

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

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research

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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:

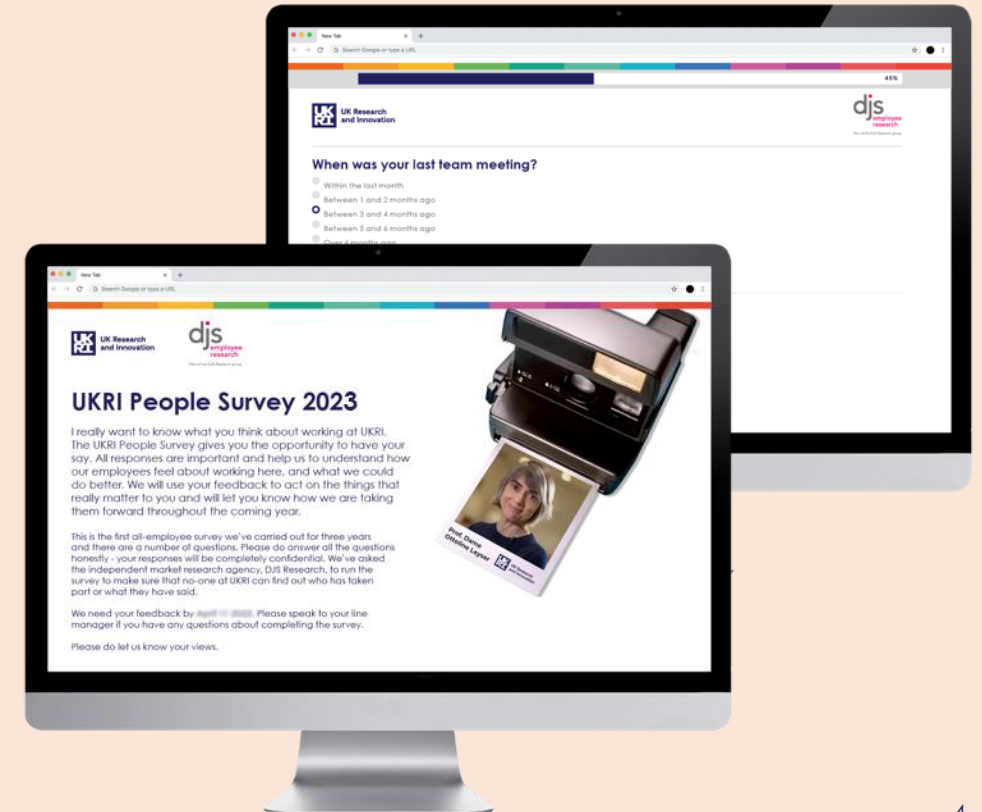
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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)

<b>Engagement with UKRI</b> <b>51%</b> Difference to UKRI -5% Difference to parent* 0%	<b>Engagement with NERC</b> <b>53%</b> Difference to UKRI -13% Difference to parent* -3%	<b>My work</b> <b>74%</b> Difference to UKRI 0% Difference to parent* 0%	<b>Organisational objectives and purpose</b> <b>53%</b> Difference to UKRI -8% Difference to parent* -2%	<b>My manager</b> <b>73%</b> Difference to UKRI -3% Difference to parent* 0%
<b>Support for managers</b> <b>72%</b> Difference to UKRI +1% Difference to parent* +2%	<b>My team</b> <b>77%</b> Difference to UKRI -3% Difference to parent* -1%	<b>Learning and development</b> <b>54%</b> Difference to UKRI -1% Difference to parent* +1%	<b>Pay and benefits</b> <b>25%</b> Difference to UKRI -9% Difference to parent* -3%	<b>Resources and workload</b> <b>65%</b> 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	Wellbeing	Senior leadership within UKRI	Senior leadership within NERC
<b>72%</b> Difference to UKRI -1% Difference to parent* 0%	<b>63%</b> Difference to UKRI -3% Difference to parent* 0%	<b>52%</b> Difference to UKRI -1% Difference to parent* 0%	<b>46%</b> Difference to UKRI -13% Difference to parent* -4%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
<b>50%</b> Difference to UKRI -1% Difference to parent* +1%	<b>73%</b> Difference to UKRI 0% Difference to parent* +2%	<b>6%</b> Difference to UKRI +1% Difference to parent* 0%	<b>7%</b> 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	<b>28%</b>	<b>+10 ↑</b>
I am encouraged to try new ideas, even if they may not work	<b>79%</b>	<b>+6 ↑</b>
I feel confident in addressing poor performance in my team	<b>64%</b>	<b>+5 ↑</b>
I feel involved in the decisions that affect my work	<b>62%</b>	<b>+5 ↑</b>
I feel that change is managed well in [council/area]	<b>17%</b>	<b>+5 ↑</b>


