

UKRI People Survey 2023: NERC report

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UK Research
and Innovation

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:

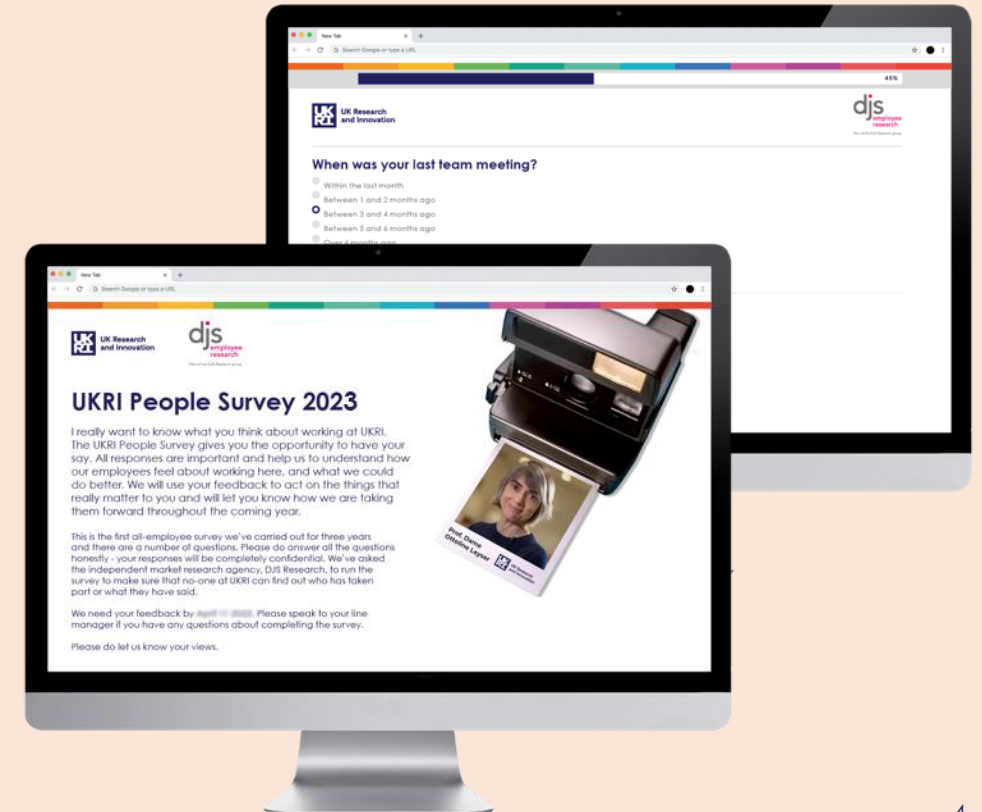
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **NERC**, 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 NERC	My work	Organisational objectives and purpose	My manager
51% Difference to UKRI -5%	57% Difference to UKRI -10%	74% Difference to UKRI 0%	56% Difference to UKRI -6%	73% Difference to UKRI -2%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
70% Difference to UKRI -1%	78% Difference to UKRI -3%	53% Difference to UKRI -2%	28% Difference to UKRI -6%	64% Difference to UKRI -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.

Average scores per survey theme (2)

Inclusion and fair treatment	Wellbeing	Senior leadership within UKRI	Senior leadership within NERC
71% Difference to UKRI -1%	63% Difference to UKRI -3%	53% Difference to UKRI -1%	50% Difference to UKRI -9%
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
49% Difference to UKRI -2%	71% Difference to UKRI -2%	7% Difference to UKRI +2%	9% Difference to UKRI +2%

The scores shown above are calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all colleagues saying strongly agree to all questions in the section, while a score of 0 percent is equivalent to all colleagues saying strongly disagree to all questions.

