

UKRI People Survey 2023: ESRC report

May 2023

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UK Research
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djs
employee
research

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:

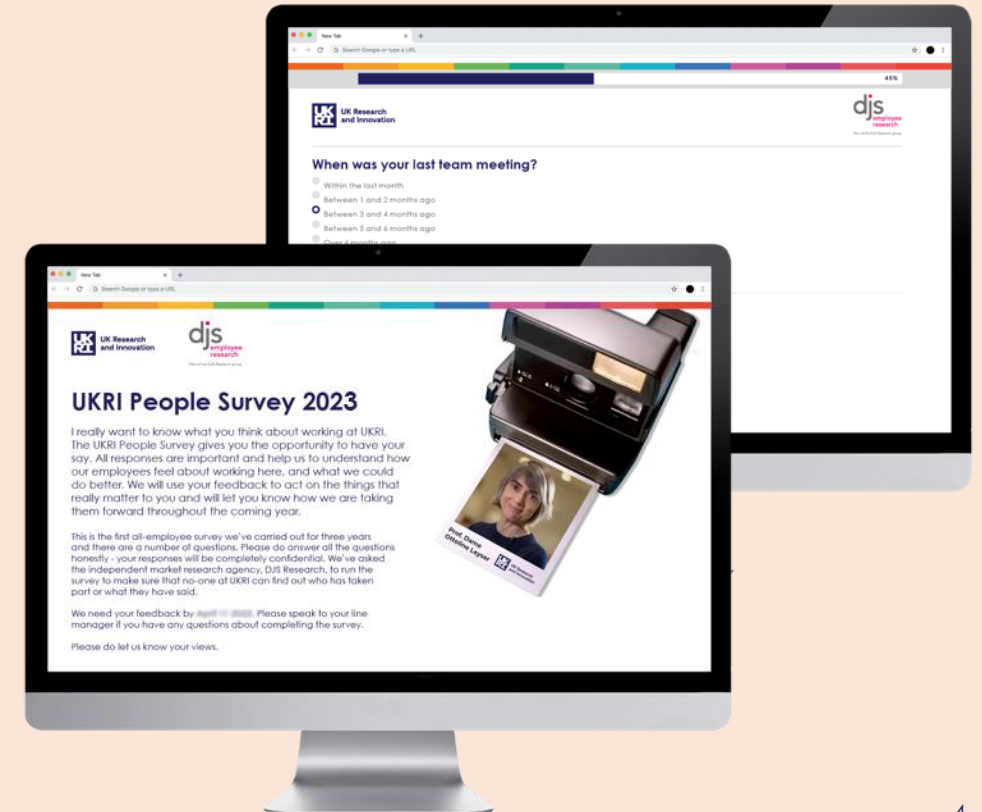
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

The survey was live between **24 April** and **12 May 2023**.

This report provides a summary of the results for **ESRC**, 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	Engagement with ESRC	My work	Organisational objectives and purpose	My manager
58% Difference to UKRI +2%	67% Difference to UKRI +1%	68% Difference to UKRI -5%	64% Difference to UKRI +2%	80% Difference to UKRI +4%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
71% Difference to UKRI 0%	84% Difference to UKRI +3%	50% Difference to UKRI -4%	38% Difference to UKRI +5%	65% Difference to UKRI 0%

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 ESRC
74% Difference to UKRI +1%	69% Difference to UKRI +3%	54% Difference to UKRI +1%	61% Difference to UKRI +2%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
52% Difference to UKRI +1%	73% Difference to UKRI -1%	4% Difference to UKRI -1%	3% 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: 71%

No. of responses: 138 of 195

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2022	46%	+20 ↑
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager? (% at least monthly)	81%	+18 ↑
I believe that the Senior Leaders at [council/area] will take action on the results from this survey	56%	+15 ↑
I have a clear understanding of UKRI's objectives	67%	+13 ↑
I am proud when I tell others I am part of UKRI	72%	+11 ↑