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

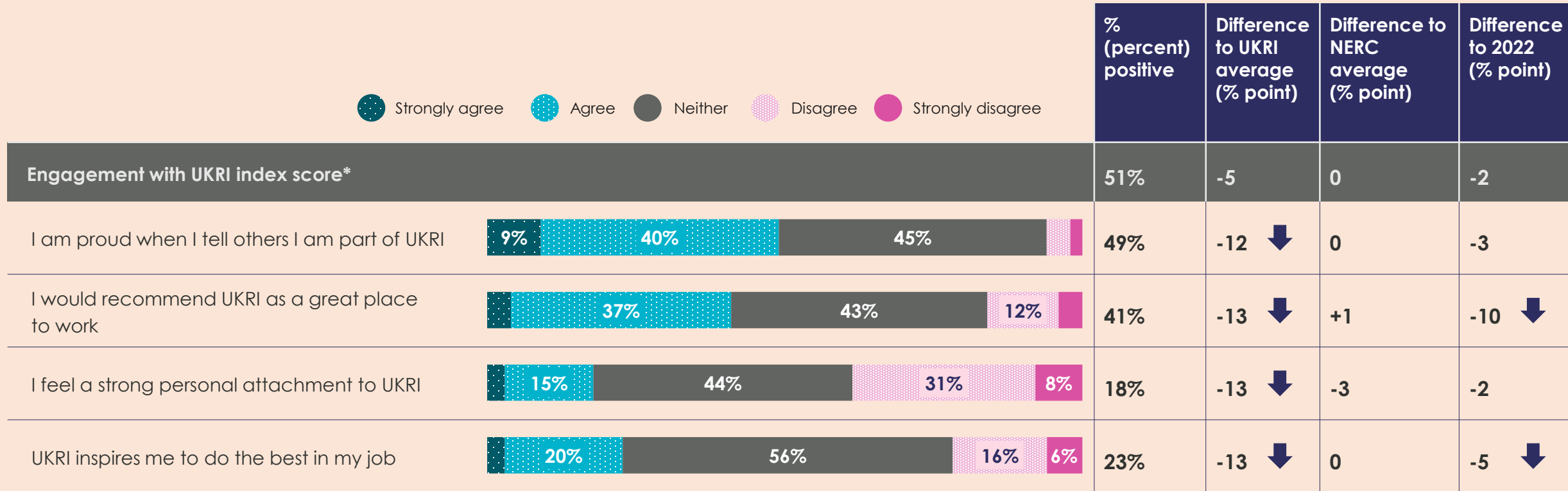
Most negatively scoring questions		% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		88%
I feel that my pay is fair for the work that I do		82%
There are opportunities for promotion within my current role		60%
Compared to people 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