Comparisons to the UKRI average

Response rate: 46%

No. of responses: 643 of 1394

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I am able to access the right learning and development opportunities for my current role when I need them	64%	+2
I am sufficiently challenged by my work	84%	+2
My work gives me a sense of personal accomplishment	79%	+1
I receive, or have access to, the training I need in order to be an effective manager	70%	+1
I have the skills I need to do my job effectively	93%	+1

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	30%	-28 ↓
The communication we receive from [council/area]'s Senior Leaders is honest and open	26%	-26 ↓
I believe the actions of [council/area]'s Senior Leaders are consistent with [council/area]'s values	31%	-26 ↓
The Senior Leaders at [council/area] keep me informed about issues that matter	26%	-25 ↓
I believe that Senior Leaders have a clear vision for the future of [council/area]	32%	-23 ↓

Comparisons to the 2022 People Survey

Questions improved the most since 2022	% (percent) positive	Difference to 2022 (% point)
The reasons behind changes are communicated to me	31%	+10 ↑
I feel confident to challenge inappropriate behaviour in the workplace	66%	+6 ↑
I am sufficiently challenged by my work	84%	+3
I think that my performance is evaluated fairly	73%	+3
I feel confident in addressing poor performance in my team	63%	+3


Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
I would recommend UKRI as a great place to work	40%	-10 ↓
I have confidence in the decisions made by UKRI's Senior Leaders	26%	-9 ↓
The Senior Leaders at UKRI are sufficiently visible	33%	-8 ↓
I would feel confident challenging the way things are done across UKRI	21%	-8 ↓
The Senior Leaders at UKRI keep me informed about issues that matter	38%	-7 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions		% (percent) positive (net agree)
I am trusted to carry out my job effectively		93%
I have the skills I need to do my job effectively		93%
I am interested in my work		92%
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		90%
My manager is considerate of my life outside work		87%

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		84%
I feel that my pay is fair for the work that I do		76%
There are opportunities for promotion within my current role		59%
I am satisfied with the total benefits package		54%
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable		52%

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

		<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>			% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Engagement with UKRI index score*					51%	-5	-3
I am proud when I tell others I am part of UKRI	<div> <div>10%</div> <div>39%</div> <div>44%</div> <div>5%</div> </div>				49%	-12 ↓	-6 ↓
I would recommend UKRI as a great place to work	<div> <div>6%</div> <div>34%</div> <div>43%</div> <div>13%</div> </div>				40%	-14 ↓	-10 ↓
I feel a strong personal attachment to UKRI	<div> <div>17%</div> <div>40%</div> <div>31%</div> <div>9%</div> </div>				20%	-10 ↓	-2
UKRI inspires me to do the best in my job	<div> <div>19%</div> <div>51%</div> <div>20%</div> <div>7%</div> </div>				22%	-14 ↓	-7 ↓

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

*The employee engagement index is calculated by applying a weighting to each response on the 5-point agreement scale. This approach means that a score of 100 percent is equivalent to all respondents saying strongly agree to the four questions in the above table, while a score of 0 percent is equivalent to all respondents saying strongly disagree to all four questions.

Key driver analysis: explaining relative importance

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

Measuring how much the driver influences employee engagement:

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

Comparing drivers' influence between each other:

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

Improving our understanding of how strong the influence is:

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

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

Key driver analysis: NERC

As in 2022, feeling 'positive about the future of UKRI' (0.27) is the primary driver of engagement with UKRI among colleagues in NERC, and this is both a drop since 2022 (-5% points) and lower than the UKRI average (-4% points). Addressing concerns about career progression across UKRI is also a priority, with just 33% of NERC colleagues agreeing with this, which is 6% points below the UKRI average.

Rank	Question	Relative importance	Performance (percent net agree or equivalent)
1	Q30. I feel positive about the future of UKRI	0.27	34%
2	Q4. I have a clear understanding of UKRI's objectives	0.23	46%
3	Q9. There are opportunities for me to develop in my career across UKRI	0.17	33%
4	Q27. UKRI cares about my wellbeing	0.15	45%
5	Q10. I am satisfied with the total benefits package	0.13	24%
6	Q12. I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	0.12	69%
7	Q30. I have confidence in the decisions made by UKRI's Senior Leaders	0.11	26%

Base: All NERC respondents.

