

UKRI People Survey 2023: MRC 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:

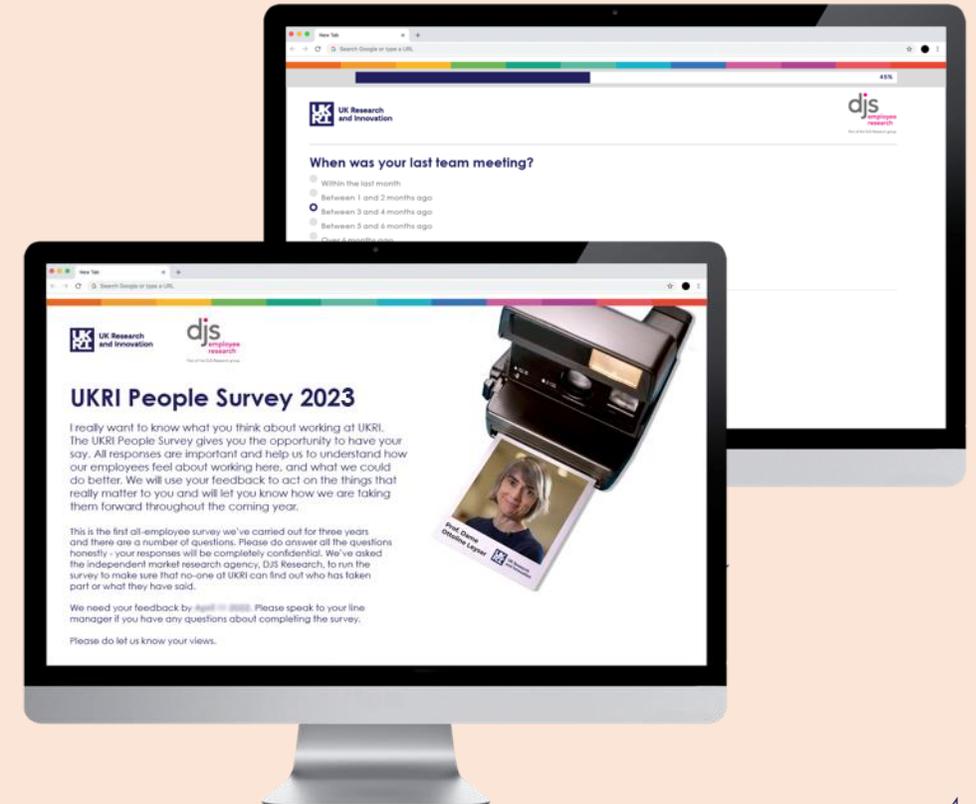
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

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

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

- Engagement
- Line management and senior leadership
- Learning and development
- Performance management
- 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%	Engagement with MRC 65% Difference to UKRI -1%	My work 73% Difference to UKRI 0%	Organisational objectives and purpose 58% Difference to UKRI -3%	My manager 76% Difference to UKRI 0%
Support for managers 73% Difference to UKRI +2%	My team 78% Difference to UKRI -2%	Learning and development 51% Difference to UKRI -4%	Pay and benefits 28% Difference to UKRI -6%	Resources and workload 68% 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 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.

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within MRC
70% Difference to UKRI -3%	62% Difference to UKRI -4%	49% Difference to UKRI -4%	56% Difference to UKRI -3%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
48% Difference to UKRI -2%	73% Difference to UKRI -1%	7% Difference to UKRI +2%	11% Difference to UKRI +4%

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.

Comparisons to the UKRI average

Response rate: 43%

No. of responses: 506 of 1185

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I can find the information I need to do my job effectively	74%	+8 ↑
I receive, or have access to, the training I need in order to be an effective manager	76%	+7 ↑
Organisational processes support me to work efficiently	45%	+7 ↑
I feel confident in addressing poor performance in my team	75%	+7 ↑
I have clear work objectives	85%	+7 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I would recommend UKRI as a great place to work	41%	-14 ↓
UKRI cares about my wellbeing	38%	-13 ↓
The Senior Leaders at UKRI are sufficiently visible	29%	-12 ↓
I believe the actions of the UKRI Senior Leaders are consistent with UKRI's values	25%	-12 ↓
I feel positive about the future of UKRI	26%	-12 ↓