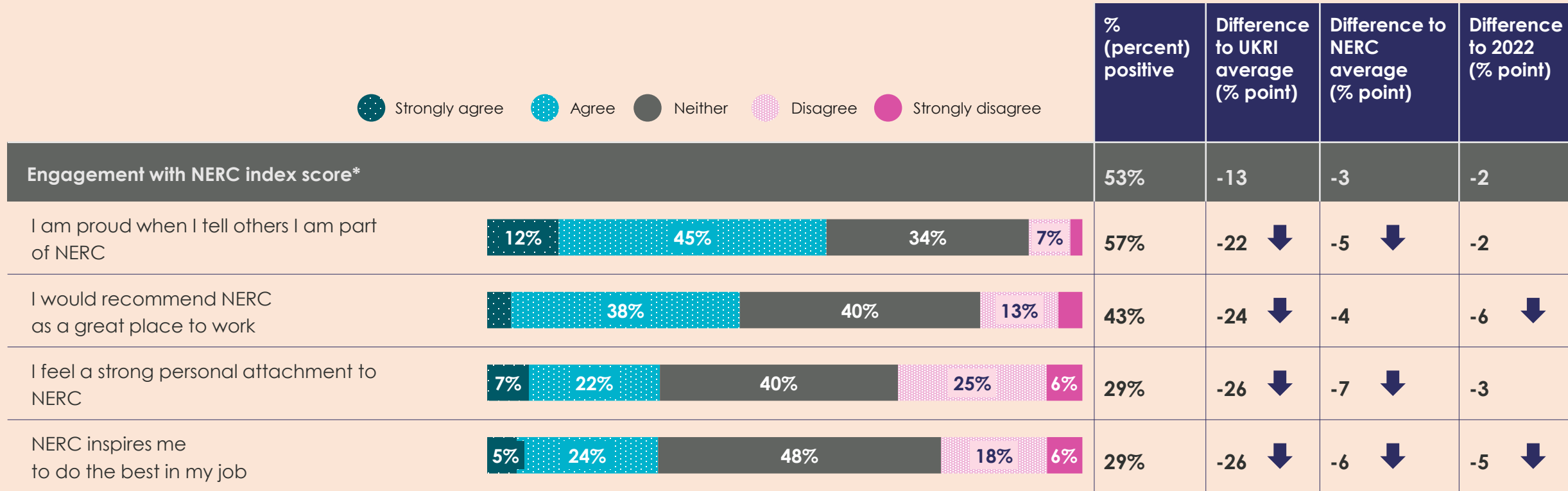
# Engagement with UKRI



**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



**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?

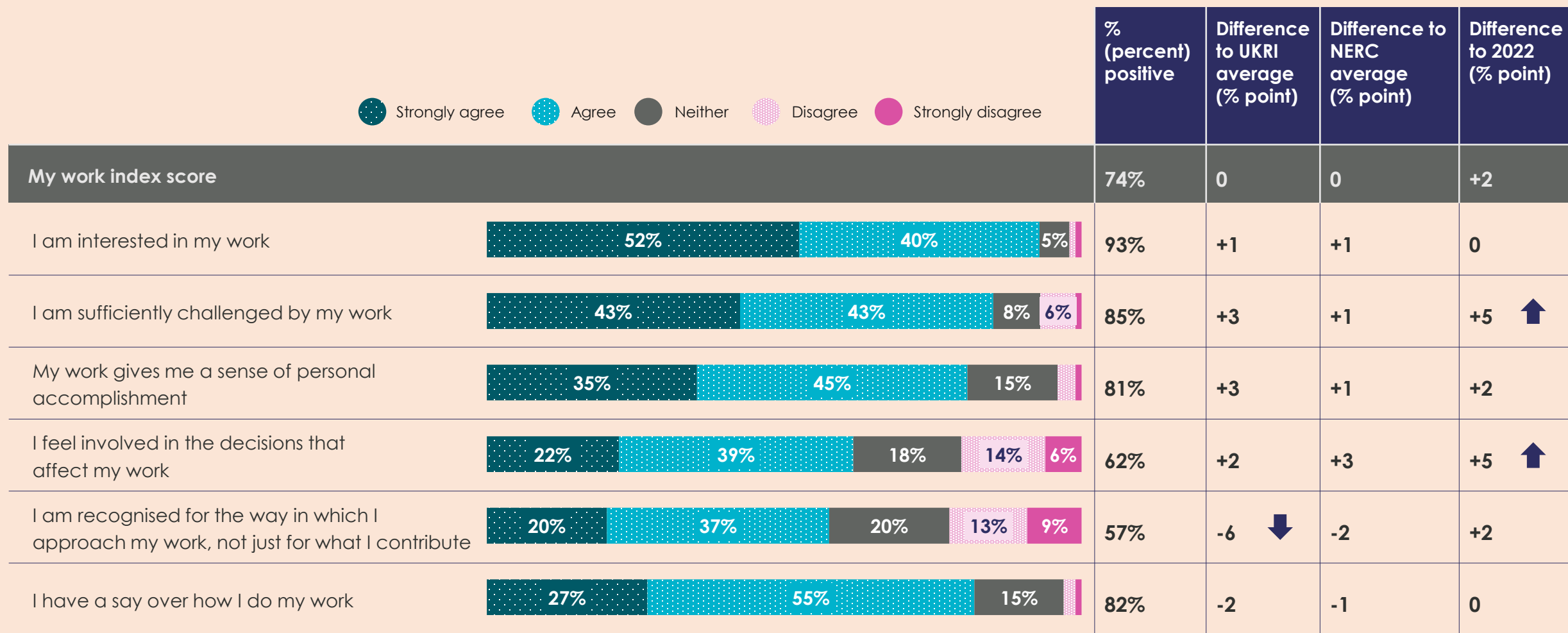


Base: All respondents. Only showing responses of 2% and above. 46% No comment.

