

UKRI People Survey 2023: NERC-British Geological Survey 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:

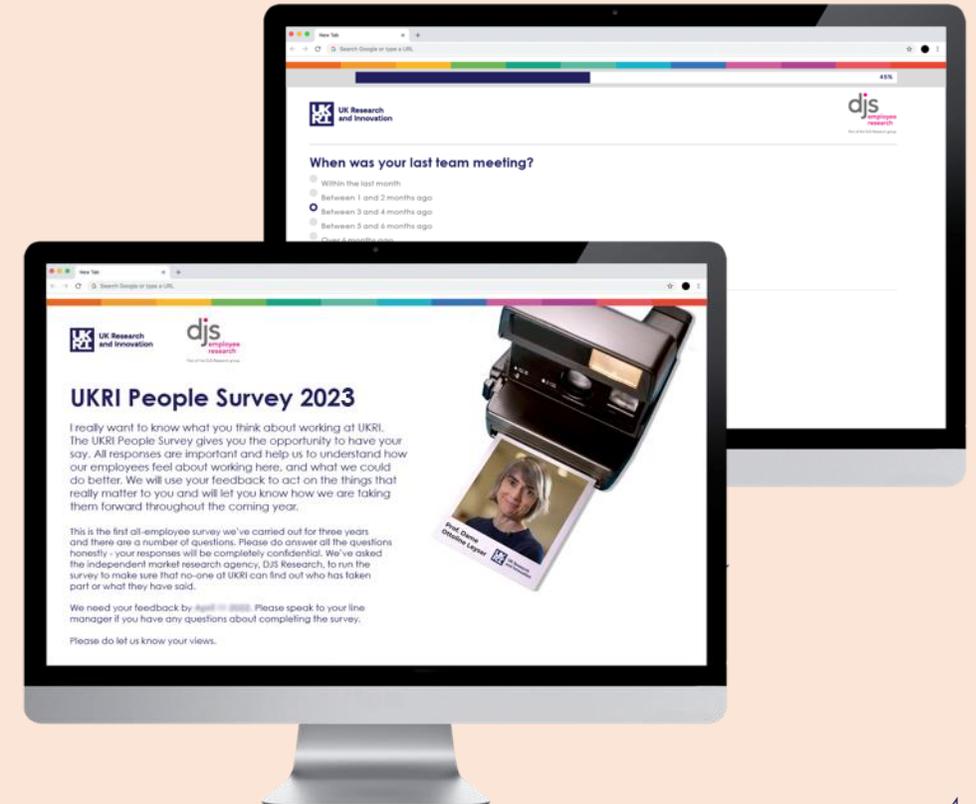
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **24 April** and **19 May 2023**.

This report provides a summary of the results for **NERC-British Geological Survey**, 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
- Organisational objectives and purpose
- Team working
- Pay and benefits
- Resources and workload
- Inclusion and fair treatment, discrimination, bullying and harassment
- 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 51% Difference to UKRI -5% Difference to parent* 0%	Engagement with NERC 53% Difference to UKRI -13% Difference to parent* -3%	My work 74% Difference to UKRI 0% Difference to parent* 0%	Organisational objectives and purpose 53% Difference to UKRI -8% Difference to parent* -2%	My manager 73% Difference to UKRI -3% Difference to parent* 0%
Support for managers 72% Difference to UKRI +1% Difference to parent* +2%	My team 77% Difference to UKRI -3% Difference to parent* -1%	Learning and development 54% Difference to UKRI -1% Difference to parent* +1%	Pay and benefits 25% Difference to UKRI -9% Difference to parent* -3%	Resources and workload 65% Difference to UKRI -1% Difference to parent* +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 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

*Parent = NERC

Average scores per survey theme (2)

Inclusion and fair treatment 72% Difference to UKRI -1% Difference to parent* 0%	Wellbeing 63% Difference to UKRI -3% Difference to parent* 0%	Senior leadership within UKRI 52% Difference to UKRI -1% Difference to parent* 0%	Senior leadership within NERC 46% Difference to UKRI -13% Difference to parent* -4%
Managing change 50% Difference to UKRI -1% Difference to parent* +1%	Organisational culture 73% Difference to UKRI 0% Difference to parent* +2%	Experienced discrimination 6% Difference to UKRI +1% Difference to parent* 0%	Experienced bullying or harassment 7% Difference to UKRI 0% Difference to parent* -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 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

