

UKRI People Survey 2023: UKRI Corporate Hub report

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1. Background and methodology



Background and methodology

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

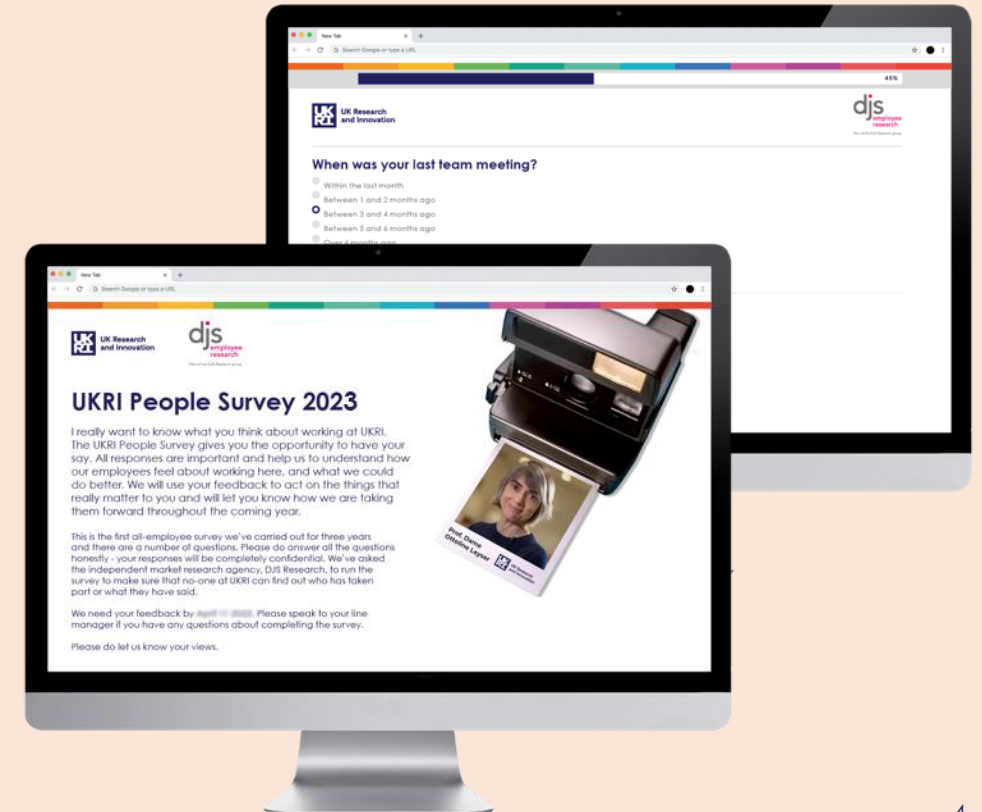
- Online survey emailed to work accounts
- Paper copies available for colleagues unable to complete the survey online
- The option of completing the survey over the telephone with one of the DJS Research project team

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

This report provides a summary of the results for **UKRI Corporate Hub**, 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 UKRI	My work	Organisational objectives and purpose	My manager
60% Difference to UKRI +4%	N/A	71% Difference to UKRI -3%	63% Difference to UKRI +2%	76% Difference to UKRI 0%
Support for managers	My team	Learning and development	Pay and benefits	Resources and workload
73% Difference to UKRI +2%	81% Difference to UKRI +1%	54% Difference to UKRI 0%	38% Difference to UKRI +5%	65% 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 UKRI
72% Difference to UKRI -1%	68% Difference to UKRI +2%	54% Difference to UKRI +1%	N/A
Managing change	Organisational culture	Experienced discrimination	Experienced bullying or harassment
52% Difference to UKRI +1%	73% Difference to UKRI -1%	5% Difference to UKRI 0%	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: 64%

No. of responses: 852 of 1328

Questions scoring most positively in comparison to the UKRI average	% (percent) positive	Difference to UKRI average (% point)
I have a clear understanding of UKRI's objectives	71%	+17 ↑
I feel a strong personal attachment to UKRI	46%	+15 ↑
I understand how my work contributes to UKRI's objectives	73%	+15 ↑
In general, how often do you discuss your personal wellbeing and/or work-related stress with your manager? (% at least monthly)	75%	+12 ↑
The Senior Leaders at UKRI are sufficiently visible	52%	+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	71%	-6% ↓
I feel involved in the decisions that affect my work	54%	-6% ↓
I feel that change is managed well in [council/area]	27%	-6% ↓
I feel confident to challenge inappropriate behaviour in the workplace	62%	-4%
In general, how often do you discuss how well you're meeting your objectives with your manager? (% at least monthly)	42%	-4%