Questions scoring least positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
My work gives me a sense of personal accomplishment	62%	-16 ↓
I am able to access the right learning and development opportunities for my current role when I need them	46%	-16 ↓
I am sufficiently challenged by my work	69%	-14 ↓
I feel involved in the decisions that affect my work	46%	-13 ↓
I think my current job makes the most of my skills and strengths	43%	-12 ↓


Comparisons to the 2022 People Survey

Questions improved the most since 2022	% (percent) positive	Difference to 2022 (% point)
I think the Senior Leaders at [council/area] took effective action on the results of the last survey in 2022	46%	+28 ↑
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022	27%	+17 ↑
The reasons behind changes are communicated to me	45%	+14 ↑
Poor performance is dealt with effectively in my team	50%	+11 ↑
I feel confident to challenge inappropriate behaviour in the workplace	67%	+10 ↑


Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	11%	-9 ↓
I have confidence in the decisions made by [council/area]'s Senior Leaders	46%	-9 ↓
I feel that my pay is fair for the work that I do	24%	-7 ↓
The Senior Leaders at UKRI are sufficiently visible	43%	-7 ↓
I would feel confident challenging the way things are done across UKRI	28%	-6 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions 	% (percent) positive (net agree)
My manager is considerate of my life outside work	96%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	93%
The people in my team can be relied upon to help when we are under pressure	92%
I am treated with respect by the people I work with	92%
I feel confident in supporting the health, safety and wellbeing of the people I manage	91%

Areas of concern: What are colleagues most negative about?

Most negatively scoring questions 	% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	64%
There are opportunities for promotion within my current role	57%
I feel that my pay is fair for the work that I do	57%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	45%
I am satisfied with the total benefits package	43%

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)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>				
Engagement with UKRI index score*		58%	+2	-1
I am proud when I tell others I am part of UKRI	<div> <div>20%</div> <div>53%</div> <div>21%</div> <div></div> <div></div> </div>	72%	+11 ↑	+1
I would recommend UKRI as a great place to work	<div> <div>14%</div> <div>52%</div> <div>26%</div> <div>5%</div> <div></div> </div>	66%	+11 ↑	-6 ↓
I feel a strong personal attachment to UKRI	<div> <div>7%</div> <div>30%</div> <div>41%</div> <div>17%</div> <div>5%</div> </div>	37%	+6 ↑	+4
UKRI inspires me to do the best in my job	<div> <div>39%</div> <div>37%</div> <div>18%</div> <div></div> <div></div> </div>	41%	+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.

