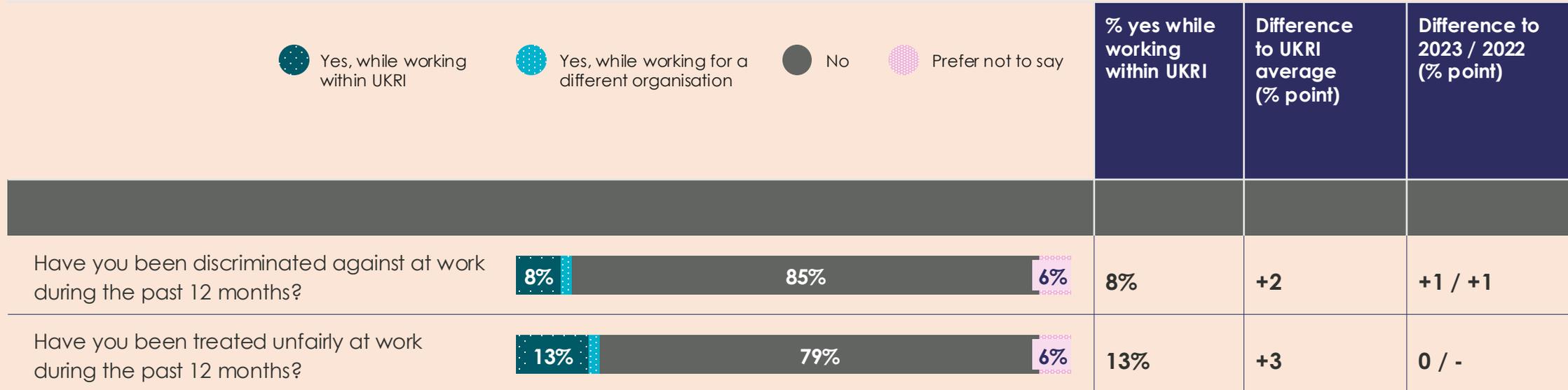
Inclusion and fair treatment

● 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		72	-2	0 / 0	
I am treated fairly at work		83%	8%	-2	+1 / +2
I am treated with respect by the people I work with		88%	6%	-1	+2 / +2
I feel valued for the work I do		69%	15%	-3	+5 / +4
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		68%	7%	-5	↓ -1 / -1
I feel confident to challenge inappropriate behaviour in my workplace		69%	12%	+1	+2 / +8
UKRI is committed to creating a diverse and inclusive workplace		68%	6%	-3	-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.

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%	8%	+1	-1 / -1
In the last 12 months, have you witnessed any bullying or harassment behaviours happening to someone else?*		17%	17%	+4	- / -

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

Health, safety and wellbeing (1)

									% (percent) positive difference	
		 Excellent Very good Good Fair Poor					% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Health, safety and wellbeing index score							63		-4	0 / -1
In general, how would you rate your overall mental health now?			58%	42%	-5	↓	0 / -5			
In general, how would you rate your overall physical health now?			66%	34%	-1		+2 / -3			

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)

		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)
Health, safety and wellbeing index score							63		-4		0 / -1
UKRI cares about my wellbeing		5%	39%	38%	12%	7%	44%	18%	-8	↓	-1 / -8
My manager creates a positive atmosphere at work which supports my health and wellbeing		24%	48%	19%	6%	3%	72%	10%	-4		+4 / +4
During the last 12 months, I have felt unwell as a result of work-related stress*		12%	29%	15%	28%	16%	44%	41%	-6	↓	+3 / -2
In the last 12 months, I have experienced work-related musculoskeletal problems (MSD)		18%	13%	39%	27%	5%	65%	22%	-4		+2 / +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 (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?



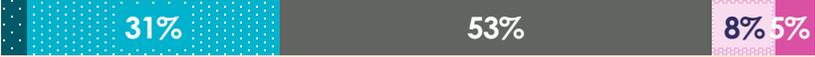
Base: All respondents who have felt unwell due to work-related stress. Only showing top 10 answers.
10% Other, 0% Don't know, 0% Prefer not to say.