*Parent = NERC

Comparisons to the UKRI average

Response rate: 46%

No. of responses: 268 of 587

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I receive, or have access to, the training I need in order to be an effective manager	77%	+8 ↑
I am confident in how to manage and support my team through change	83%	+6 ↑
I am able to access the right learning and development opportunities for my current role when I need them	67%	+6 ↑
I can find the information I need to do my job effectively	71%	+4
I have access to the tools and equipment I need to do my job effectively	81%	+3

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	16%	-42 ↓
The Senior Leaders at [council/area] keep me informed about issues that matter	16%	-36 ↓
I believe the actions of [council/area]'s Senior Leaders are consistent with [council/area]'s values	21%	-36 ↓
The communication we receive from [council/area]'s Senior Leaders is honest and open	17%	-34 ↓
I have confidence in the decisions made by [council/area]'s Senior Leaders	18%	-30 ↓

Comparisons to the 2022 People Survey

Questions improved the most since 2022	% (percent) positive	Difference to 2022 (% point)
The reasons behind changes are communicated to me	28%	+10 ↑
I am encouraged to try new ideas, even if they may not work	79%	+6 ↑
I feel confident in addressing poor performance in my team	64%	+5 ↑
I feel involved in the decisions that affect my work	62%	+5 ↑
I feel that change is managed well in [council/area]	17%	+5 ↑

Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
I would recommend UKRI as a great place to work	41%	-10 ↓
I believe the actions of the UKRI Senior Leaders are consistent with UKRI's values	27%	-8 ↓
The Senior Leaders at UKRI are sufficiently visible	26%	-8 ↓
I have confidence in the decisions made by UKRI's Senior Leaders	25%	-8 ↓
The communication we receive from UKRI's Senior Leaders is honest and open	35%	-7 ↓

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	93%
I have the skills I need to do my job effectively	91%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	90%
I feel confident in supporting the health, safety and wellbeing of the people I manage	88%

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	88%
I feel that my pay is fair for the work that I do	82%
There are opportunities for promotion within my current role	60%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	59%
I am satisfied with the total benefits package	57%

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 to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Engagement with UKRI index score*		51%	-5	0	-2
I am proud when I tell others I am part of UKRI		49%	-12 ↓	0	-3
I would recommend UKRI as a great place to work		41%	-13 ↓	+1	-10 ↓
I feel a strong personal attachment to UKRI		18%	-13 ↓	-3	-2
UKRI inspires me to do the best in my job		23%	-13 ↓	0	-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 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

Engagement with NERC

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Engagement with NERC index score*		53%	-13	-3	-2
I am proud when I tell others I am part of NERC		57%	-22 ↓	-5 ↓	-2
I would recommend NERC as a great place to work		43%	-24 ↓	-4	-6 ↓
I feel a strong personal attachment to NERC		29%	-26 ↓	-7 ↓	-3
NERC inspires me to do the best in my job		29%	-26 ↓	-6 ↓	-5 ↓

Base: All respondents, excluding UKRI Corporate Hub. 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 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent 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?



Base: All respondents. Only showing responses of 2% and above. 46% No comment.

5. All questions by survey theme



My work

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
My work index score		74%	0	0	+2
I am interested in my work		93%	+1	+1	0
I am sufficiently challenged by my work		85%	+3	+1	+5 ↑
My work gives me a sense of personal accomplishment		81%	+3	+1	+2
I feel involved in the decisions that affect my work		62%	+2	+3	+5 ↑
I am recognised for the way in which I approach my work, not just for what I contribute		57%	-6 ↓	-2	+2
I have a say over how I do my work		82%	-2	-1	0

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

Organisational objectives and purpose

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Organisational objectives and purpose index score		53%	-8	-2	0
I have a clear understanding of UKRI's objectives		43%	-11 ↓	-3	-2
I understand how my work contributes to UKRI's objectives		48%	-10 ↓	-3	+3
UKRI motivates me to help it achieve its objectives		13%	-11 ↓	-3	-4
I have a clear understanding of NERC's objectives*		52%	-21 ↓	-8 ↓	-4
I understand how my work contributes to NERC's objectives*		52%	-23 ↓	-10 ↓	-4
NERC motivates me to help it achieve its objectives*		19%	-28 ↓	-9 ↓	-5 ↓

Base: All respondents (*excluding UKRI Corporate Hub). 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)



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
My manager index score		73%	-3	0	+2
My manager motivates me		66%	-7 ↓	-1	+3
My manager is considerate of my life outside work		87%	-2	0	+1
My manager is open to my ideas		86%	-3	0	+4
My manager recognises when I have done my job well		81%	-2	-1	+4
I receive regular constructive feedback on my performance		60%	-6 ↓	+1	-1
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		90%	-4	-1	-2

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

My manager (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
My manager index score		73%	-3	0	+2
I think that my performance is evaluated fairly		72%	-3	0	+4
Poor performance is dealt with effectively in my team		32%	-9 ↓	-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.