*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

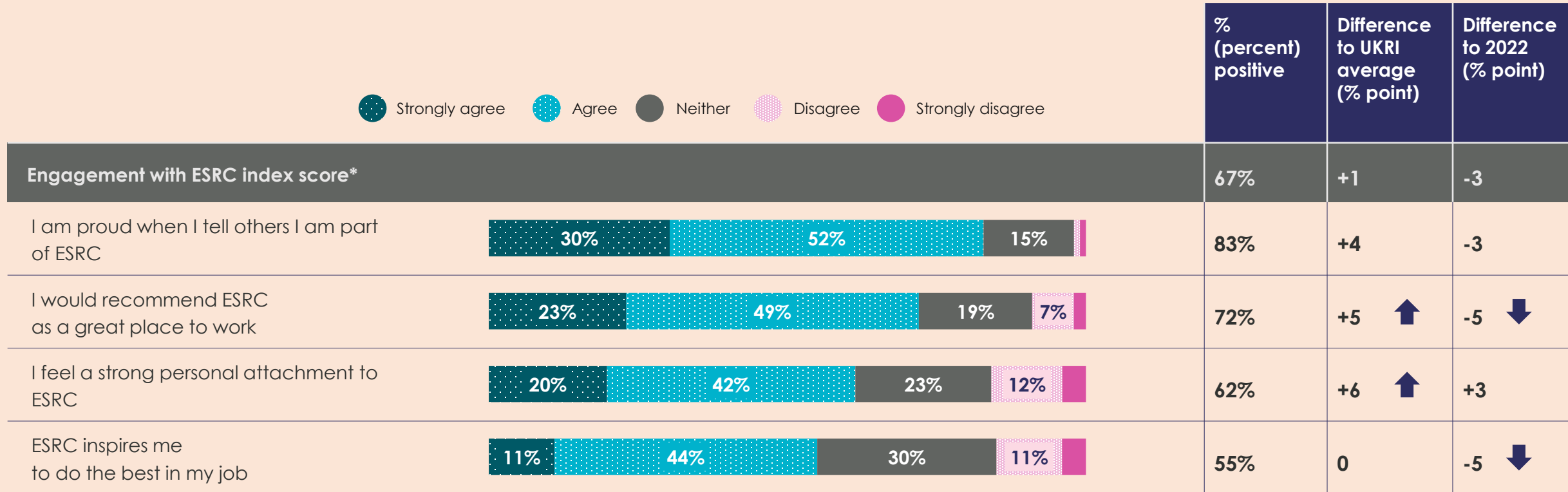
Key driver analysis: ESRC

For ESRC, as in 2022, the most prominent driver is whether colleagues 'feel positive about the future of UKRI' (0.39), and with agreement at just 41%, this is an area for attention within ESRC. Of higher importance to people's engagement within ESRC specifically, people's perceived pay in comparison to others in UKRI features as the fourth highest driver.

Rank	Question	Relative importance	Performance (percent net agree or equivalent)
1	Q30. I feel positive about the future of UKRI	0.39	41%
2	Q11. I have clear work objectives	0.25	78%
3	Q3. I am interested in my work	0.25	81%
4	Q10. Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	0.23	28%
5	Q11. Organisational processes support me to work efficiently	0.22	34%
6	Q4. I have a clear understanding of UKRI's objectives	0.18	67%
7	Q5. I think that my performance is evaluated fairly	0.14	82%
8	Q5. I receive regular constructive feedback on my performance	0.13	75%

Base: All ESRC respondents.

Engagement with ESRC



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 2022 (% point)
My work index score		68%	-5	-1
I am interested in my work	<div> <div>33%</div> <div>48%</div> <div>14%</div> <div></div> <div></div> </div>	81%	-10 ↓	-4
I am sufficiently challenged by my work	<div> <div>25%</div> <div>43%</div> <div>17%</div> <div>11%</div> <div></div> </div>	69%	-14 ↓	-4
My work gives me a sense of personal accomplishment	<div> <div>18%</div> <div>44%</div> <div>24%</div> <div>11%</div> <div></div> </div>	62%	-16 ↓	-4
I feel involved in the decisions that affect my work	<div> <div>13%</div> <div>33%</div> <div>25%</div> <div>22%</div> <div>7%</div> </div>	46%	-13 ↓	-2
I am recognised for the way in which I approach my work, not just for what I contribute	<div> <div>21%</div> <div>47%</div> <div>17%</div> <div>10%</div> <div>5%</div> </div>	68%	+4	+8 ↑
I have a say over how I do my work	<div> <div>29%</div> <div>47%</div> <div>17%</div> <div>5%</div> <div></div> </div>	76%	-7 ↓	-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)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>				
Organisational objectives and purpose index score		64%	+2	0
I have a clear understanding of UKRI's objectives	<div> <div>11%</div> <div>57%</div> <div>20%</div> <div>9%</div> <div></div> </div>	67%	+13 ↑	+5 ↑
I understand how my work contributes to UKRI's objectives	<div> <div>13%</div> <div>55%</div> <div>20%</div> <div>9%</div> <div></div> </div>	68%	+10 ↑	+9 ↑
UKRI motivates me to help it achieve its objectives	<div> <div></div> <div>20%</div> <div>43%</div> <div>26%</div> <div>7%</div> </div>	23%	-1	+1
I have a clear understanding of ESRC's objectives*	<div> <div>25%</div> <div>51%</div> <div>15%</div> <div>5%</div> <div></div> </div>	76%	+4	-1
I understand how my work contributes to ESRC's objectives*	<div> <div>24%</div> <div>53%</div> <div>13%</div> <div>7%</div> <div></div> </div>	77%	+1	-3
ESRC motivates me to help it achieve its objectives*	<div> <div>7%</div> <div>41%</div> <div>34%</div> <div>14%</div> <div></div> </div>	49%	+1	-1

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.