## 5. All questions by survey theme



# My work



**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 NERC average (% point)	Difference to 2022 (% point)
		<div> <div></div> Strongly agree           <div></div> Agree           <div></div> Neither           <div></div> Disagree           <div></div> Strongly disagree         </div>				
Organisational objectives and purpose index score			53%	-8	-2	0
I have a clear understanding of UKRI's objectives	<div> <div>41%</div> <div>38%</div> <div>16%</div> </div>		43%	-11 ↓	-3	-2
I understand how my work contributes to UKRI's objectives	<div> <div>44%</div> <div>35%</div> <div>14%</div> </div>		48%	-10 ↓	-3	+3
UKRI motivates me to help it achieve its objectives	<div> <div>12%</div> <div>51%</div> <div>28%</div> <div>8%</div> </div>		13%	-11 ↓	-3	-4
I have a clear understanding of NERC's objectives*	<div> <div>5%</div> <div>47%</div> <div>31%</div> <div>13%</div> </div>		52%	-21 ↓	-8 ↓	-4
I understand how my work contributes to NERC's objectives*	<div> <div>10%</div> <div>42%</div> <div>32%</div> <div>11%</div> </div>		52%	-23 ↓	-10 ↓	-4
NERC motivates me to help it achieve its objectives*	<div> <div>18%</div> <div>48%</div> <div>26%</div> <div>7%</div> </div>		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)

● 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>		<b>73%</b>	<b>-3</b>	<b>0</b>	<b>+2</b>
My manager motivates me	<div> <div>26%</div> <div>40%</div> <div>22%</div> <div>7%</div> </div>	66%	-7 ↓	-1	+3
My manager is considerate of my life outside work	<div> <div>46%</div> <div>42%</div> <div>8%</div> </div>	87%	-2	0	+1
My manager is open to my ideas	<div> <div>43%</div> <div>43%</div> <div>9%</div> </div>	86%	-3	0	+4
My manager recognises when I have done my job well	<div> <div>40%</div> <div>41%</div> <div>12%</div> <div>5%</div> </div>	81%	-2	-1	+4
I receive regular constructive feedback on my performance	<div> <div>24%</div> <div>37%</div> <div>20%</div> <div>16%</div> </div>	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	<div> <div>54%</div> <div>36%</div> <div>8%</div> </div>	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.

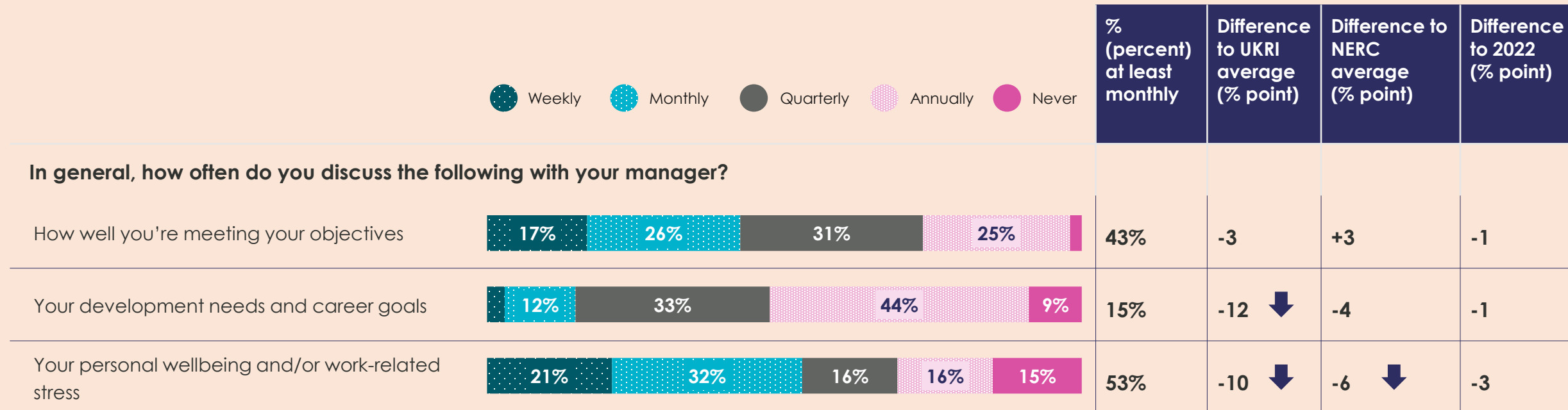
## My manager (2)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>My manager index score</b>		73%	-3	0	+2
I think that my performance is evaluated fairly	<div> <div>33%</div> <div>39%</div> <div>18%</div> <div>7%</div> </div>	72%	-3	0	+4
Poor performance is dealt with effectively in my team	<div> <div>10%</div> <div>22%</div> <div>46%</div> <div>14%</div> <div>8%</div> </div>	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