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	31%	+11 ↑
In general, how often do you discuss your development needs and career goals with your manager? (% at least monthly)	26%	+8 ↑
I feel confident in addressing poor performance in my team	75%	+8 ↑
In general, how often do you discuss how well you're meeting your objectives with your manager? (% at least monthly)	50%	+8 ↑
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2022	23%	+6 ↑

Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
I am satisfied with the total benefits package	20%	-12 ↓
I feel positive about the future of UKRI	26%	-12 ↓
I would recommend UKRI as a great place to work	41%	-11 ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey	25%	-10 ↓
I would recommend [council/area] as a great place to work	58%	-10 ↓

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 have the skills I need to do my job effectively	93%
I am interested in my work	93%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	91%
I feel confident in supporting the health, safety and wellbeing of the people I manage	89%

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions 	% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	82%
I feel that my pay is fair for the work that I do	75%
There are opportunities for promotion within my current role	69%
I am satisfied with the total benefits package	59%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	48%

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 2022 (% point)
Engagement with UKRI index score*		51%	-5	-4
I am proud when I tell others I am part of UKRI		50%	-11 ↓	-4
I would recommend UKRI as a great place to work		41%	-14 ↓	-11 ↓
I feel a strong personal attachment to UKRI		21%	-9 ↓	-1
UKRI inspires me to do the best in my job		27%	-8 ↓	-7 ↓

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

*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.

Key driver analysis: explaining relative importance

Regression models are used to examine the extent to which each of the key drivers influence the overall measure of employee engagement. The relative importance score is a measure of how much the driver influences employee engagement. It also allows us to identify how much more influential a driver is compared to another and improves understanding of the strength of the influence of each.

Measuring how much the driver influences employee engagement:

- The higher the score, the greater the influence: the driver with the highest importance score is the one that has the greatest influence on employee engagement.
- In the example in the table, driver A has the greatest influence on employee engagement compared to all other drivers.
- The relative importance allows us to rank each of the key drivers in terms of their influence over employee engagement.

Comparing drivers' influence between each other:

- Driver A has a relative importance of 0.20 which means that it is twice as influential on employee engagement than the third and fourth ranked drivers C and D with a relative importance of 0.10.
- It is also three times as influential as the fifth driver E with a relative importance of 0.07.

Improving our understanding of how strong the influence is:

The relative importance score improves our understanding of the strength of the influence of each driver – so rather than just looking at the ranking, we can see that the third and fourth drivers have very similar levels of influence, whilst there is a big difference between the level of influence of the top driver (driver A) and the driver at the bottom (driver E).

Rank	Driver	Relative importance
1	driver A	0.20
2	driver B	0.12
3	driver C	0.10
4	driver D	0.10
5	driver E	0.07

Key driver analysis: MRC

In common with some other councils, MRC sees feeling 'positive about the future of UKRI' (0.26) as the key driver of engagement with UKRI overall; a statement with which only 26% of MRC colleagues agree (a decrease of 12% points since 2022). The fourth key driver, 'I feel that change is well managed in UKRI as a whole', is poor performing (just 16% agree with this – 5% points below the UKRI average), which also makes this a priority for improvement.

Rank	Question	Relative importance	Performance (percent net agree or equivalent)
1	Q30. I feel positive about the future of UKRI	0.26	26%
2	Q9. There are opportunities for me to develop in my career across UKRI	0.23	30%
3	Q4. I understand how my work contributes to UKRI's objectives	0.19	46%
4	Q31. I feel that change is managed well in UKRI as a whole	0.14	16%
5	Q12. I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	0.14	62%

Base: All MRC respondents.

Engagement with MRC



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Engagement with MRC index score*		65%	-1	-4
I am proud when I tell others I am part of MRC		80%	+1	-4
I would recommend MRC as a great place to work		58%	-9 ↓	-10 ↓
I feel a strong personal attachment to MRC		52%	-4	-5 ↓
MRC inspires me to do the best in my job		54%	-1	-8 ↓

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. 60% No comment.