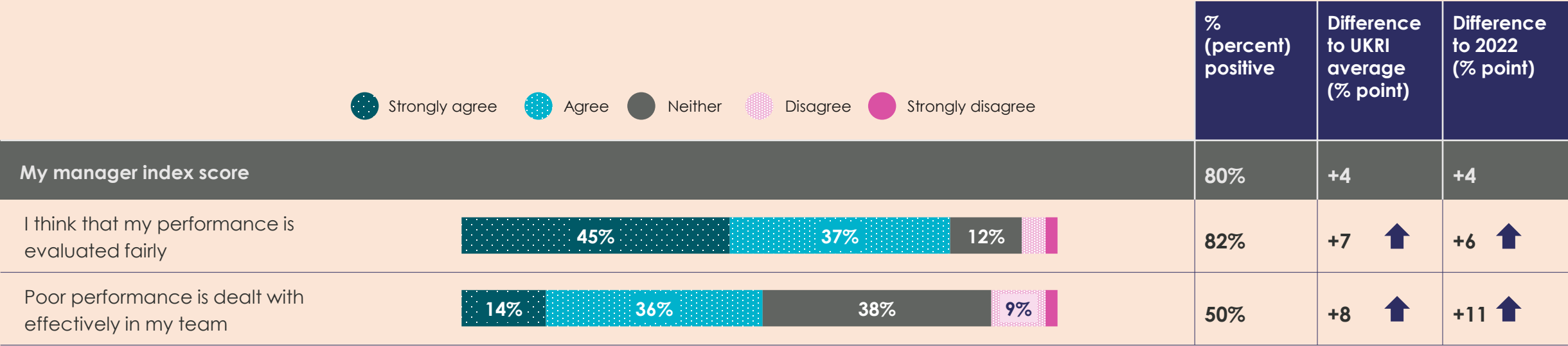
My manager (1)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		80%	+4	+4
My manager motivates me	<div> <div>33%</div> <div>44%</div> <div>13%</div> <div>7%</div> </div>	78%	+4	+6 ↑
My manager is considerate of my life outside work	<div> <div>62%</div> <div>34%</div> </div>	96%	+7 ↑	+5 ↑
My manager is open to my ideas	<div> <div>62%</div> <div>28%</div> <div>7%</div> </div>	90%	+1	+2
My manager recognises when I have done my job well	<div> <div>49%</div> <div>37%</div> <div>10%</div> </div>	86%	+2	+5 ↑
I receive regular constructive feedback on my performance	<div> <div>38%</div> <div>37%</div> <div>14%</div> <div>8%</div> </div>	75%	+8 ↑	+9 ↑
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	<div> <div>69%</div> <div>24%</div> </div>	93%	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.

My manager (2)



Performance management


Weekly
Monthly
Quarterly
Annually
Never

		% (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	<p>9% 29% 39% 22%</p>	38%	-7 ↓	-6 ↓
Your development needs and career goals	<p>28% 34% 30%</p>	32%	+5 ↑	-4
Your personal wellbeing and/or work-related stress	<p>41% 40% 10% 6%</p>	81%	+18 ↑	-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.