Engagement with NERC

		<div> <div>Strongly agree</div> <div>Agree</div> <div>Neither</div> <div>Disagree</div> <div>Strongly disagree</div> </div>					
Engagement with NERC index score*					% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
					57%	-10	-4
I am proud when I tell others I am part of NERC	<div> <div>19%</div> <div>43%</div> <div>31%</div> <div>5%</div> </div>				62%	-16 ↓	-4
I would recommend NERC as a great place to work	<div> <div>8%</div> <div>39%</div> <div>36%</div> <div>13%</div> </div>				47%	-20 ↓	-7 ↓
I feel a strong personal attachment to NERC	<div> <div>11%</div> <div>25%</div> <div>37%</div> <div>22%</div> <div>6%</div> </div>				36%	-19 ↓	-7 ↓
NERC inspires me to do the best in my job	<div> <div>9%</div> <div>26%</div> <div>42%</div> <div>18%</div> <div>6%</div> </div>				35%	-20 ↓	-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.

*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. 47% 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		74%	0	+1
I am interested in my work		92%	+1	-1
I am sufficiently challenged by my work		84%	+2	+3
My work gives me a sense of personal accomplishment		79%	+1	+2
I feel involved in the decisions that affect my work		58%	-1	+2
I am recognised for the way in which I approach my work, not just for what I contribute		59%	-4	0
I have a say over how I do my work		82%	-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.

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		56%	-6	-1
I have a clear understanding of UKRI's objectives	<div> <div>41%</div> <div>34%</div> <div>17%</div> </div>	46%	-9 ↓	-4
I understand how my work contributes to UKRI's objectives	<div> <div>7%</div> <div>45%</div> <div>29%</div> <div>16%</div> </div>	52%	-6 ↓	+1
UKRI motivates me to help it achieve its objectives	<div> <div>14%</div> <div>47%</div> <div>28%</div> <div>9%</div> </div>	16%	-8 ↓	-3
I have a clear understanding of NERC's objectives*	<div> <div>9%</div> <div>50%</div> <div>26%</div> <div>12%</div> </div>	60%	-13 ↓	-4
I understand how my work contributes to NERC's objectives*	<div> <div>14%</div> <div>49%</div> <div>25%</div> <div>9%</div> </div>	63%	-13 ↓	-5 ↓
NERC motivates me to help it achieve its objectives*	<div> <div>25%</div> <div>42%</div> <div>22%</div> <div>8%</div> </div>	28%	-19 ↓	-6 ↓

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.

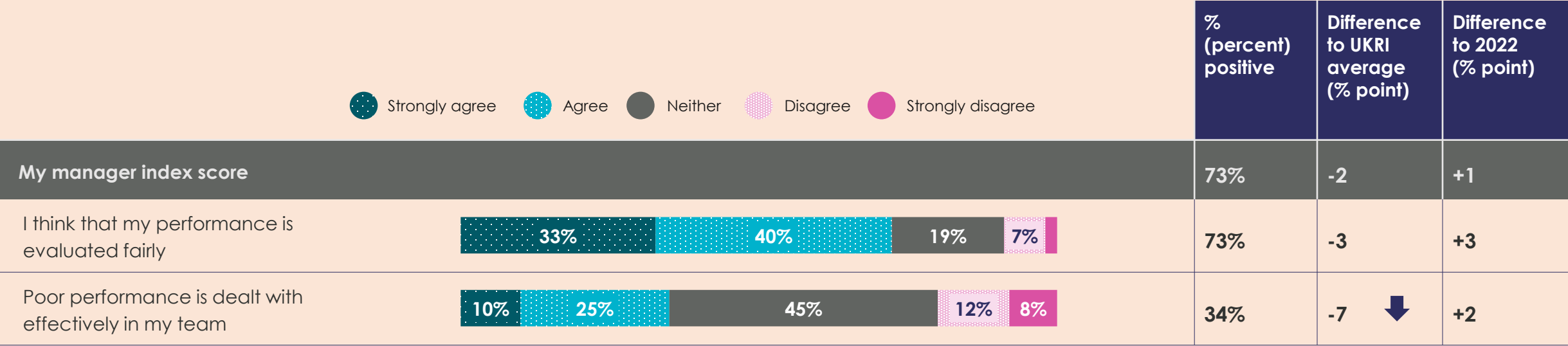
My manager (1)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		73%	-2	+1
My manager motivates me	<div> <div>26%</div> <div>42%</div> <div>20%</div> <div>9%</div> </div>	67%	-6 ↓	0
My manager is considerate of my life outside work	<div> <div>49%</div> <div>38%</div> <div>8%</div> </div>	87%	-2	0
My manager is open to my ideas	<div> <div>42%</div> <div>44%</div> <div>8%</div> </div>	86%	-2	+3
My manager recognises when I have done my job well	<div> <div>40%</div> <div>42%</div> <div>11%</div> </div>	82%	-2	+2
I receive regular constructive feedback on my performance	<div> <div>24%</div> <div>36%</div> <div>21%</div> <div>15%</div> </div>	60%	-7 ↓	-1
My manager trusts me to do my job effectively, whether or not I am working from the same location as them	<div> <div>56%</div> <div>35%</div> <div>6%</div> </div>	90%	-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.




