

# UKRI People Survey 2023: NERC-British Antarctic Survey report

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██████████, Research Director

██████████, Senior Research Manager

██████████, Research Executive

JN8474



Part of the DJS Research group

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# 1. Background and methodology



# Background and methodology

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

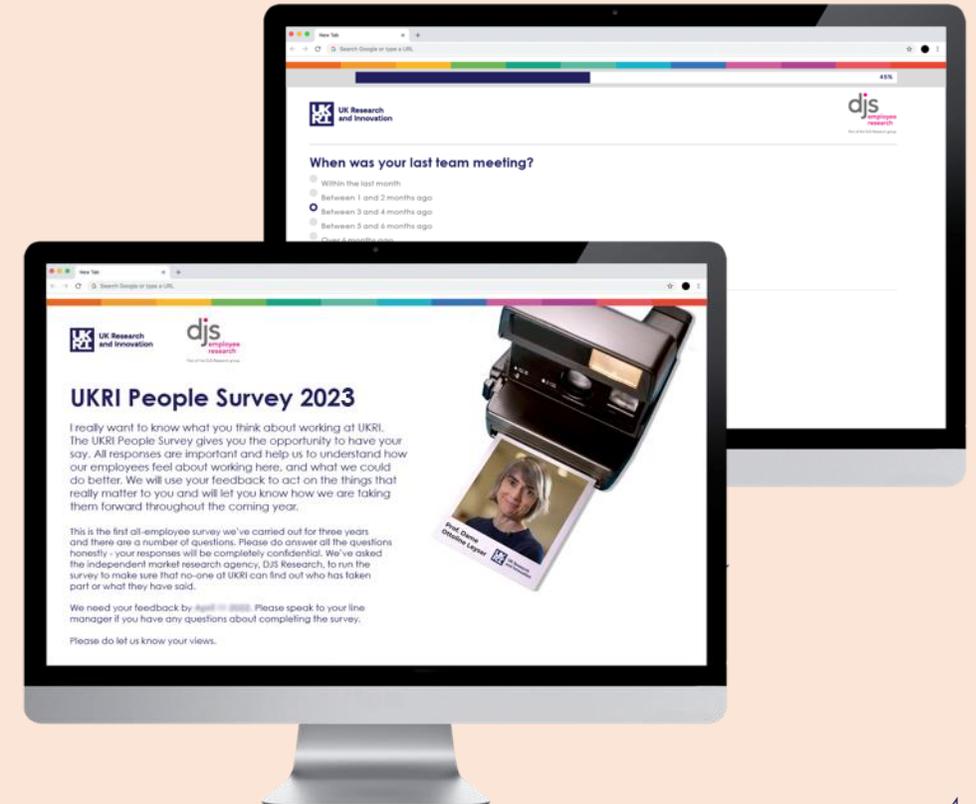
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **NERC-British Antarctic 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)

<b>Engagement with UKRI</b> <b>47%</b> Difference to UKRI -9% Difference to parent* -3%	<b>Engagement with NERC</b> <b>53%</b> Difference to UKRI -13% Difference to parent* -4%	<b>My work</b> <b>76%</b> Difference to UKRI +2% Difference to parent* +2%	<b>Organisational objectives and purpose</b> <b>54%</b> Difference to UKRI -7% Difference to parent* -2%	<b>My manager</b> <b>71%</b> Difference to UKRI -4% Difference to parent* -2%
<b>Support for managers</b> <b>67%</b> Difference to UKRI -4% Difference to parent* -3%	<b>My team</b> <b>78%</b> Difference to UKRI -3% Difference to parent* 0%	<b>Learning and development</b> <b>51%</b> Difference to UKRI -4% Difference to parent* -2%	<b>Pay and benefits</b> <b>25%</b> Difference to UKRI -8% Difference to parent* -2%	<b>Resources and workload</b> <b>62%</b> Difference to UKRI -3% 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