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	44%	+8 ↑
I receive, or have access to, the training I need in order to be an effective manager	71%	+6 ↑
I think that my performance is evaluated fairly	75%	+6 ↑
My manager motivates me	75%	+6 ↑
Poor performance is dealt with effectively in my team	41%	+6 ↑


Questions deteriorated the most since 2022	% (percent) positive	Difference to 2022 (% point)
I am satisfied with the total benefits package	30%	-14 ↓
I have confidence in the decisions made by UKRI's Senior Leaders	34%	-13 ↓
I feel that my pay is fair for the work that I do	23%	-10 ↓
I would recommend UKRI as a great place to work	60%	-10 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	16%	-10 ↓

Questions with the strongest responses

Strengths: What are colleagues most positive about?

Most positively scoring questions		% (percent) positive (net agree)
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		94%
I am trusted to carry out my job effectively		93%
I feel confident in supporting the health, safety and wellbeing of the people I manage		92%
I have the skills I need to do my job effectively		91%
My manager is considerate of my life outside work		91%

Areas of concern: What are colleagues most negative about?

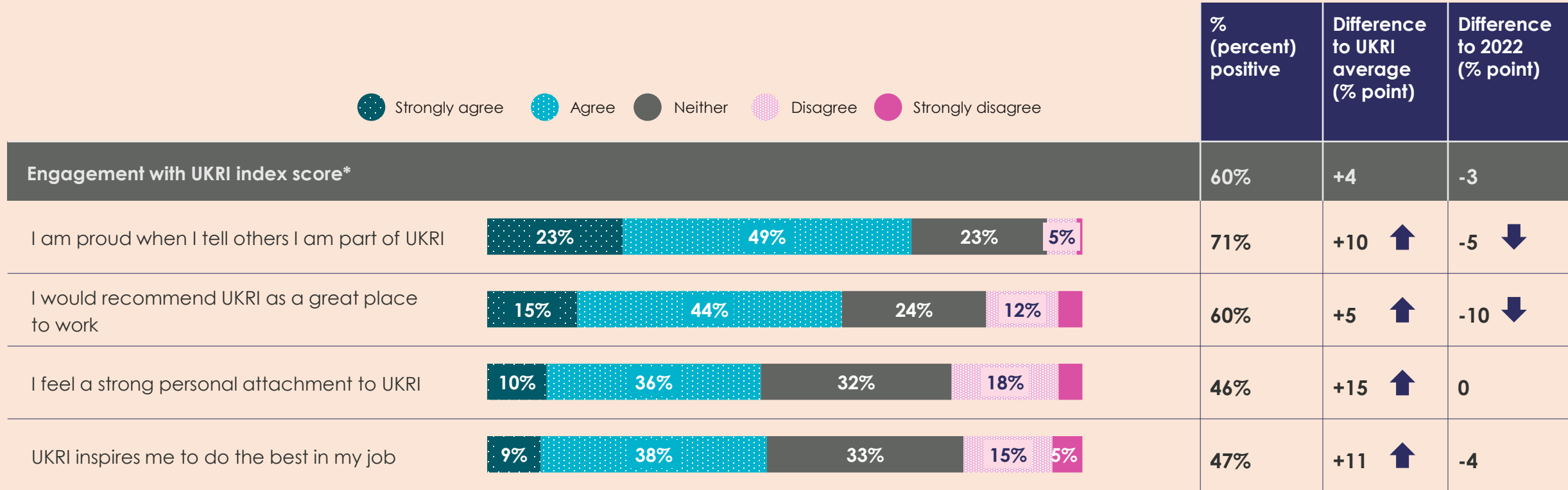
Most negatively scoring questions		% (percent) negative (net disagree)
Compared to people doing a similar job in other organisations, I feel my pay is reasonable		64%
There are opportunities for promotion within my current role		59%
I feel that my pay is fair for the work that I do		59%
I am satisfied with the total benefits package		45%
As an organisation, UKRI adapts well to change		45%

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.