My manager (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

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		40%	-6 ↓	-2
Your development needs and career goals		19%	-8 ↓	-2
Your personal wellbeing and/or work-related stress		58%	-5 ↓	-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.

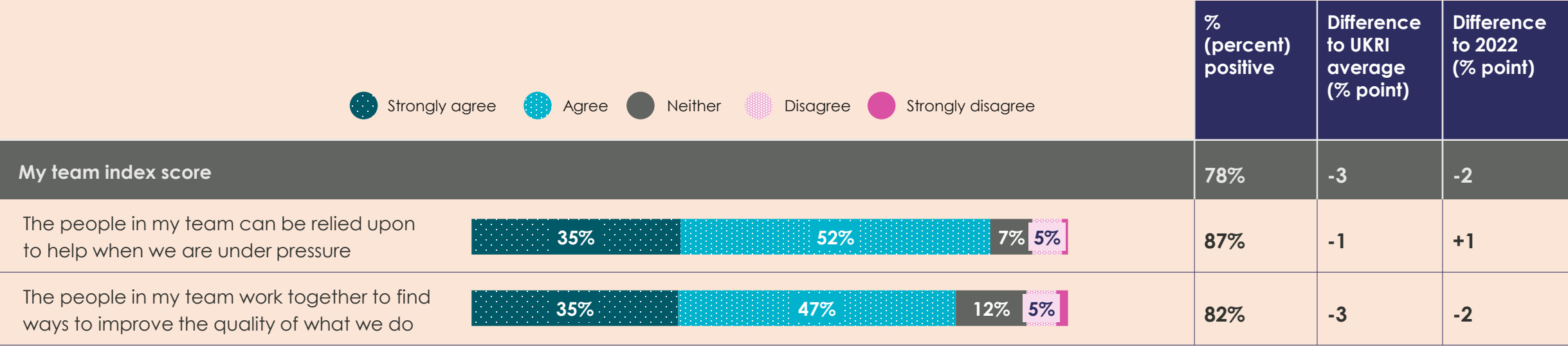
Support for managers

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Support for managers index score		70%	-1	0
I feel confident in supporting the health, safety and wellbeing of the people I manage	<div> <div>26%</div> <div>58%</div> <div>11%</div> </div>	84%	-5 ↓	-1
I feel confident in addressing poor performance in my team	<div> <div>13%</div> <div>49%</div> <div>24%</div> <div>12%</div> </div>	63%	-5 ↓	+3
I receive, or have access to, the training I need in order to be an effective manager	<div> <div>12%</div> <div>58%</div> <div>20%</div> <div>7%</div> </div>	70%	+1	0
I am confident in how to manage and support my team through change	<div> <div>17%</div> <div>58%</div> <div>18%</div> <div>7%</div> </div>	75%	-1	