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



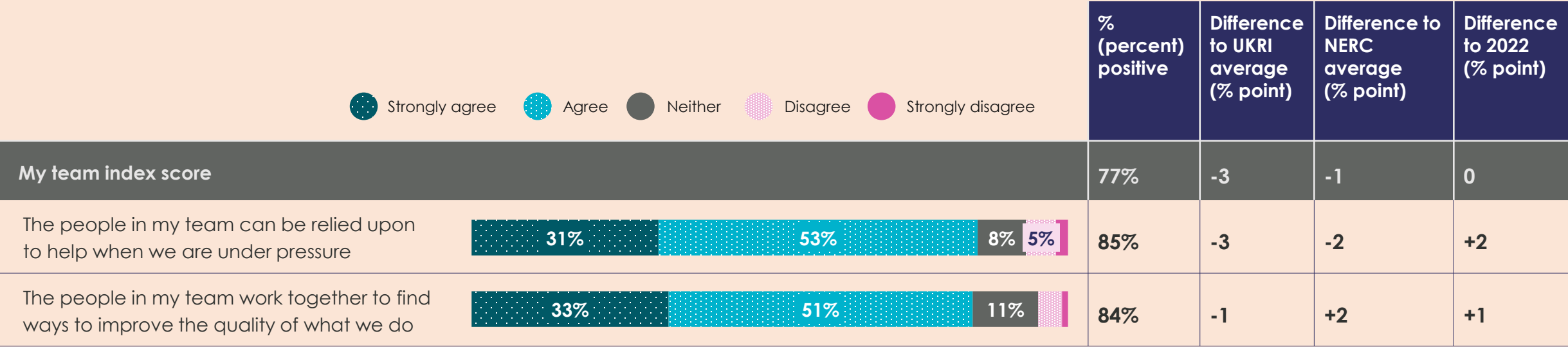
# Support for managers

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Support for managers index score</b>		72%	+1	+2	0
I feel confident in supporting the health, safety and wellbeing of the people I manage	<div> <div>32%</div> <div>56%</div> <div>10%</div> </div>	88%	-1	+3	-1
I feel confident in addressing poor performance in my team	<div> <div>14%</div> <div>50%</div> <div>23%</div> <div>11%</div> </div>	64%	-3	+1	+5 ↑
I receive, or have access to, the training I need in order to be an effective manager	<div> <div>12%</div> <div>64%</div> <div>13%</div> <div>7%</div> </div>	77%	+8 ↑	+6 ↑	0
I am confident in how to manage and support my team through change	<div> <div>18%</div> <div>64%</div> <div>13%</div> </div>	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



**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)
<b>Learning and personal development index score</b>		<b>54%</b>	<b>-1</b>	<b>+1</b>	<b>0</b>
I am able to access the right learning and development opportunities for my current role when I need them		67%	+6 ↑	+3	0
Learning and development activities I have completed in the past 12 months have helped to improve my performance		52%	0	+3	+3
There are opportunities for me to develop in my career across UKRI		32%	-7 ↓	-1	0
There are opportunities for promotion within my current role		21%	0	+3	+1
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career		43%	-2	+3	-1
I think my current job makes the most of my skills and strengths		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)
<b>Pay and benefits index score</b>		<b>25%</b>	<b>-9</b>	<b>-3</b>	<b>-5</b>
I feel that my pay is fair for the work that I do	<div> <div>9%</div> <div>9%</div> <div>30%</div> <div>52%</div> </div>	9%	-8 ↓	-4	-3
I am satisfied with the total benefits package	<div> <div>24%</div> <div>17%</div> <div>30%</div> <div>28%</div> </div>	26%	-1	+2	-2
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<div> <div>12%</div> <div>29%</div> <div>29%</div> <div>30%</div> </div>	12%	-12 ↓	-4	-4
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<div> <div>10%</div> <div>30%</div> <div>58%</div> </div>	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.