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: UKRI Corporate Hub

For UKRI Corporate Hub, as in 2022, feeling 'positive about the future of UKRI' (0.21) and their work giving them 'a sense of personal accomplishment' (0.19) are the leading drivers of engagement with UKRI. Improvements are required with the former of these, as just 41% feel positive about the future of UKRI, which is a 9% point decrease since 2022.

Rank	Question	Relative importance	Performance (percent net agree or equivalent)
1	Q30. I feel positive about the future of UKRI	0.21	41%
2	Q3. My work gives me a sense of personal accomplishment	0.19	71%
3	Q27. UKRI cares about my wellbeing	0.15	57%
4	Q4. I have a clear understanding of UKRI's objectives	0.15	71%
5	Q9. Learning and development opportunities I have completed while working within UKRI are helping me to develop my career	0.12	45%
6	Q3. I am recognised for the way in which I approach my work, not just for what I contribute	0.09	65%
7	Q31. As an organisation, UKRI adapts well to change	0.09	23%
8	Q12. UKRI is committed to creating a diverse and inclusive workplace	0.09	71%

Base: All UKRI Corporate Hub respondents.

4. Open text themes



What one change would improve your working life at UKRI?



Base: All respondents. Only showing responses of 2% and above. 57% 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		71%	-3	+1
I am interested in my work	<div> <div>34%</div> <div>54%</div> <div>8%</div> </div>	88%	-3	0
I am sufficiently challenged by my work	<div> <div>30%</div> <div>50%</div> <div>11%</div> <div>8%</div> </div>	80%	-3	+2
My work gives me a sense of personal accomplishment	<div> <div>22%</div> <div>50%</div> <div>17%</div> <div>9%</div> </div>	71%	-6 ↓	0
I feel involved in the decisions that affect my work	<div> <div>14%</div> <div>40%</div> <div>21%</div> <div>17%</div> <div>8%</div> </div>	54%	-6 ↓	-1
I am recognised for the way in which I approach my work, not just for what I contribute	<div> <div>19%</div> <div>46%</div> <div>19%</div> <div>11%</div> <div>5%</div> </div>	65%	+2	+5 ↑
I have a say over how I do my work	<div> <div>28%</div> <div>53%</div> <div>13%</div> </div>	81%	-2	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.

Organisational objectives and purpose

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Organisational objectives and purpose index score		63%	+2	0
I have a clear understanding of UKRI's objectives	<div> <div>16%</div> <div>55%</div> <div>20%</div> <div>7%</div> </div>	71%	+17 ↑	+3
I understand how my work contributes to UKRI's objectives	<div> <div>18%</div> <div>55%</div> <div>18%</div> <div>7%</div> </div>	73%	+15 ↑	+2
UKRI motivates me to help it achieve its objectives	<div> <div>7%</div> <div>27%</div> <div>37%</div> <div>21%</div> <div>8%</div> </div>	34%	+10 ↑	-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.

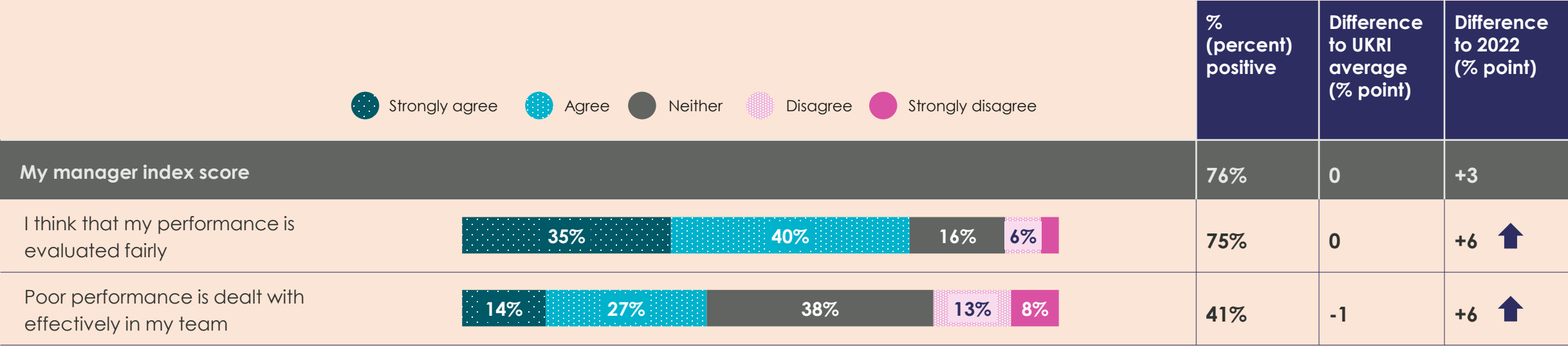
My manager (1)