5. All questions by survey theme



My work



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My work index score		73%	0	-2
I am interested in my work		93%	+1	-1
I am sufficiently challenged by my work		82%	0	-1
My work gives me a sense of personal accomplishment		82%	+4	0
I feel involved in the decisions that affect my work		60%	+1	-3
I am recognised for the way in which I approach my work, not just for what I contribute		60%	-3	-2
I have a say over how I do my work		81%	-2	-2

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

Organisational objectives and purpose



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational objectives and purpose index score		58%	-3	-1
I have a clear understanding of UKRI's objectives		42%	-12 ↓	+1
I understand how my work contributes to UKRI's objectives		46%	-12 ↓	+1
UKRI motivates me to help it achieve its objectives		18%	-6 ↓	-5 ↓
I have a clear understanding of MRC's objectives*		69%	-4	+1
I understand how my work contributes to MRC's objectives*		72%	-3	+1
MRC motivates me to help it achieve its objectives*		47%	0	-4

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)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		76%	0	+2
My manager motivates me		75%	+2	+3
My manager is considerate of my life outside work		84%	-5 ↓	+1
My manager is open to my ideas		86%	-2	0
My manager recognises when I have done my job well		83%	-1	+1
I receive regular constructive feedback on my performance		69%	+3	+3
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		91%	-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 to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		76%	0	+2
I think that my performance is evaluated fairly	<p>38% (Strongly agree) 39% (Agree) 13% (Neither) 7% (Disagree) 3% (Strongly disagree)</p>	76%	+1	+5 ↑
Poor performance is dealt with effectively in my team	<p>16% (Strongly agree) 30% (Agree) 34% (Neither) 12% (Disagree) 8% (Strongly disagree)</p>	46%	+4	+2

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

Performance management



		% (percent) at least monthly	Difference to UKRI 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		50%	+4	+8 ↑
Your development needs and career goals		26%	-1	+8 ↑
Your personal wellbeing and/or work-related stress		55%	-8 ↓	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.

Support for managers



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Support for managers index score		73%	+2	0
I feel confident in supporting the health, safety and wellbeing of the people I manage		89%	0	-1
I feel confident in addressing poor performance in my team		75%	+7 ↑	+8 ↑
I receive, or have access to, the training I need in order to be an effective manager		76%	+7 ↑	+6 ↑
I am confident in how to manage and support my team through change		80%	+4	

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 2022 (% point)
My team index score		78%	-2	-1
The people in my team can be relied upon to help when we are under pressure		82%	-6 ↓	-3
The people in my team work together to find ways to improve the quality of what we do		79%	-6 ↓	-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.

Learning and personal development



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Learning and personal development index score		51%	-4	-2
I am able to access the right learning and development opportunities for my current role when I need them		58%	-3	0
Learning and development activities I have completed in the past 12 months have helped to improve my performance		49%	-2	-1
There are opportunities for me to develop in my career across UKRI		30%	-9 ↓	+1
There are opportunities for promotion within my current role		14%	-7 ↓	-3
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		37%	-7 ↓	-2
I think my current job makes the most of my skills and strengths		60%	+4	+2

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

Pay and benefits

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Pay and benefits index score		28%	-6	-9
I feel that my pay is fair for the work that I do		12%	-5 ↓	-7 ↓
I am satisfied with the total benefits package		20%	-7 ↓	-12 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		18%	-7 ↓	-6 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		6%	-4	-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.

Resources and workload

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Resources and workload index score		68%	+2	-1
I can find the information I need to do my job effectively		74%	+8 ↑	+1
Organisational processes support me to work efficiently		45%	+7 ↑	-7 ↓
I have clear work objectives		85%	+7 ↑	+2
I have the skills I need to do my job effectively		93%	+2	+1
I have access to the tools and equipment I need to do my job effectively		80%	+2	-3
I have a manageable workload		57%	+2	-2
I achieve a good balance between my work life and my private life		61%	-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.

Inclusion and fair treatment

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
				
Inclusion and fair treatment index score		70%	-3	0
I am treated fairly at work		81%	-3	+1
I am treated with respect by the people I work with		84%	-4	-1
I feel valued for the work I do		68%	-1	-3
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)		62%	-9 ↓	-1
I feel confident to challenge inappropriate behaviour in the workplace		62%	-5 ↓	+2
UKRI is committed to creating a diverse and inclusive workplace		62%	-8 ↓	+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
 ● Yes, while working for a different organisation
 ● No
 ● Prefer not to say

		% yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2022 (% point)
Have you been discriminated against at work during the past 12 months?		7%	+2	0
Have you been treated unfairly at work during the past 12 months?		12%	+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.