## Average scores per survey theme (2)

<b>Inclusion and fair treatment</b> <b>71%</b> Difference to UKRI -1% Difference to parent* 0%	<b>Wellbeing</b> <b>61%</b> Difference to UKRI -5% Difference to parent* -2%	<b>Senior leadership within UKRI</b> <b>51%</b> Difference to UKRI -2% Difference to parent* -2%	<b>Senior leadership within NERC</b> <b>49%</b> Difference to UKRI -10% Difference to parent* -1%
<b>Managing change</b> <b>47%</b> Difference to UKRI -3% Difference to parent* -2%	<b>Organisational culture</b> <b>71%</b> Difference to UKRI -2% Difference to parent* 0%	<b>Experienced discrimination</b> <b>7%</b> Difference to UKRI +2% Difference to parent* 0%	<b>Experienced bullying or harassment</b> <b>10%</b> Difference to UKRI +3% 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

# Comparisons to the UKRI average

**Response rate: 39%**

**No. of responses: 242 of 625**

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I feel confident to challenge inappropriate behaviour in the workplace	<b>74%</b>	<b>+8</b> ↑
My work gives me a sense of personal accomplishment	<b>82%</b>	<b>+4</b>
I am sufficiently challenged by my work	<b>86%</b>	<b>+4</b>
In general, how would you rate your overall physical health now? (% very good/good/excellent)	<b>67%</b>	<b>+2</b>
I feel involved in the decisions that affect my work	<b>62%</b>	<b>+2</b>

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	<b>23%</b>	<b>-35</b> ↓
The Senior Leaders at [council/area] keep me informed about issues that matter	<b>21%</b>	<b>-31</b> ↓
The communication we receive from [council/area]'s Senior Leaders is honest and open	<b>20%</b>	<b>-31</b> ↓
I believe the actions of [council/area]'s Senior Leaders are consistent with [council/area]'s values	<b>26%</b>	<b>-31</b> ↓
I feel a strong personal attachment to [council/area]	<b>27%</b>	<b>-28</b> ↓

# Comparisons to the 2022 People Survey

Questions improved the most since 2022	% (percent) positive	Difference to 2022 (% point)
I feel confident to challenge inappropriate behaviour in the workplace	<b>74%</b>	<b>+12</b> ↑
The reasons behind changes are communicated to me	<b>25%</b>	<b>+9</b> ↑
My manager creates a positive atmosphere at work which supports my health and wellbeing	<b>67%</b>	<b>+7</b> ↑
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2022	<b>11%</b>	<b>+7</b> ↑
I am treated fairly at work	<b>83%</b>	<b>+6</b> ↑

Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
The Senior Leaders at UKRI keep me informed about issues that matter	<b>29%</b>	<b>-12</b> ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey	<b>25%</b>	<b>-9</b> ↓
The Senior Leaders at UKRI are sufficiently visible	<b>28%</b>	<b>-7</b> ↓
I am encouraged to try new ideas, even if they may not work	<b>73%</b>	<b>-6</b> ↓
I have confidence in the decisions made by UKRI's Senior Leaders	<b>19%</b>	<b>-6</b> ↓

# 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	<b>95%</b>
I am interested in my work	<b>93%</b>
I have the skills I need to do my job effectively	<b>93%</b>
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	<b>91%</b>
I am sufficiently challenged by my work	<b>86%</b>

**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	<b>88%</b>
I feel that my pay is fair for the work that I do	<b>81%</b>
There are opportunities for promotion within my current role	<b>57%</b>
I am satisfied with the total benefits package	<b>56%</b>
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<b>52%</b>

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

# 3. Employee engagement



# Engagement with UKRI

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Engagement with UKRI index score*</b>		47%	-9	-3	-3
I am proud when I tell others I am part of UKRI		39%	-22 ↓	-10 ↓	-5 ↓
I would recommend UKRI as a great place to work		33%	-22 ↓	-8 ↓	-3
I feel a strong personal attachment to UKRI		13%	-18 ↓	-7 ↓	-1
UKRI inspires me to do the best in my job		17%	-19 ↓	-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.