Performance management



		% (percent) at least monthly	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
In general, how often do you discuss the following with your manager?					
How well you're meeting your objectives		43%	-3	+3	-1
Your development needs and career goals		15%	-12 ↓	-4	-1
Your personal wellbeing and/or work-related stress		53%	-10 ↓	-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.

Support for managers



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Support for managers index score		72%	+1	+2	0
I feel confident in supporting the health, safety and wellbeing of the people I manage		88%	-1	+3	-1
I feel confident in addressing poor performance in my team		64%	-3	+1	+5 ↑
I receive, or have access to, the training I need in order to be an effective manager		77%	+8 ↑	+6 ↑	0
I am confident in how to manage and support my team through change		83%	+6 ↑	+8 ↑	

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 to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
My team index score		77%	-3	-1	0
The people in my team can be relied upon to help when we are under pressure		85%	-3	-2	+2
The people in my team work together to find ways to improve the quality of what we do		84%	-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.

Learning and personal development

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Learning and personal development index score		54%	-1	+1	0
I am able to access the right learning and development opportunities for my current role when I need them	<p>12% Strongly agree, 56% Agree, 20% Neither, 11% Disagree, 1% Strongly disagree</p>	67%	+6 ↑	+3	0
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<p>11% Strongly agree, 41% Agree, 34% Neither, 11% Disagree, 1% Strongly disagree</p>	52%	0	+3	+3
There are opportunities for me to develop in my career across UKRI	<p>12% Strongly agree, 27% Agree, 33% Neither, 24% Disagree, 11% Strongly disagree</p>	32%	-7 ↓	-1	0
There are opportunities for promotion within my current role	<p>18% Strongly agree, 19% Agree, 33% Neither, 27% Disagree, 3% Strongly disagree</p>	21%	0	+3	+1
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<p>9% Strongly agree, 34% Agree, 31% Neither, 19% Disagree, 7% Strongly disagree</p>	43%	-2	+3	-1
I think my current job makes the most of my skills and strengths	<p>14% Strongly agree, 40% Agree, 17% Neither, 18% Disagree, 11% Strongly disagree</p>	54%	-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.

Pay and benefits

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Pay and benefits index score		25%	-9	-3	-5
I feel that my pay is fair for the work that I do		9%	-8 ↓	-4	-3
I am satisfied with the total benefits package		26%	-1	+2	-2
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		12%	-12 ↓	-4	-4
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		2%	-8 ↓	-3	-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.

Resources and workload

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Resources and workload index score		65%	-1	+1	-1
I can find the information I need to do my job effectively		71%	+4	+5 ↑	-5 ↓
Organisational processes support me to work efficiently		37%	-1	+2	-1
I have clear work objectives		75%	-3	-1	+2
I have the skills I need to do my job effectively		91%	0	-1	+1
I have access to the tools and equipment I need to do my job effectively		81%	+3	+4	0
I have a manageable workload		48%	-7 ↓	-2	-6 ↓
I achieve a good balance between my work life and my private life		60%	-4	+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.

Inclusion and fair treatment

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Inclusion and fair treatment index score		72%	-1	0	0
I am treated fairly at work		81%	-3	-1	+1
I am treated with respect by the people I work with		87%	-1	+1	-1
I feel valued for the work I do		62%	-7 ↓	-1	-2
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		69%	-3	0	-1
I feel confident to challenge inappropriate behaviour in the workplace		66%	0	0	+4
UKRI is committed to creating a diverse and inclusive workplace		72%	+1	+1	+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



			% yes while working within UKRI	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Have you been discriminated against at work during the past 12 months?		6%	6%	+1	0	0
Have you been treated unfairly at work during the past 12 months?		12%	12%	+1	-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.

Bullying and harassment



		% yes while working within UKRI	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Have you been bullied or harassed at work during the past 12 months?		7%	0	-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.

Wellbeing (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
In general, how would you rate your overall mental health now?		54%	-5 ↓	-3	-3
In general, how would you rate your overall physical health now?		64%	0	0	-7 ↓

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.

Wellbeing (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Wellbeing index score		63%	-3	0	-2
UKRI cares about my wellbeing		47%	-4	+2	-6 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing		62%	-11 ↓	-5 ↓	-5 ↓
During the last 12 months, I have felt unwell as a result of work-related stress*		44%	-3	+3	-1
In the last 12 months, I have experienced musculoskeletal problems (MSD)*		66%	+3	+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.