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></div> Strongly agree <div></div> Agree <div></div> Neither <div></div> Disagree <div></div> Strongly disagree </div>				
Learning and personal development index score		53%	-2	0
I am able to access the right learning and development opportunities for my current role when I need them	<div> <div>10%</div> <div>53%</div> <div>22%</div> <div>11%</div> <div></div> </div>	64%	+2	+1
Learning and development activities I have completed in the past 12 months have helped to improve my performance	<div> <div>10%</div> <div>38%</div> <div>36%</div> <div>11%</div> <div></div> </div>	49%	-3	-2
There are opportunities for me to develop in my career across UKRI	<div> <div></div> <div>28%</div> <div>33%</div> <div>23%</div> <div>11%</div> </div>	33%	-6 ↓	0
There are opportunities for promotion within my current role	<div> <div></div> <div>17%</div> <div>22%</div> <div>33%</div> <div>26%</div> </div>	19%	-3	+1
Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	<div> <div>6%</div> <div>33%</div> <div>35%</div> <div>19%</div> <div>7%</div> </div>	39%	-5 ↓	-2
I think my current job makes the most of my skills and strengths	<div> <div>14%</div> <div>41%</div> <div>18%</div> <div>17%</div> <div>10%</div> </div>	55%	-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 2022 (% point)
Pay and benefits index score		28%	-6	-5
I feel that my pay is fair for the work that I do	<div> <div>12%</div> <div>11%</div> <div>31%</div> <div>45%</div> </div>	13%	-4	-3
I am satisfied with the total benefits package	<div> <div>22%</div> <div>22%</div> <div>27%</div> <div>27%</div> </div>	24%	-3	-3
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<div> <div>16%</div> <div>31%</div> <div>27%</div> <div>25%</div> </div>	17%	-8 ↓	-4
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<div> <div>5%</div> <div>11%</div> <div>28%</div> <div>56%</div> </div>	6%	-4	-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.