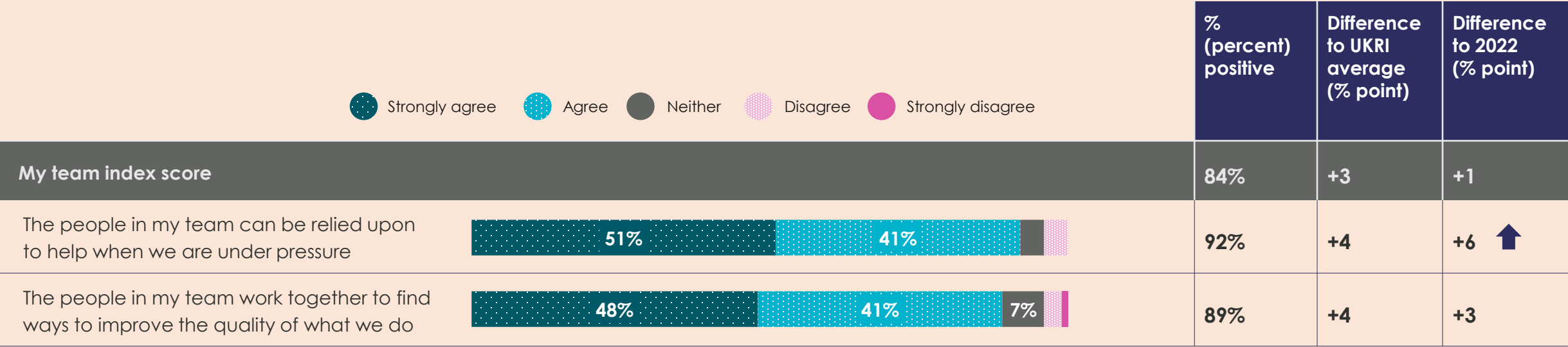
Support for managers

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Support for managers index score		71%	0	-1
I feel confident in supporting the health, safety and wellbeing of the people I manage	<div> <div>24%</div> <div>67%</div> <div>5%</div> </div>	91%	+3	0
I feel confident in addressing poor performance in my team	<div> <div>10%</div> <div>62%</div> <div>16%</div> <div>12%</div> </div>	72%	+5 	+3
I receive, or have access to, the training I need in order to be an effective manager	<div> <div>21%</div> <div>48%</div> <div>14%</div> <div>17%</div> </div>	69%	0	-4
I am confident in how to manage and support my team through change	<div> <div>17%</div> <div>62%</div> <div>12%</div> <div>7%</div> </div>	79%	+3	

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>				
Learning and personal development index score		50%	-4	-3
I am able to access the right learning and development opportunities for my current role when I need them	<div> <div>9%</div> <div>37%</div> <div>30%</div> <div>20%</div> <div></div> </div>	46%	-16 ↓	-6 ↓
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<div> <div>8%</div> <div>34%</div> <div>35%</div> <div>20%</div> <div></div> </div>	42%	-10 ↓	-1
There are opportunities for me to develop in my career across UKRI	<div> <div>9%</div> <div>33%</div> <div>28%</div> <div>17%</div> <div>14%</div> </div>	42%	+3	0
There are opportunities for promotion within my current role	<div> <div></div> <div>15%</div> <div>24%</div> <div>32%</div> <div>25%</div> </div>	20%	-2	0
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<div> <div></div> <div>33%</div> <div>33%</div> <div>22%</div> <div>7%</div> </div>	37%	-7 ↓	+2
I think my current job makes the most of my skills and strengths	<div> <div>9%</div> <div>35%</div> <div>24%</div> <div>18%</div> <div>14%</div> </div>	43%	-12 ↓	-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.

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		38%	+5	-7
I feel that my pay is fair for the work that I do	<p>A horizontal stacked bar chart with five segments representing survey responses: Strongly agree (8%), Agree (20%), Neither (20%), Disagree (34%), and Strongly disagree (22%).</p>	24%	+7	-7
I am satisfied with the total benefits package	<p>A horizontal stacked bar chart with five segments representing survey responses: Strongly agree (30%), Agree (22%), Neither (28%), Disagree (16%), and Strongly disagree (2%).</p>	34%	+7	-3
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<p>A horizontal stacked bar chart with five segments representing survey responses: Strongly agree (25%), Agree (28%), Neither (25%), Disagree (20%), and Strongly disagree (2%).</p>	28%	+3	-3
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<p>A horizontal stacked bar chart with five segments representing survey responses: Strongly agree (8%), Agree (25%), Neither (34%), Disagree (30%), and Strongly disagree (2%).</p>	11%	+1	-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.