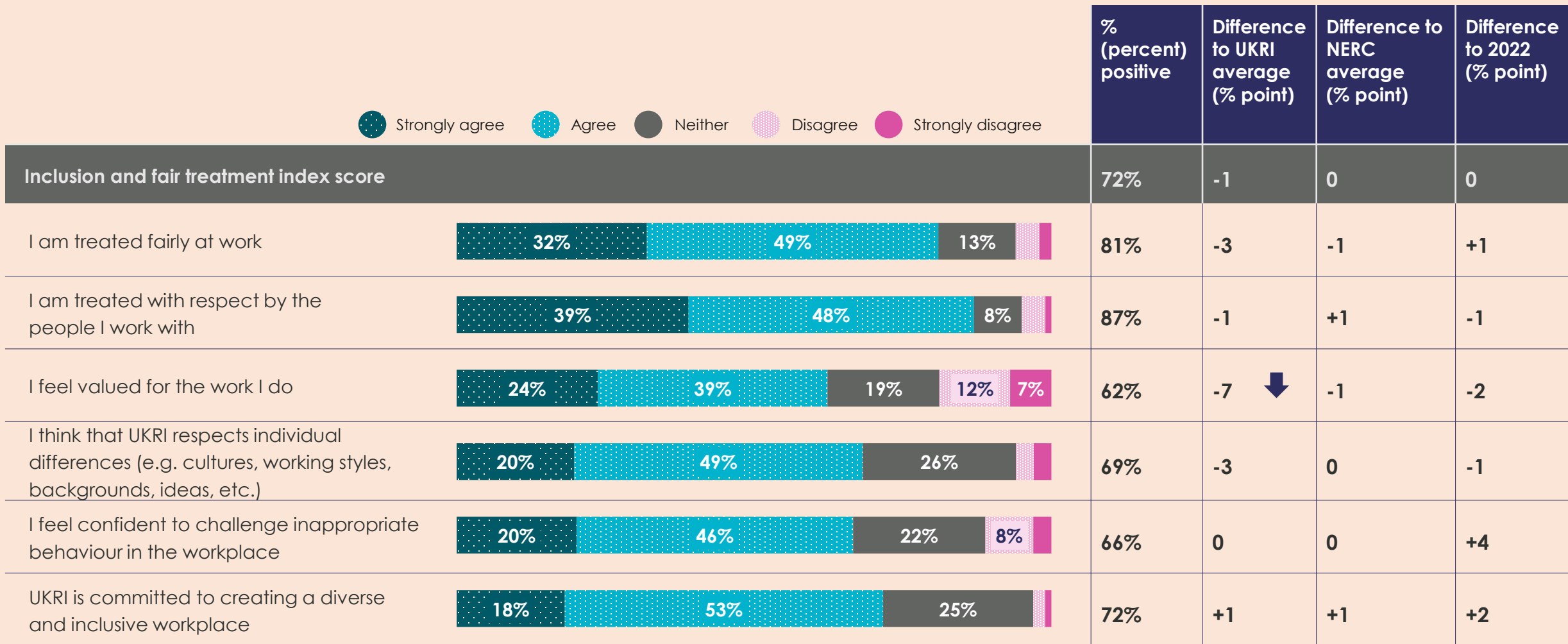
# Resources and workload

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Resources and workload index score</b>		65%	-1	+1	-1
I can find the information I need to do my job effectively	<div> <div>9%</div> <div>62%</div> <div>19%</div> <div>8%</div> </div>	71%	+4	+5 <span>↑</span>	-5 <span>↓</span>
Organisational processes support me to work efficiently	<div> <div>33%</div> <div>28%</div> <div>25%</div> <div>10%</div> </div>	37%	-1	+2	-1
I have clear work objectives	<div> <div>16%</div> <div>59%</div> <div>19%</div> <div>5%</div> </div>	75%	-3	-1	+2
I have the skills I need to do my job effectively	<div> <div>31%</div> <div>60%</div> <div>7%</div> </div>	91%	0	-1	+1
I have access to the tools and equipment I need to do my job effectively	<div> <div>13%</div> <div>68%</div> <div>12%</div> <div>5%</div> </div>	81%	+3	+4	0
I have a manageable workload	<div> <div>6%</div> <div>43%</div> <div>20%</div> <div>22%</div> <div>10%</div> </div>	48%	-7 <span>↓</span>	-2	-6 <span>↓</span>
I achieve a good balance between my work life and my private life	<div> <div>15%</div> <div>46%</div> <div>19%</div> <div>15%</div> <div>7%</div> </div>	60%	-4	+2	-1

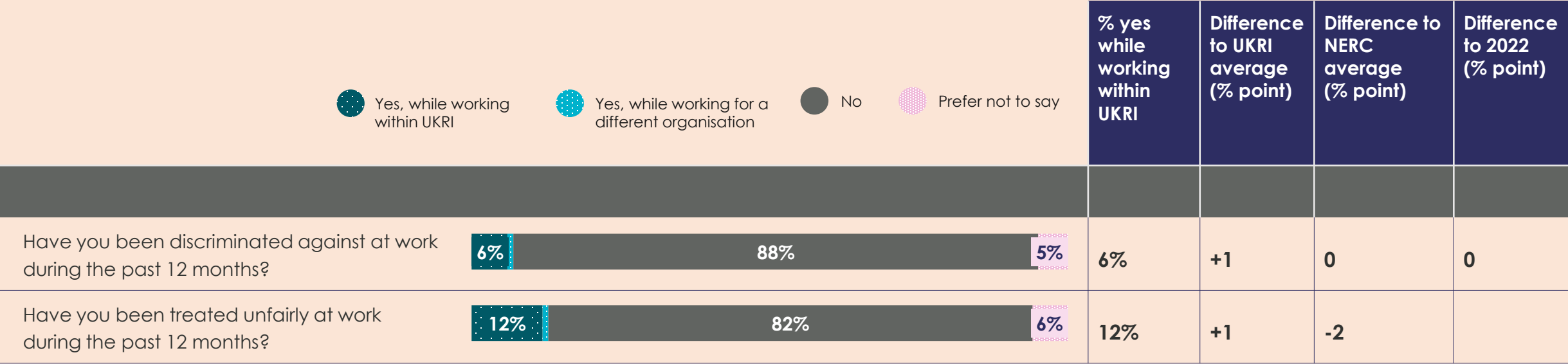
**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