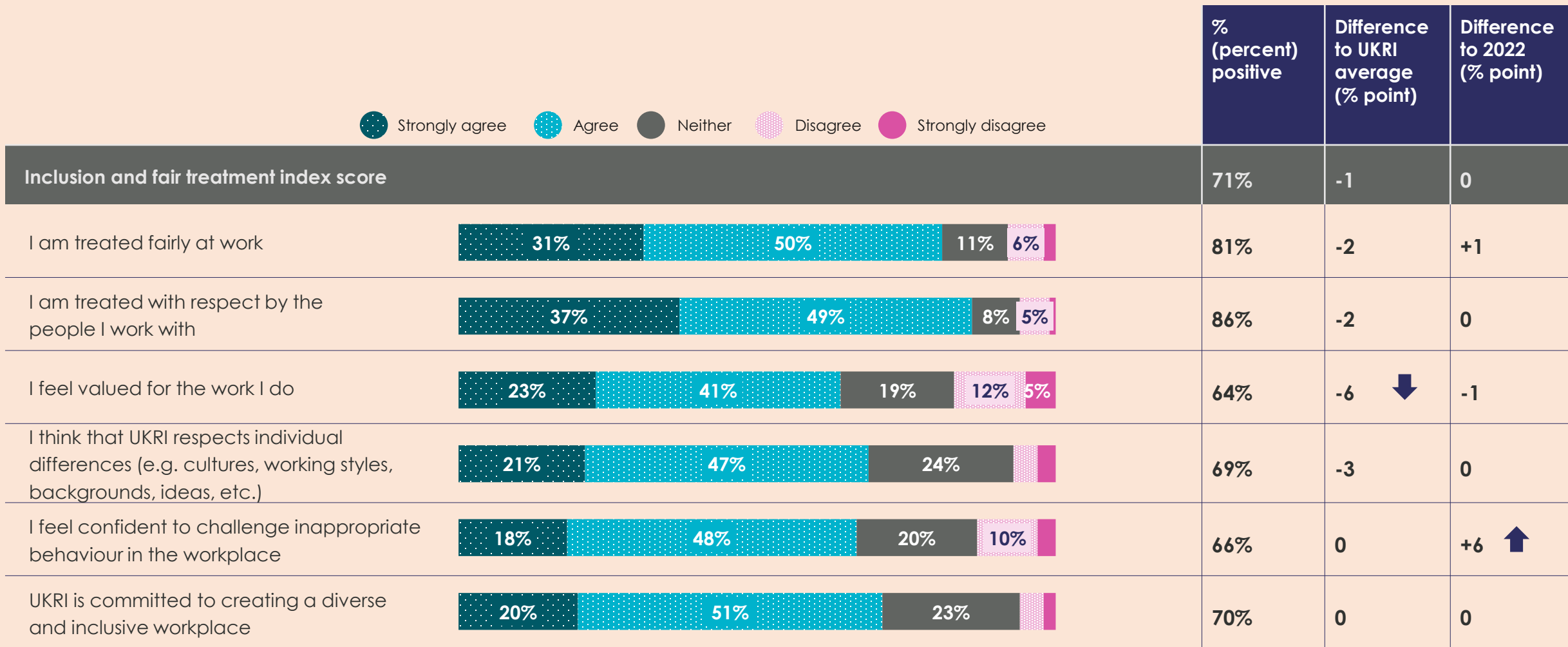
Resources and workload

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Resources and workload index score		64%	-1	-1
I can find the information I need to do my job effectively	<div> <div>8%</div> <div>58%</div> <div>21%</div> <div>12%</div> <div></div> </div>	66%	-1	-3
Organisational processes support me to work efficiently	<div> <div>5%</div> <div>30%</div> <div>29%</div> <div>27%</div> <div>9%</div> </div>	35%	-3	-1
I have clear work objectives	<div> <div>18%</div> <div>59%</div> <div>15%</div> <div>6%</div> <div></div> </div>	77%	-2	-2
I have the skills I need to do my job effectively	<div> <div>31%</div> <div>62%</div> <div>6%</div> <div></div> <div></div> </div>	93%	+1	+1
I have access to the tools and equipment I need to do my job effectively	<div> <div>17%</div> <div>60%</div> <div>14%</div> <div>6%</div> <div></div> </div>	78%	0	-1
I have a manageable workload	<div> <div>7%</div> <div>43%</div> <div>16%</div> <div>22%</div> <div>11%</div> </div>	51%	-4	-2
I achieve a good balance between my work life and my private life	<div> <div>15%</div> <div>43%</div> <div>18%</div> <div>17%</div> <div>8%</div> </div>	58%	-6 ↓	-4

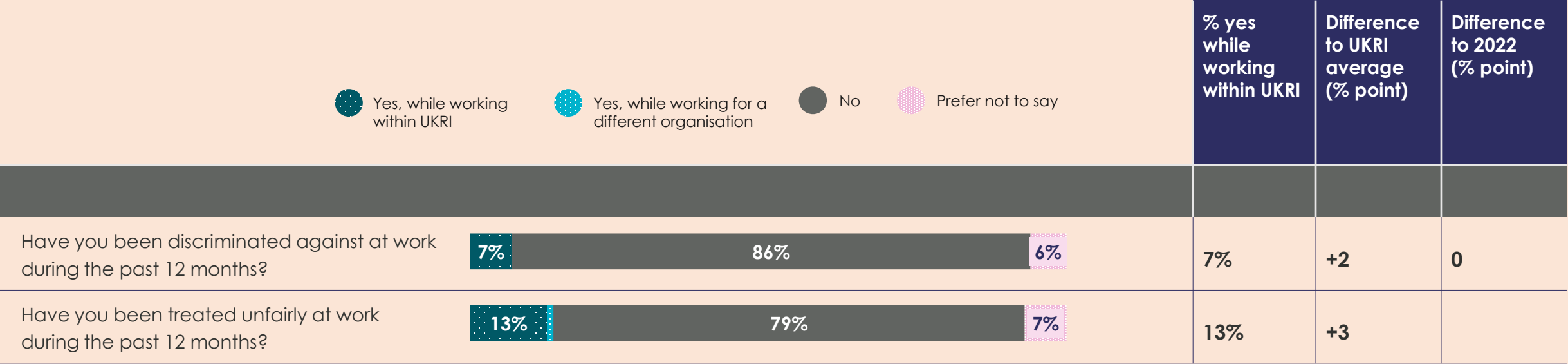
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