Bullying and harassment



		% yes while working within UKRI	Difference to UKRI average (% point)	Difference to 2022 (% point)
Have you been bullied or harassed at work during the past 12 months?		11%	+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.

Wellbeing (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
In general, how would you rate your overall mental health now?		59%	0	-7 ↓
In general, how would you rate your overall physical health now?		64%	0	0

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

Wellbeing (2)

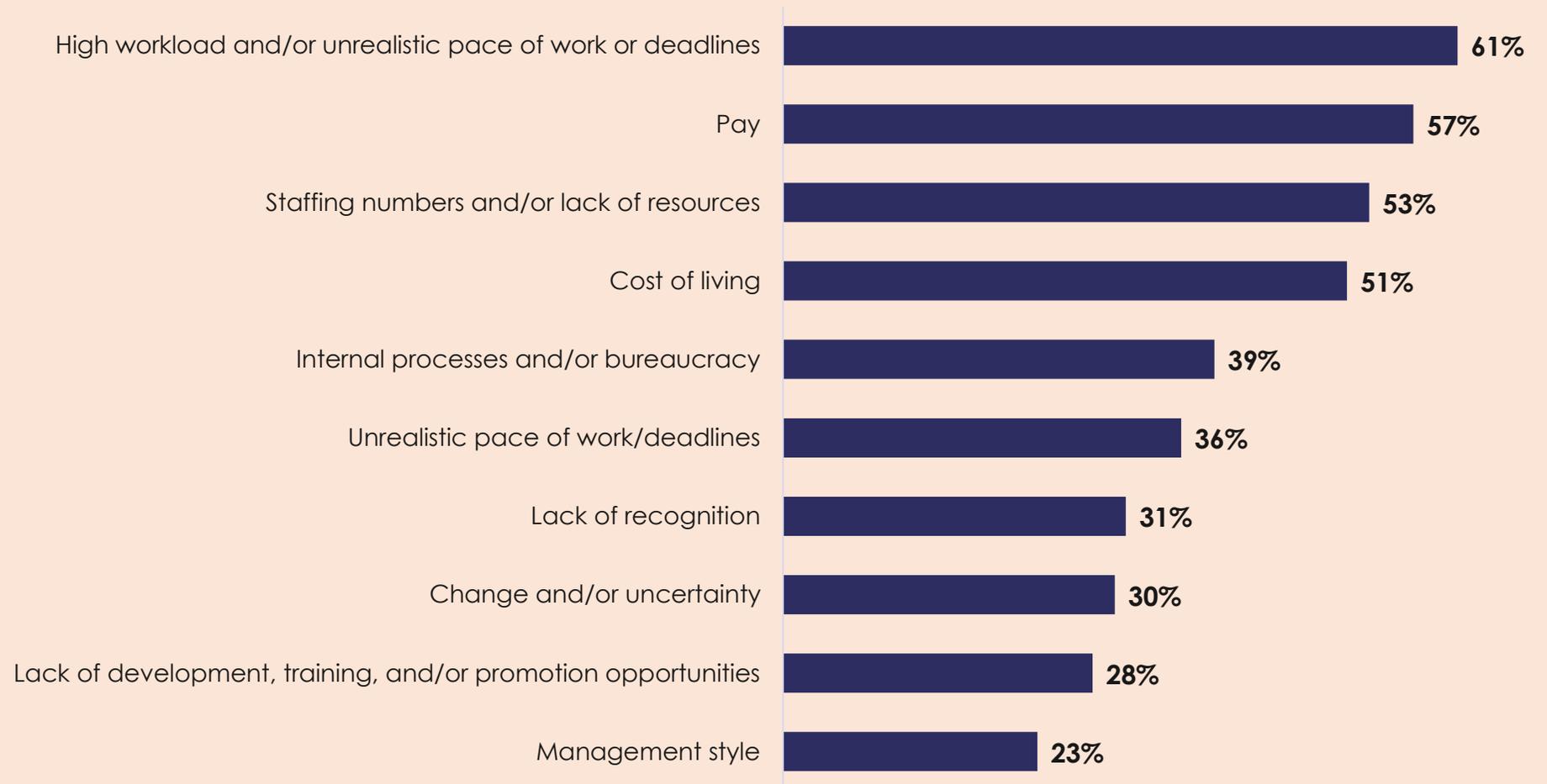
● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Wellbeing index score		62%	-4	-1
UKRI cares about my wellbeing		38%	-13 ↓	-3
My manager creates a positive atmosphere at work which supports my health and wellbeing		70%	-4	+4
During the last 12 months, I have felt unwell as a result of work-related stress*				
In the last 12 months, I have experienced musculoskeletal problems (MSD)*				

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.