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
My manager index score		76%	0	+3
My manager motivates me		75%	+1	+6 ↑
My manager is considerate of my life outside work		91%	+1	+2
My manager is open to my ideas		89%	0	+1
My manager recognises when I have done my job well		86%	+2	+4
I receive regular constructive feedback on my performance		69%	+3	+4
My manager trusts me to do my job effectively, whether or not I am working from the same location as them		94%	+1	+1

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

My manager (2)



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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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>18% 23% 34% 20%</p>	42%	-4	+4
Your development needs and career goals	<p>7% 24% 34% 27% 8%</p>	30%	+3	+2
Your personal wellbeing and/or work-related stress	<p>42% 33% 11% 10%</p>	75%	+12 ↑	0

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

Support for managers

Strongly agree
Agree
Neither
Disagree
Strongly disagree

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
Support for managers index score		73%	+2	+2
I feel confident in supporting the health, safety and wellbeing of the people I manage	<div> <div>31%</div> <div>61%</div> <div>6%</div> </div>	92%	+3	0
I feel confident in addressing poor performance in my team	<div> <div>19%</div> <div>57%</div> <div>14%</div> <div>9%</div> </div>	75%	+8 ↑	+5 ↑
I receive, or have access to, the training I need in order to be an effective manager	<div> <div>18%</div> <div>53%</div> <div>18%</div> <div>9%</div> </div>	71%	+2	+6 ↑
I am confident in how to manage and support my team through change	<div> <div>25%</div> <div>55%</div> <div>12%</div> <div>7%</div> </div>	80%	+3	

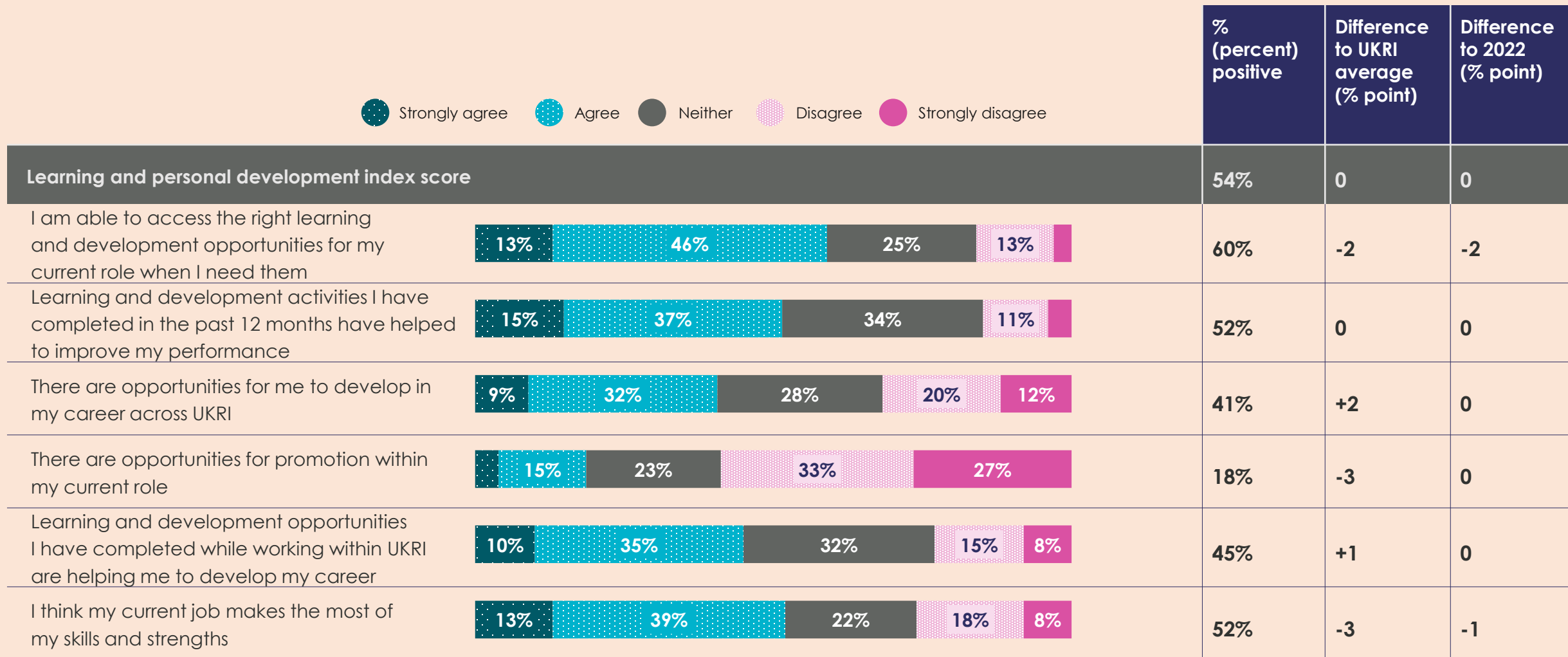
Base: All respondents who line manage or supervise others. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