# Inclusion and fair treatment



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

# Discrimination and unfair treatment

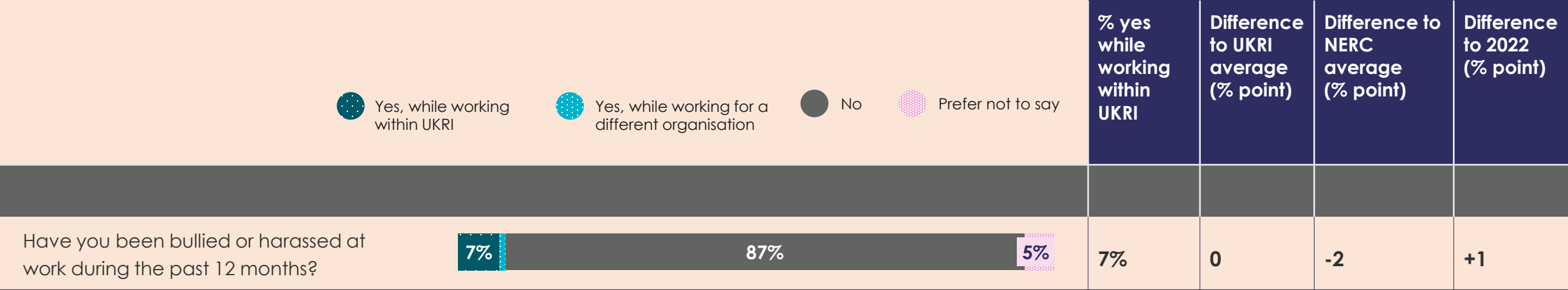


**Base:** All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

29

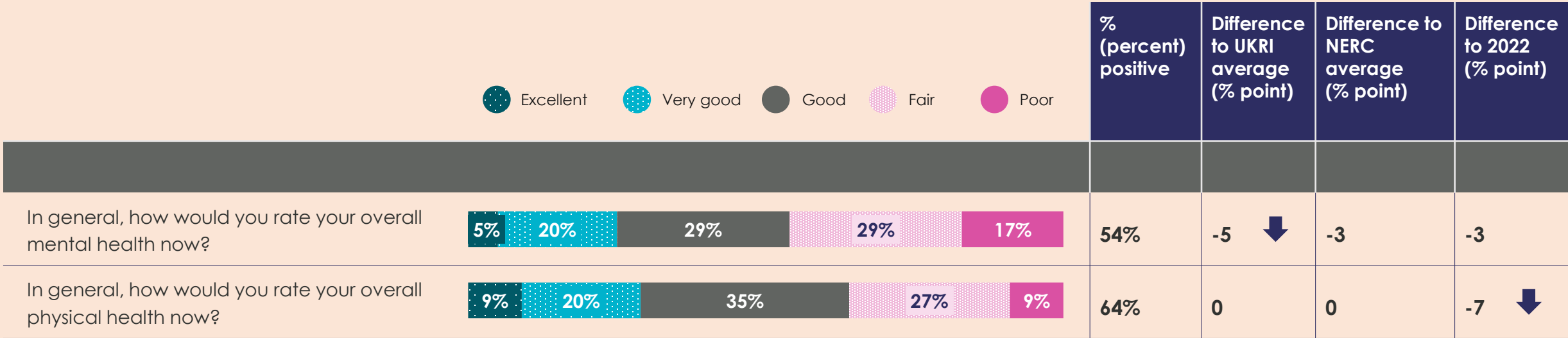


# Bullying and harassment



**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)



# 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	<div> <div>6%</div> <div>41%</div> <div>41%</div> <div>8%</div> </div>	47%	-4	+2	-6 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing	<div> <div>19%</div> <div>43%</div> <div>24%</div> <div>11%</div> </div>	62%	-11 ↓	-5 ↓	-5 ↓
During the last 12 months, I have felt unwell as a result of work-related stress*	<div> <div>14%</div> <div>28%</div> <div>14%</div> <div>30%</div> <div>14%</div> </div>	44%	-3	+3	-1
In the last 12 months, I have experienced musculoskeletal problems (MSD)*	<div> <div>6%</div> <div>20%</div> <div>8%</div> <div>36%</div> <div>30%</div> </div>	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)
		<div> <div></div> Strongly agree           <div></div> Agree           <div></div> Neither           <div></div> Disagree           <div></div> Strongly disagree         </div>				
Senior leadership within UKRI index score			52%	-1	0	-3
The Senior Leaders at UKRI are sufficiently visible	<div> <div>24%</div> <div>41%</div> <div>25%</div> <div>8%</div> </div>		26%	-14 ↓	-7 ↓	-8 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values	<div> <div>24%</div> <div>67%</div> </div>		27%	-11 ↓	-4	-8 ↓
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI	<div> <div>26%</div> <div>60%</div> <div>6%</div> </div>		30%	-8 ↓	-3	-6 ↓
I have confidence in the decisions made by UKRI's Senior Leaders	<div> <div>23%</div> <div>60%</div> <div>10%</div> <div>5%</div> </div>		25%	-6 ↓	-1	-8 ↓
The Senior Leaders at UKRI keep me informed about issues that matter	<div> <div>35%</div> <div>48%</div> <div>9%</div> <div>5%</div> </div>		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)
		<div> <div></div> Strongly agree           <div></div> Agree           <div></div> Neither           <div></div> Disagree           <div></div> Strongly disagree         </div>				
Senior leadership within UKRI index score			52%	-1	0	-3
The communication we receive from UKRI's Senior Leaders is honest and open	<div> <div>32%</div> <div>55%</div> <div>7%</div> </div>		35%	-6 ↓	-1	-7 ↓
I feel positive about the future of UKRI	<div> <div>29%</div> <div>53%</div> <div>10%</div> </div>		34%	-5 ↓	-1	-4