\*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)
<b>Engagement with NERC index score*</b>		53%	-13	-4	0
I am proud when I tell others I am part of NERC		54%	-25 ↓	-8 ↓	+3
I would recommend NERC as a great place to work		42%	-25 ↓	-5 ↓	+2
I feel a strong personal attachment to NERC		27%	-28 ↓	-9 ↓	0
NERC inspires me to do the best in my job		28%	-27 ↓	-7 ↓	+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.

\*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. 49% 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)
<b>My work index score</b>		<b>76%</b>	<b>+2</b>	<b>+2</b>	<b>0</b>
I am interested in my work		<b>93%</b>	<b>+2</b>	<b>+1</b>	<b>-3</b>
I am sufficiently challenged by my work		<b>86%</b>	<b>+4</b>	<b>+2</b>	<b>+1</b>
My work gives me a sense of personal accomplishment		<b>82%</b>	<b>+4</b>	<b>+3</b>	<b>+2</b>
I feel involved in the decisions that affect my work		<b>62%</b>	<b>+2</b>	<b>+4</b>	<b>+2</b>
I am recognised for the way in which I approach my work, not just for what I contribute		<b>56%</b>	<b>-7</b> ↓	<b>-3</b>	<b>-2</b>
I have a say over how I do my work		<b>86%</b>	<b>+2</b>	<b>+3</b>	<b>+1</b>

**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)
<b>Organisational objectives and purpose index score</b>		<b>54%</b>	<b>-7</b>	<b>-2</b>	<b>+1</b>
I have a clear understanding of UKRI's objectives		37%	-17 ↓	-8 ↓	-4
I understand how my work contributes to UKRI's objectives		49%	-9 ↓	-3	+1
UKRI motivates me to help it achieve its objectives		14%	-10 ↓	-2	+3
I have a clear understanding of NERC's objectives*		57%	-16 ↓	-3	+2
I understand how my work contributes to NERC's objectives*		64%	-12 ↓	+1	+1
NERC motivates me to help it achieve its objectives*		23%	-24 ↓	-5 ↓	0

**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 NERC average (% point)	Difference to 2022 (% point)
<b>My manager index score</b>		71%	-4	-2	+1
My manager motivates me		61%	-12 ↓	-6 ↓	-5 ↓
My manager is considerate of my life outside work		82%	-7 ↓	-5 ↓	-1
My manager is open to my ideas		85%	-4	-1	+4
My manager recognises when I have done my job well		79%	-4	-3	-2
I receive regular constructive feedback on my performance		52%	-15 ↓	-8 ↓	0
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		91%	-2	+1	-1

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

# My manager (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>My manager index score</b>		71%	-4	-2	+1
I think that my performance is evaluated fairly		69%	-6 ↓	-3	+3
Poor performance is dealt with effectively in my team		30%	-11 ↓	-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 NERC average (% point)	Difference to 2022 (% point)
<b>In general, how often do you discuss the following with your manager?</b>					
How well you're meeting your objectives		38%	-8 ↓	-2	-3
Your development needs and career goals		18%	-9 ↓	-1	-1
Your personal wellbeing and/or work-related stress		53%	-10 ↓	-5 ↓	+2

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

# Support for managers



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Support for managers index score</b>		67%	-4	-3	-1
I feel confident in supporting the health, safety and wellbeing of the people I manage		83%	-6 ↓	-2	-4
I feel confident in addressing poor performance in my team		59%	-9 ↓	-4	+1
I receive, or have access to, the training I need in order to be an effective manager		57%	-12 ↓	-13 ↓	-4
I am confident in how to manage and support my team through change		68%	-8 ↓	-7 ↓	

**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)
<b>My team index score</b>		78%	-3	0	-1
The people in my team can be relied upon to help when we are under pressure		86%	-2	-1	0
The people in my team work together to find ways to improve the quality of what we do		78%	-7 ↓	-4	-2

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

# Learning and personal development



		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Learning and personal development index score</b>		51%	-4	-2	+1
I am able to access the right learning and development opportunities for my current role when I need them		59%	-3	-5 ↓	+3
Learning and development activities I have completed in the past 12 months have helped to improve my performance		42%	-10 ↓	-6 ↓	+5 ↑
There are opportunities for me to develop in my career across UKRI		29%	-10 ↓	-3	+5 ↑
There are opportunities for promotion within my current role		17%	-4	-2	+2
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		32%	-12 ↓	-7 ↓	+1
I think my current job makes the most of my skills and strengths		58%	+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.