Senior leadership within UKRI (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 UKRI index score							52		-3		-1 / -4
The Senior Leaders at UKRI are sufficiently visible		30%		37%	21%	9%	33%	31%	-11	↓	-1 / -8
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		28%		60%		6%	31%	9%	-10	↓	0 / -7
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		28%		53%	11%	5%	31%	16%	-9	↓	-2 / -9
I have confidence in the decisions made by UKRI's Senior Leaders		22%		54%	15%	7%	24%	22%	-9	↓	-2 / -11
The Senior Leaders at UKRI keep me informed about issues that matter		36%		47%	10%	5%	38%	15%	-8	↓	0 / -8

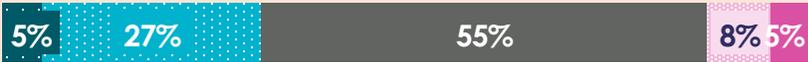
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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		52		-3	-1 / -4
The communication we receive from UKRI's Senior Leaders is honest and open		34%	13%	-10 ↓	-2 / -9
I feel positive about the future of UKRI		31%	19%	-11 ↓	-3 / -9
I believe that UKRI's Senior Leaders will take action on the results from this survey		31%	25%	-6 ↓	0 / -7
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2023		16%	21%	-8 ↓	+1 / +2
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		22%	23%	-9 ↓	0 / -

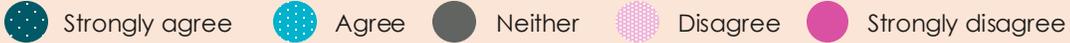
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within NERC (1)

									% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Senior leadership within NERC index score							50		-10 ↓	0 / -3
The Senior Leaders at NERC are sufficiently visible		32%	38%	-26 ↓	+2 / -2					
I believe the actions of NERC's Senior Leaders are consistent with UKRI's / NERC's values		32%	13%	-24 ↓	+1 / -5					
I believe that Senior Leaders have a clear vision for the future of NERC		28%	20%	-24 ↓	-3 / -8					
I have confidence in the decisions made by NERC's Senior Leaders		26%	23%	-22 ↓	-2 / -8					

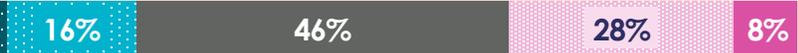
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Senior leadership within NERC (2)

							% (percent) positive difference					
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)		Difference to 2023 / 2022 (% point)	
Senior leadership within NERC index score							50		-10	↓	0 / -3	
The Senior Leaders at NERC keep me informed about issues that matter		29%	28%	-25	↓	+2 / -4						
The communication we receive from NERC's Senior Leaders is honest and open		27%	19%	-24	↓	+1 / -4						
I believe that Senior Leaders at NERC will take action on the results from this survey		27%	23%	-18	↓	+3 / -4						
I think Senior Leaders at NERC took effective action on the results of the last survey in 2023		15%	19%	-17	↓	0 / 0						
The Senior Leaders at NERC help me to understand the reasons and benefits that change will bring		21%	25%	-20	↓	+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 (1)

									% (percent) positive difference	
							% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Managing change index score							51		-4	
I feel that change is managed well in NERC		21%	33%	-14	↓	0 / 0				
I feel that change is managed well in UKRI as a whole		17%	36%	-6	↓	-2 / -3				
As an organisation, UKRI adapts well to change		19%	29%	-6	↓	-3 / -7				
When changes are made across UKRI they are usually for the better		15%	29%	-10	↓	-2 / -3				
I understand the benefits of organisational change		58%	10%	-5	↓					
There is enough support to help me with organisational change		27%	22%	-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.

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		51		-4	
I know where to find out information about our organisational change programme		32%	32%	-7 ↓	
I have the opportunity to contribute my views before decisions are made that affect me		21%	41%	-5 ↓	+2 / +2
I would feel confident challenging the way things are done across UKRI		19%	41%	-10 ↓	-2 / -9
I feel I adapt well to changes in our ways of working		63%	6%	-7 ↓	
I feel ready to accept changes in our ways of working		61%	6%	-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.

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							71		-3	
I am trusted to carry out my job effectively		42%	50%	11%	8%	7%	92%	4%	-1	-1 / 0
I am encouraged to try new ideas, even if they may not work		25%	49%	16%	7%	7%	74%	10%	-4	-1 / +1
I believe my opinion is valued at work		26%	52%	11%	8%	7%	79%	10%	-1	+3 / +3
I am comfortable expressing my true and honest feelings at work		22%	47%	17%	10%	7%	69%	14%	-3	+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.

Organisational culture (2)

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

				% (percent) positive difference	
		% (percent) positive	% (percent) negative	Difference to UKRI average (% point)	Difference to 2023 / 2022 (% point)
Organisational culture index score		71		-3	
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		55%	13%	-6 ↓	0 / -4
I can make mistakes at work and learn from them without them being held against me		66%	12%	-6 ↓	
When it comes to discussions about work, I feel able to express opinions that are different from my colleagues		75%	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.

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	-3 / -3
I'm planning to leave UKRI within the next 12 months		12%	+1	-2 / 0
I'm planning to stay working within UKRI for at least the next year		37%	-2	-6 / -2
I'm planning to stay working within UKRI for at least the next three years		48%	+3	+11 / +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.

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. 30% Other, 0% Don't know, 5% 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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