Inclusion and fair treatment



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.

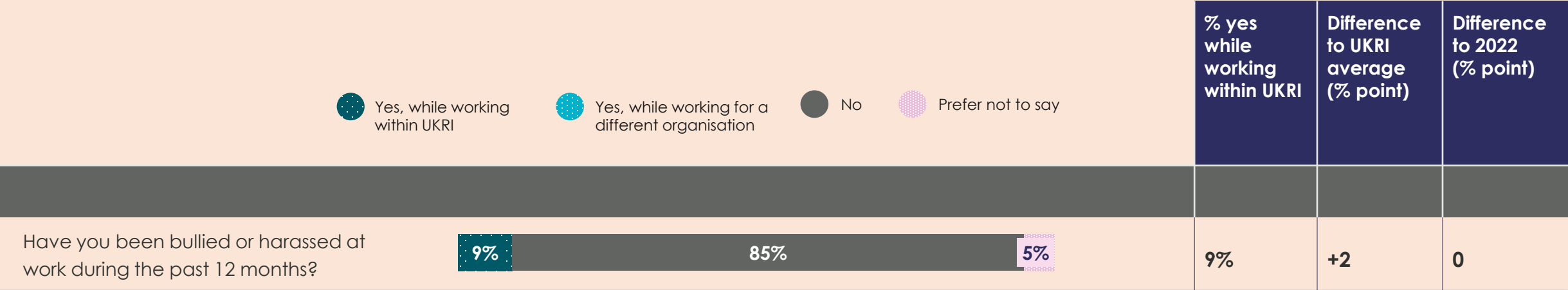
Discrimination and unfair treatment



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.

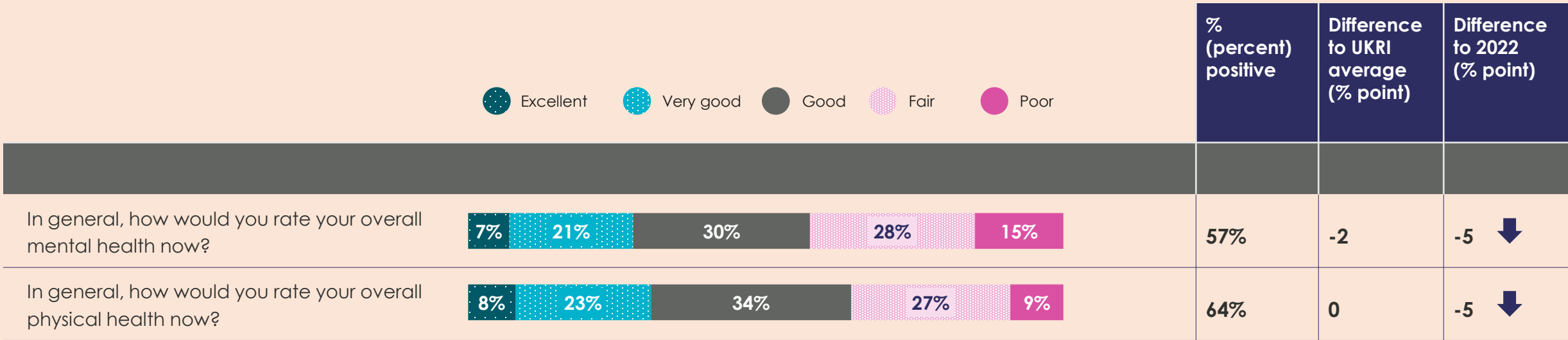
31

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)