# 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)
<b>Pay and benefits index score</b>		25%	-8	-2	-4
I feel that my pay is fair for the work that I do		10%	-7 ↓	-3	-3
I am satisfied with the total benefits package		17%	-9 ↓	-7 ↓	0
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		14%	-10 ↓	-2	0
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		3%	-7 ↓	-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.

# 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)
<b>Resources and workload index score</b>		62%	-3	-2	0
I can find the information I need to do my job effectively		59%	-7 ↓	-7 ↓	-3
Organisational processes support me to work efficiently		32%	-6 ↓	-3	+3
I have clear work objectives		76%	-3	-1	-4
I have the skills I need to do my job effectively		93%	+1	0	+2
I have access to the tools and equipment I need to do my job effectively		72%	-6 ↓	-6 ↓	+4
I have a manageable workload		50%	-5 ↓	-1	+6 ↑
I achieve a good balance between my work life and my private life		51%	-13 ↓	-7 ↓	-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.

# Inclusion and fair treatment

			% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
						
<b>Inclusion and fair treatment index score</b>			71%	-1	0	+1
I am treated fairly at work			83%	-1	+1	+6 
I am treated with respect by the people I work with			84%	-4	-2	+3
I feel valued for the work I do			64%	-6 	0	0
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)			65%	-6 	-4	+1
I feel confident to challenge inappropriate behaviour in the workplace			74%	+8 	+8 	+12 
UKRI is committed to creating a diverse and inclusive workplace			68%	-2	-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



			% 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?			7%	+2	0	0
Have you been treated unfairly at work during the past 12 months?			14%	+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.

# Bullying and harassment

● 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 NERC average (% point)	Difference to 2022 (% point)
Have you been bullied or harassed at work during the past 12 months?		10%	+3	+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.

# 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?		59%	0	+2	-5 ↓
In general, how would you rate your overall physical health now?		67%	+2	+2	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)