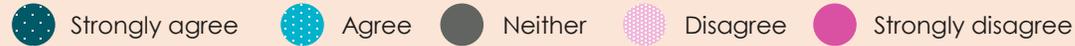
Wellbeing (3)

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. 7% Other, 0% Don't know, 1% Prefer not to say.

Senior leadership within UKRI (1)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		49%	-4	-5
The Senior Leaders at UKRI are sufficiently visible		29%	-12 ↓	-7 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		25%	-12 ↓	-5 ↓
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		30%	-8 ↓	-6 ↓
I have confidence in the decisions made by UKRI's Senior Leaders		23%	-8 ↓	-7 ↓
The Senior Leaders at UKRI keep me informed about issues that matter		32%	-10 ↓	-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)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		49%	-4	-5
The communication we receive from UKRI's Senior Leaders is honest and open		31%	-10 ↓	-7 ↓
I feel positive about the future of UKRI		26%	-12 ↓	-12 ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey		25%	-9 ↓	-10 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		15%	-4	+3
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		20%	-7 ↓	

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

Senior leadership within MRC (1)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within MRC index score		56%	-3	-3
The Senior Leaders at MRC are sufficiently visible		48%	-10 ↓	-1
I believe the actions of MRC's Senior Leaders are consistent with MRC's values		47%	-10 ↓	-2
I believe that Senior Leaders have a clear vision for the future of MRC		46%	-8 ↓	-5 ↓
I have confidence in the decisions made by MRC's Senior Leaders		40%	-8 ↓	-4

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 MRC (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within MRC index score		56%	-3	-3
The Senior Leaders at MRC keep me informed about issues that matter		41%	-11 ↓	-7 ↓
The communication we receive from MRC's Senior Leaders is honest and open		42%	-9 ↓	-1
I believe that Senior Leaders at MRC will take action on the results from this survey		30%	-11 ↓	-6 ↓
I think Senior Leaders at MRC took effective action on the results of the last survey in 2022		23%	-4	+6 ↑
The Senior Leaders at MRC help me to understand the reasons and benefits that change will bring		30%	-8 ↓	

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)



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Managing change index score		48%	-2	0
I feel that change is managed well in MRC		28%	-5 ↓	-3
I feel that change is managed well in UKRI as a whole		16%	-5 ↓	-5 ↓
As an organisation, UKRI adapts well to change		17%	-6 ↓	-6 ↓
When changes are made across UKRI they are usually for the better		15%	-8 ↓	-2

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

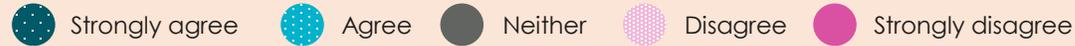
Managing change (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Managing change index score		48%	-2	0
The reasons behind changes are communicated to me		31%	-5 ↓	+11 ↑
I understand what support is available to me as I am affected by change within UKRI		28%	-6 ↓	0
I have the opportunity to contribute my views before decisions are made that affect me		21%	-4	+1
I would feel confident challenging the way things are done across UKRI		22%	-7 ↓	-5 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace		74%	+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



		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational culture index score		73%	-1	+1
I am trusted to carry out my job effectively		94%	+1	+2
I am encouraged to try new ideas, even if they may not work		78%	0	-1
I believe my opinion is valued at work		80%	0	+3
I am comfortable expressing my true feelings at work		66%	-2	+3
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		49%	-11 ↓	-3

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

Your plans for the future

		% (percent) positive	Difference to UKRI 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		6%	-1	+2
I'm planning to leave UKRI within the next 12 months		20%	+5 ↑	+5 ↑
I'm planning to stay working within UKRI for at least the next year		39%	-2	+2
I'm planning to stay working within UKRI for at least the next three years		36%	-2	-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.

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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