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		65%	0	+1
I can find the information I need to do my job effectively	<div> <div>8%</div> <div>51%</div> <div>19%</div> <div>15%</div> <div>7%</div> </div>	59%	-7 ↓	-3
Organisational processes support me to work efficiently	<div> <div>30%</div> <div>30%</div> <div>25%</div> <div>10%</div> </div>	34%	-4	-4
I have clear work objectives	<div> <div>21%</div> <div>57%</div> <div>12%</div> <div>8%</div> </div>	78%	0	+8 ↑
I have the skills I need to do my job effectively	<div> <div>36%</div> <div>53%</div> <div>10%</div> </div>	89%	-3	-1
I have access to the tools and equipment I need to do my job effectively	<div> <div>20%</div> <div>54%</div> <div>20%</div> <div>6%</div> </div>	74%	-4	+3
I have a manageable workload	<div> <div>5%</div> <div>51%</div> <div>23%</div> <div>14%</div> <div>7%</div> </div>	56%	+1	+2
I achieve a good balance between my work life and my private life	<div> <div>11%</div> <div>58%</div> <div>19%</div> <div>8%</div> </div>	69%	+5 ↑	0

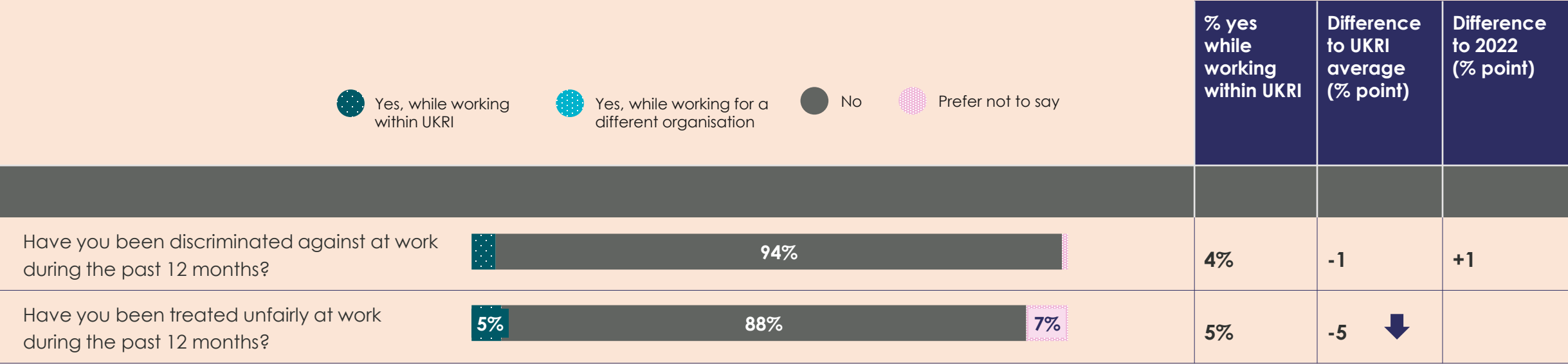
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Inclusion and fair treatment

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>				
Inclusion and fair treatment index score		74%	+1	0
I am treated fairly at work	<div> <div>38%</div> <div>46%</div> <div>12%</div> <div></div> <div></div> </div>	84%	0	-4
I am treated with respect by the people I work with	<div> <div>49%</div> <div>43%</div> <div></div> <div></div> <div></div> </div>	92%	+4	-3
I feel valued for the work I do	<div> <div>31%</div> <div>43%</div> <div>12%</div> <div>11%</div> <div></div> </div>	75%	+5 ↑	0
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	<div> <div>24%</div> <div>49%</div> <div>22%</div> <div></div> <div></div> </div>	72%	+1	+4
I feel confident to challenge inappropriate behaviour in the workplace	<div> <div>15%</div> <div>51%</div> <div>20%</div> <div>12%</div> <div></div> </div>	67%	0	+10 ↑
UKRI is committed to creating a diverse and inclusive workplace	<div> <div>19%</div> <div>46%</div> <div>27%</div> <div>5%</div> <div></div> </div>	64%	-6 ↓	-1