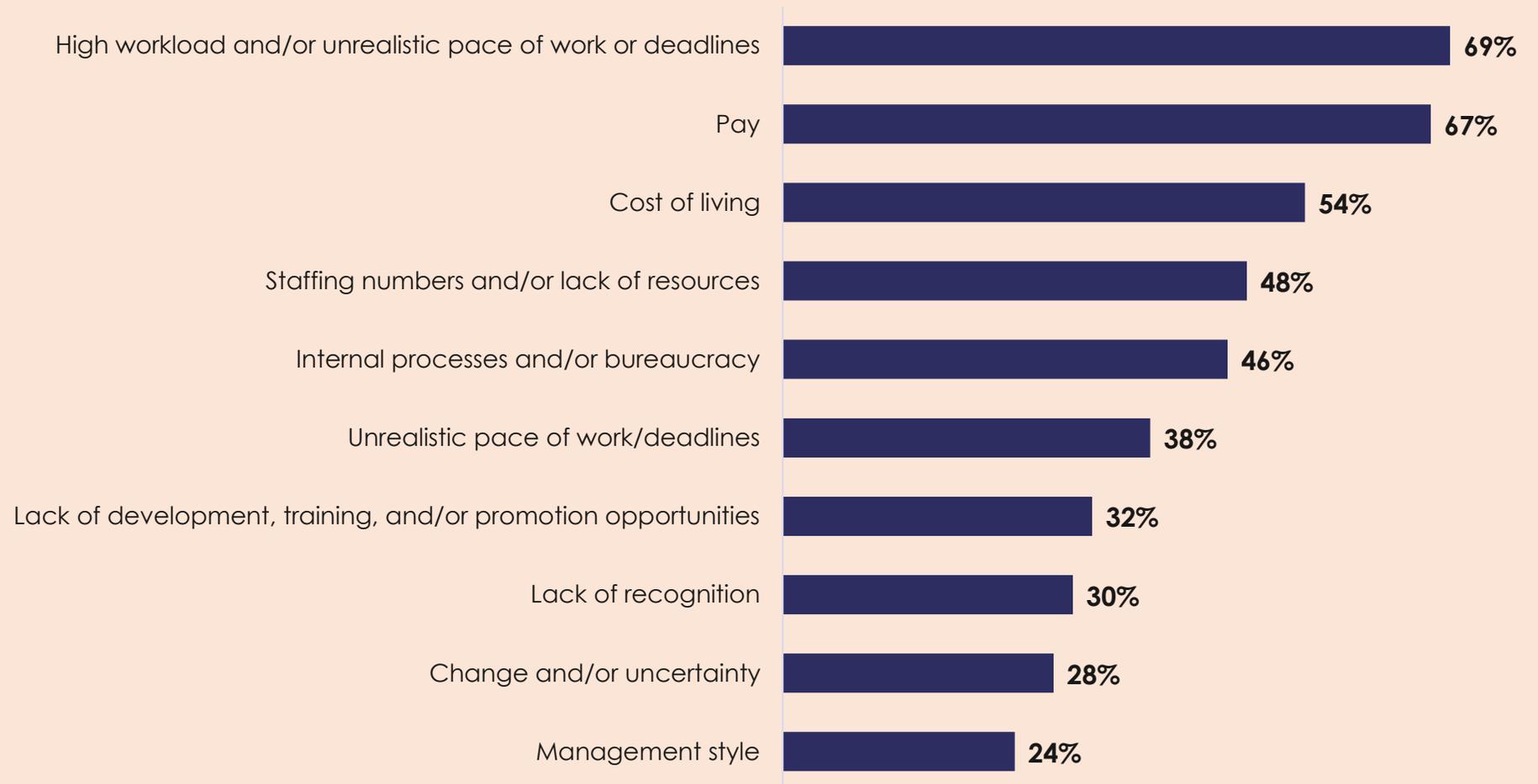
● Strongly agree  
 ● Agree  
 ● Neither  
 ● Disagree  
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Wellbeing index score</b>		61%	-5	-2	0
UKRI cares about my wellbeing		36%	-16 ↓	-9 ↓	-3
My manager creates a positive atmosphere at work which supports my health and wellbeing		67%	-7 ↓	-1	+7 ↑
During the last 12 months, I have felt unwell as a result of work-related stress*		40%	-7 ↓	-1	-6 ↓
In the last 12 months, I have experienced musculoskeletal problems (MSD)*		65%	+2	+1	+5 ↑

**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.

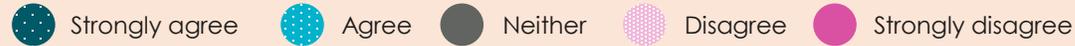
# Wellbeing (3)

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. 8% 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)
<b>Senior leadership within UKRI index score</b>		<b>51%</b>	<b>-2</b>	<b>-2</b>	<b>-3</b>
The Senior Leaders at UKRI are sufficiently visible		28%	-13 ↓	-6 ↓	-7 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		25%	-12 ↓	-5 ↓	-3
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		27%	-11 ↓	-6 ↓	-5 ↓
I have confidence in the decisions made by UKRI's Senior Leaders		19%	-12 ↓	-7 ↓	-6 ↓
The Senior Leaders at UKRI keep me informed about issues that matter		29%	-14 ↓	-10 ↓	-12 ↓