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		63%	-3	-2
UKRI cares about my wellbeing	<div> <div>7%</div> <div>38%</div> <div>40%</div> <div>11%</div> <div>5%</div> </div>	45%	-6 ↓	-7 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing	<div> <div>21%</div> <div>47%</div> <div>20%</div> <div>8%</div> </div>	68%	-6 ↓	0
During the last 12 months, I have felt unwell as a result of work-related stress*	<div> <div>13%</div> <div>30%</div> <div>16%</div> <div>28%</div> <div>13%</div> </div>			
In the last 12 months, I have experienced musculoskeletal problems (MSD)*	<div> <div>6%</div> <div>21%</div> <div>9%</div> <div>33%</div> <div>31%</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. 11% 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		53%	-1	-3
The Senior Leaders at UKRI are sufficiently visible		33%	-7 ↓	-8 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values		31%	-7 ↓	-7 ↓
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI		33%	-5 ↓	-7 ↓
I have confidence in the decisions made by UKRI's Senior Leaders		26%	-5 ↓	-9 ↓
The Senior Leaders at UKRI keep me informed about issues that matter		38%	-4	-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 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		53%	-1	-3
The communication we receive from UKRI's Senior Leaders is honest and open		36%	-5 ↓	-7 ↓
I feel positive about the future of UKRI		34%	-4	-5 ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey		32%	-2	-7 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		16%	-3	+2
The Senior Leaders at UKRI help me to understand the reasons and benefits that change will bring		22%	-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 NERC (1)

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Senior leadership within NERC index score		50%	-9	-2
The Senior Leaders at NERC are sufficiently visible		30%	-28 ↓	-4
I believe the actions of NERC's Senior Leaders are consistent with NERC's values		31%	-26 ↓	-6 ↓
I believe that Senior Leaders have a clear vision for the future of NERC		32%	-23 ↓	-5 ↓
I have confidence in the decisions made by NERC's Senior Leaders		27%	-21 ↓	-6 ↓

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 2022 (% point)
Senior leadership within NERC index score		50%	-9	-2
The Senior Leaders at NERC keep me informed about issues that matter		26%	-25 ↓	-7 ↓
The communication we receive from NERC's Senior Leaders is honest and open		26%	-26 ↓	-6 ↓
I believe that Senior Leaders at NERC will take action on the results from this survey		24%	-17 ↓	-7 ↓
I think Senior Leaders at NERC took effective action on the results of the last survey in 2022		15%	-12 ↓	0
The Senior Leaders at NERC help me to understand the reasons and benefits that change will bring		20%	-18 ↓	

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		49%	-2	+1
I feel that change is managed well in NERC		21%	-12 ↓	0
I feel that change is managed well in UKRI as a whole		19%	-2	-1
As an organisation, UKRI adapts well to change		22%	-1	-4
When changes are made across UKRI they are usually for the better		17%	-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.

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		49%	-2	+1
The reasons behind changes are communicated to me		31%	-5 ↓	+10 ↑
I understand what support is available to me as I am affected by change within UKRI		30%	-5 ↓	0
I have the opportunity to contribute my views before decisions are made that affect me		20%	-5 ↓	0
I would feel confident challenging the way things are done across UKRI		21%	-8 ↓	-8 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace		67%	-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.

Organisational culture

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

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational culture index score		71%	-2	0
I am trusted to carry out my job effectively		93%	0	+1
I am encouraged to try new ideas, even if they may not work		75%	-3	+2
I believe my opinion is valued at work		75%	-4	-1
I am comfortable expressing my true feelings at work		63%	-5 ↓	+1
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		56%	-4	-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.

Your plans for the future

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Which of the following statements most accurately reflects your current thoughts about working within UKRI?				
I'm planning to leave UKRI as soon as possible	6%	6%	0	+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	42%	42%	+2	+4
I'm planning to stay working within UKRI for at least the next three years	37%	37%	-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.

For more information



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