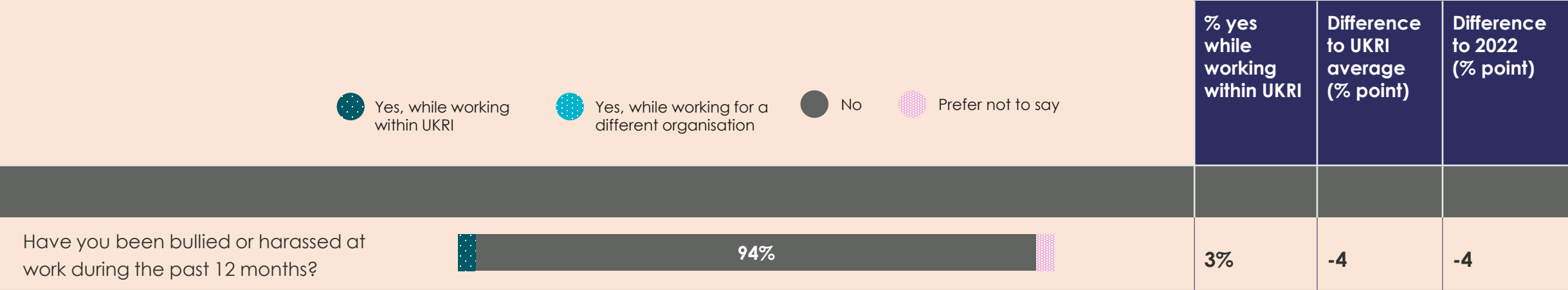
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Discrimination and unfair treatment



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

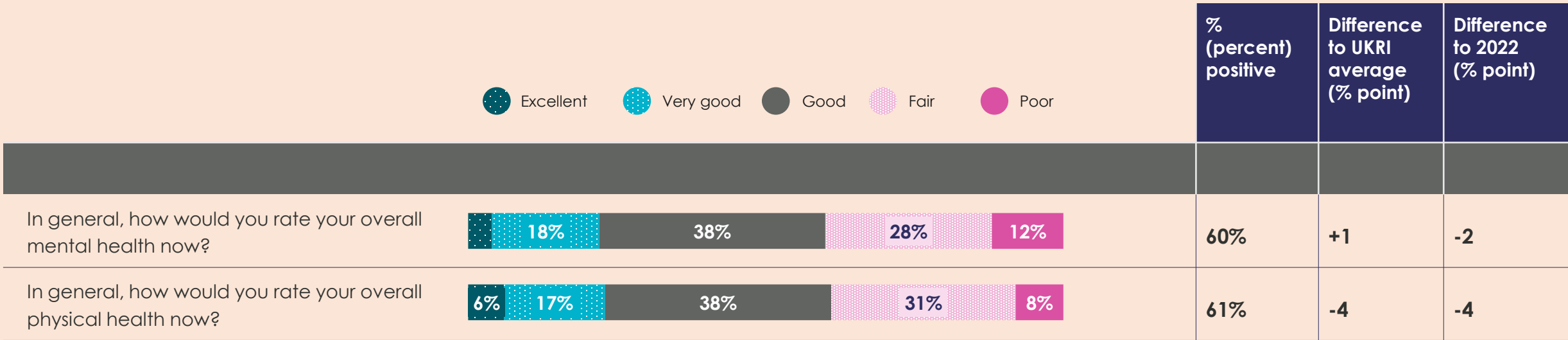
Bullying and harassment



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.

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Wellbeing (1)



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		69%	+3	-1
UKRI cares about my wellbeing	<div> <div>7%</div> <div>46%</div> <div>33%</div> <div>11%</div> <div></div> </div>	53%	+2	-3
My manager creates a positive atmosphere at work which supports my health and wellbeing	<div> <div>31%</div> <div>52%</div> <div>12%</div> <div></div> <div></div> </div>	83%	+10 ↑	+6 ↑
During the last 12 months, I have felt unwell as a result of work-related stress*	<div> <div>15%</div> <div>27%</div> <div>14%</div> <div>35%</div> <div>9%</div> </div>			
In the last 12 months, I have experienced musculoskeletal problems (MSD)*	<div> <div>12%</div> <div>18%</div> <div>10%</div> <div>35%</div> <div>26%</div> </div>			

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)




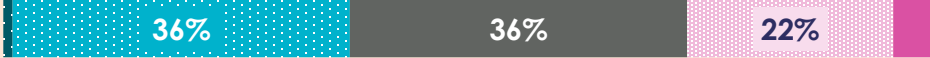

In the previous question you said that you had felt unwell as a result of work-related stress in the last 12 months. Which, if any, of the following do you think is or was the cause of your work-related stress?