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

# Senior leadership within UKRI (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Senior leadership within UKRI index score</b>		<b>51%</b>	<b>-2</b>	<b>-2</b>	<b>-3</b>
The communication we receive from UKRI's Senior Leaders is honest and open		32%	-9 ↓	-4	-5 ↓
I feel positive about the future of UKRI		28%	-11 ↓	-7 ↓	-1
I believe that UKRI's Senior Leaders will take action on the results from this survey		25%	-9 ↓	-7 ↓	-9 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		12%	-7 ↓	-4	+5 ↑
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		15%	-11 ↓	-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 NERC (1)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Senior leadership within NERC index score</b>		<b>49%</b>	<b>-10</b>	<b>-1</b>	<b>+3</b>
The Senior Leaders at NERC are sufficiently visible		23%	-35 ↓	-7 ↓	+5 ↑
I believe the actions of NERC's Senior Leaders are consistent with NERC's values		26%	-31 ↓	-5 ↓	+2
I believe that Senior Leaders have a clear vision for the future of NERC		26%	-28 ↓	-6 ↓	0
I have confidence in the decisions made by NERC's Senior Leaders		23%	-26 ↓	-5 ↓	0

**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)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Senior leadership within NERC index score</b>		<b>49%</b>	<b>-10</b>	<b>-1</b>	<b>+3</b>
The Senior Leaders at NERC keep me informed about issues that matter		21%	-31 ↓	-6 ↓	-2
The communication we receive from NERC's Senior Leaders is honest and open		20%	-31 ↓	-5 ↓	+1
I believe that Senior Leaders at NERC will take action on the results from this survey		18%	-23 ↓	-5 ↓	0
I think Senior Leaders at NERC took effective action on the results of the last survey in 2022		11%	-15 ↓	-4	+7 ↑
The Senior Leaders at NERC help me to understand the reasons and benefits that change will bring		15%	-23 ↓	-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.

# 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)
<b>Managing change index score</b>		<b>47%</b>	<b>-3</b>	<b>-2</b>	<b>+2</b>
I feel that change is managed well in NERC		17%	-16 ↓	-4	+2
I feel that change is managed well in UKRI as a whole		15%	-6 ↓	-4	0
As an organisation, UKRI adapts well to change		17%	-6 ↓	-5 ↓	-2
When changes are made across UKRI they are usually for the better		13%	-10 ↓	-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.

# Managing change (2)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Managing change index score</b>		47%	-3	-2	+2
The reasons behind changes are communicated to me		25%	-11 ↓	-6 ↓	+9 ↑
I understand what support is available to me as I am affected by change within UKRI		22%	-12 ↓	-8 ↓	+2
I have the opportunity to contribute my views before decisions are made that affect me		14%	-11 ↓	-6 ↓	0
I would feel confident challenging the way things are done across UKRI		19%	-10 ↓	-2	-3
As an individual, I accept and adapt well to changes in working practices in the workplace		59%	-12 ↓	-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.

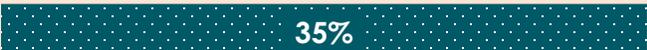
# Organisational culture

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Organisational culture index score</b>		71%	-2	0	-1
I am trusted to carry out my job effectively		95%	+1	+2	+2
I am encouraged to try new ideas, even if they may not work		73%	-5 ↓	-2	-6 ↓
I believe my opinion is valued at work		75%	-5 ↓	-1	0
I am comfortable expressing my true feelings at work		64%	-5 ↓	0	-1
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		56%	-4	0	+1

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

# Your plans for the future

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Which of the following statements most accurately reflects your current thoughts about working within UKRI?</b>					
I'm planning to leave UKRI as soon as possible		5%	-2	-2	-1
I'm planning to leave UKRI within the next 12 months		18%	+3	+4	+6 
I'm planning to stay working within UKRI for at least the next year		43%	+2	+1	+7 
I'm planning to stay working within UKRI for at least the next three years		35%	-4	-3	-12 

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

# For more information



UK Research  
and Innovation

**Head office:** 3 Pavilion Lane, Strines,  
Stockport, Cheshire, SK6 7GH

**Leeds office:** Regus, Office 18.09, 67 Albion Street  
Pinnacle, 15th–18th Floors, Leeds, LS1 5AA

**+44 (0)1663 767 857**  
[djsresearch.co.uk](http://djsresearch.co.uk)

The logo for djs employee research, featuring the lowercase letters 'djs' in a grey, sans-serif font with a pink dot above the 'j'. Below 'djs' are the words 'employee' and 'research' in a pink, lowercase, sans-serif font, stacked vertically.

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