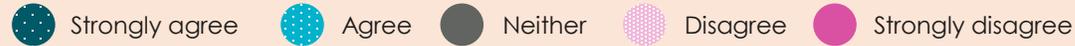
Wellbeing (3)

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. 14% Other, 0% Don't know, 0% Prefer not to say.

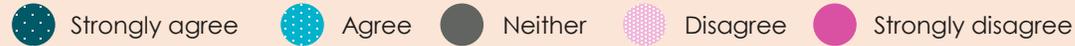
Senior leadership within UKRI (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		52%	-1	0	-3
The Senior Leaders at UKRI are sufficiently visible		26%	-14 ↓	-7 ↓	-8 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		27%	-11 ↓	-4	-8 ↓
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		30%	-8 ↓	-3	-6 ↓
I have confidence in the decisions made by UKRI's Senior Leaders		25%	-6 ↓	-1	-8 ↓
The Senior Leaders at UKRI keep me informed about issues that matter		38%	-5 ↓	0	-4

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

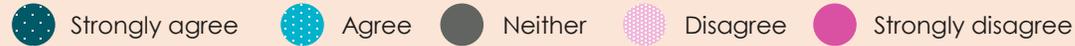
Senior leadership within UKRI (2)



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		52%	-1	0	-3
The communication we receive from UKRI's Senior Leaders is honest and open		35%	-6 ↓	-1	-7 ↓
I feel positive about the future of UKRI		34%	-5 ↓	-1	-4
I believe that UKRI's Senior Leaders will take action on the results from this survey		33%	-1	+1	-5 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		16%	-3	0	0
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		19%	-8 ↓	-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 NERC (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Senior leadership within NERC index score		46%	-13	-4	-3
The Senior Leaders at NERC are sufficiently visible		16%	-42 ↓	-13 ↓	+1
I believe the actions of NERC's Senior Leaders are consistent with NERC's values		21%	-36 ↓	-11 ↓	-5 ↓
I believe that Senior Leaders have a clear vision for the future of NERC		25%	-30 ↓	-7 ↓	0
I have confidence in the decisions made by NERC's Senior Leaders		18%	-30 ↓	-9 ↓	-3

Base: All respondents, excluding UKRI Corporate Hub. 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 to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Senior leadership within NERC index score		46%	-13	-4	-3
The Senior Leaders at NERC keep me informed about issues that matter		16%	-36 ↓	-11 ↓	-5 ↓
The communication we receive from NERC's Senior Leaders is honest and open		17%	-34 ↓	-9 ↓	-4
I believe that Senior Leaders at NERC will take action on the results from this survey		19%	-21 ↓	-4	-4
I think Senior Leaders at NERC took effective action on the results of the last survey in 2022		10%	-17 ↓	-5 ↓	-2
The Senior Leaders at NERC help me to understand the reasons and benefits that change will bring		14%	-24 ↓	-7 ↓	

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

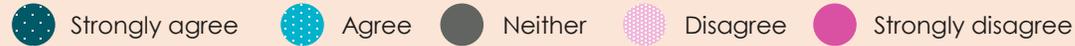
Managing change (1)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Managing change index score		50%	-1	+1	+1
I feel that change is managed well in NERC		17%	-16 ↓	-4	+5 ↑
I feel that change is managed well in UKRI as a whole		21%	0	+2	+1
As an organisation, UKRI adapts well to change		25%	+2	+2	-2
When changes are made across UKRI they are usually for the better		16%	-7 ↓	-1	-2

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

Managing change (2)



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Managing change index score		50%	-1	+1	+1
The reasons behind changes are communicated to me		28%	-8 ↓	-2	+10 ↑
I understand what support is available to me as I am affected by change within UKRI		29%	-6 ↓	-1	+2
I have the opportunity to contribute my views before decisions are made that affect me		22%	-2	+2	+2
I would feel confident challenging the way things are done across UKRI		23%	-5 ↓	+2	-7 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace		68%	-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.

Organisational culture

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
Organisational culture index score		73%	0	+2	+2
I am trusted to carry out my job effectively		94%	0	+1	+2
I am encouraged to try new ideas, even if they may not work		79%	+1	+4	+6 ↑
I believe my opinion is valued at work		78%	-2	+3	+3
I am comfortable expressing my true feelings at work		67%	-2	+3	+3
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		57%	-2	+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.

Your plans for the future

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 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	8%	8%	+1	+1	+2
I'm planning to leave UKRI within the next 12 months	11%	11%	-4	-3	-2
I'm planning to stay working within UKRI for at least the next year	41%	41%	+1	-1	-1
I'm planning to stay working within UKRI for at least the next three years	41%	41%	+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.

For more information



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