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)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within UKRI index score		54%	+1	-2
The Senior Leaders at UKRI are sufficiently visible		43%	+3	-7 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		40%	+2	-3
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		40%	+2	-2
I have confidence in the decisions made by UKRI's Senior Leaders		38%	+7 ↑	+2
The Senior Leaders at UKRI keep me informed about issues that matter		54%	+11 ↑	-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.

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		54%	+1	-2
The communication we receive from UKRI's Senior Leaders is honest and open		41%	0	-3
I feel positive about the future of UKRI		41%	+3	0
I believe that UKRI's Senior Leaders will take action on the results from this survey		41%	+7 ↑	+3
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		27%	+8 ↑	+17 ↑
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		31%	+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.

Senior leadership within ESRC (1)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within ESRC index score		61%	+2	-3
The Senior Leaders at ESRC are sufficiently visible		66%	+8 	-1
I believe the actions of ESRC's Senior Leaders are consistent with ESRC's values		61%	+4	-5 
I believe that Senior Leaders have a clear vision for the future of ESRC		58%	+4	+3
I have confidence in the decisions made by ESRC's Senior Leaders		46%	-2	-9 

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 ESRC (2)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within ESRC index score		61%	+2	-3
The Senior Leaders at ESRC keep me informed about issues that matter	<div> <div>13%</div> <div>47%</div> <div>28%</div> <div>10%</div> </div>	60%	+9 ↑	+5 ↑
The communication we receive from ESRC's Senior Leaders is honest and open	<div> <div>14%</div> <div>43%</div> <div>30%</div> <div>11%</div> </div>	57%	+6 ↑	0
I believe that Senior Leaders at ESRC will take action on the results from this survey	<div> <div>9%</div> <div>47%</div> <div>25%</div> <div>13%</div> <div>7%</div> </div>	56%	+15 ↑	+8 ↑
I think Senior Leaders at ESRC took effective action on the results of the last survey in 2022	<div> <div>8%</div> <div>38%</div> <div>30%</div> <div>17%</div> <div>6%</div> </div>	46%	+20 ↑	+28 ↑
The Senior Leaders at ESRC help me to understand the reasons and benefits that change will bring	<div> <div>6%</div> <div>41%</div> <div>34%</div> <div>15%</div> </div>	46%	+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)






Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Managing change index score		52%	+1	+2
I feel that change is managed well in ESRC		42%	+9 ↑	-1
I feel that change is managed well in UKRI as a whole		21%	0	-1
As an organisation, UKRI adapts well to change		30%	+7 ↑	+5 ↑
When changes are made across UKRI they are usually for the better		22%	-1	+6 ↑

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

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		52%	+1	+2
The reasons behind changes are communicated to me		45%	+9 ↑	+14 ↑
I understand what support is available to me as I am affected by change within UKRI		45%	+11 ↑	+5 ↑
I have the opportunity to contribute my views before decisions are made that affect me		23%	-2	-5 ↓
I would feel confident challenging the way things are done across UKRI		28%	-1	-6 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace		78%	+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 2022 (% point)
Organisational culture index score		73%	-1	+1
I am trusted to carry out my job effectively	<p>44% 43% 6% 5%</p>	88%	-6 ↓	-4
I am encouraged to try new ideas, even if they may not work	<p>25% 51% 15% 7%</p>	76%	-2	+5 ↑
I believe my opinion is valued at work	<p>30% 51% 10% 7%</p>	81%	+1	+2
I am comfortable expressing my true feelings at work	<p>20% 50% 16% 12%</p>	70%	+2	+6 ↑
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk	<p>17% 45% 25% 9%</p>	62%	+3	+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.

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	5%	5%	-1	-1
I'm planning to leave UKRI within the next 12 months	14%	14%	-1	-1
I'm planning to stay working within UKRI for at least the next year	43%	43%	+2	+6 ↑
I'm planning to stay working within UKRI for at least the next three years	38%	38%	0	-5 ↓

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

For more information



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