I believe that UKRI's Senior Leaders will take action on the results from this survey	<div> <div>29%</div> <div>44%</div> <div>13%</div> <div>10%</div> </div>		33%	-1	+1	-5 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022	<div> <div>15%</div> <div>62%</div> <div>15%</div> <div>7%</div> </div>		16%	-3	0	0
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring	<div> <div>17%</div> <div>60%</div> <div>14%</div> <div>8%</div> </div>		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)

● 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>46%</b>	<b>-13</b>	<b>-4</b>	<b>-3</b>
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)

● 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>46%</b>	<b>-13</b>	<b>-4</b>	<b>-3</b>
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)

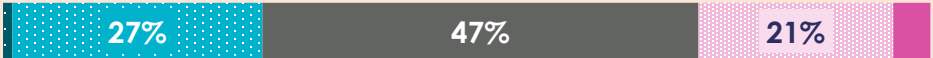




● Strongly agree
 ● Agree
 ● Neither
 ● Disagree
 ● Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to NERC average (% point)	Difference to 2022 (% point)
<b>Managing change index score</b>		50%	-1	+1	+1
I feel that change is managed well in NERC	<div> <div>16%</div> <div>49%</div> <div>28%</div> <div>6%</div> </div>	17%	-16 ↓	-4	+5 ↑
I feel that change is managed well in UKRI as a whole	<div> <div>20%</div> <div>54%</div> <div>21%</div> <div></div> </div>	21%	0	+2	+1
As an organisation, UKRI adapts well to change	<div> <div>24%</div> <div>56%</div> <div>14%</div> <div>5%</div> </div>	25%	+2	+2	-2
When changes are made across UKRI they are usually for the better	<div> <div>16%</div> <div>62%</div> <div>16%</div> <div>5%</div> </div>	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)

● 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>		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	<div> <div>44%</div> <div>50%</div> <div></div> <div></div> <div></div> </div>	94%	0	+1	+2
I am encouraged to try new ideas, even if they may not work	<div> <div>26%</div> <div>53%</div> <div>15%</div> <div></div> <div></div> </div>	79%	+1	+4	+6 ↑
I believe my opinion is valued at work	<div> <div>28%</div> <div>50%</div> <div>13%</div> <div>6%</div> <div></div> </div>	78%	-2	+3	+3
I am comfortable expressing my true feelings at work	<div> <div>22%</div> <div>45%</div> <div>19%</div> <div>11%</div> <div></div> </div>	67%	-2	+3	+3
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk	<div> <div>17%</div> <div>41%</div> <div>34%</div> <div>7%</div> <div></div> </div>	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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