My team

		% (percent) positive	Difference to UKRI average (% point)	Difference to 2022 (% point)
<div><div></div> Strongly agree</div> <div><div></div> Agree</div> <div><div></div> Neither</div> <div><div></div> Disagree</div> <div><div></div> Strongly disagree</div>				
My team index score		81%	+1	+1
The people in my team can be relied upon to help when we are under pressure	<div><div>44%</div><div>44%</div><div>8%</div><div></div><div></div></div>	88%	+1	+1
The people in my team work together to find ways to improve the quality of what we do	<div><div>41%</div><div>46%</div><div>8%</div><div></div><div></div></div>	87%	+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.

Learning and personal development



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

		% (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>				
Pay and benefits index score		38%	+5	-8
I feel that my pay is fair for the work that I do	<div> <div>21%</div> <div>18%</div> <div>32%</div> <div>27%</div> </div>	23%	+6 ↑	-10 ↓
I am satisfied with the total benefits package	<div> <div>27%</div> <div>25%</div> <div>28%</div> <div>17%</div> </div>	30%	+3	-14 ↓
Compared to people doing similar work in other parts of UKRI, I feel my pay is reasonable	<div> <div>28%</div> <div>29%</div> <div>22%</div> <div>18%</div> </div>	31%	+6 ↑	-7 ↓
Compared to people doing a similar job in other organisations, I feel my pay is reasonable	<div> <div>14%</div> <div>19%</div> <div>31%</div> <div>34%</div> </div>	16%	+6 ↑	-10 ↓

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%	-1	-1
I can find the information I need to do my job effectively	<div> <div>9%</div> <div>57%</div> <div>18%</div> <div>13%</div> <div></div> </div>	66%	-1	+3
Organisational processes support me to work efficiently	<div> <div>6%</div> <div>33%</div> <div>25%</div> <div>26%</div> <div>10%</div> </div>	39%	+1	-1
I have clear work objectives	<div> <div>16%</div> <div>59%</div> <div>14%</div> <div>8%</div> <div></div> </div>	75%	-3	+5 ↑
I have the skills I need to do my job effectively	<div> <div>29%</div> <div>63%</div> <div>7%</div> <div></div> <div></div> </div>	91%	0	0
I have access to the tools and equipment I need to do my job effectively	<div> <div>19%</div> <div>57%</div> <div>14%</div> <div>8%</div> <div></div> </div>	76%	-2	+1
I have a manageable workload	<div> <div>8%</div> <div>44%</div> <div>18%</div> <div>20%</div> <div>10%</div> </div>	53%	-2	-6 ↓
I achieve a good balance between my work life and my private life	<div> <div>18%</div> <div>46%</div> <div>18%</div> <div>11%</div> <div>6%</div> </div>	65%	0	-5 ↓

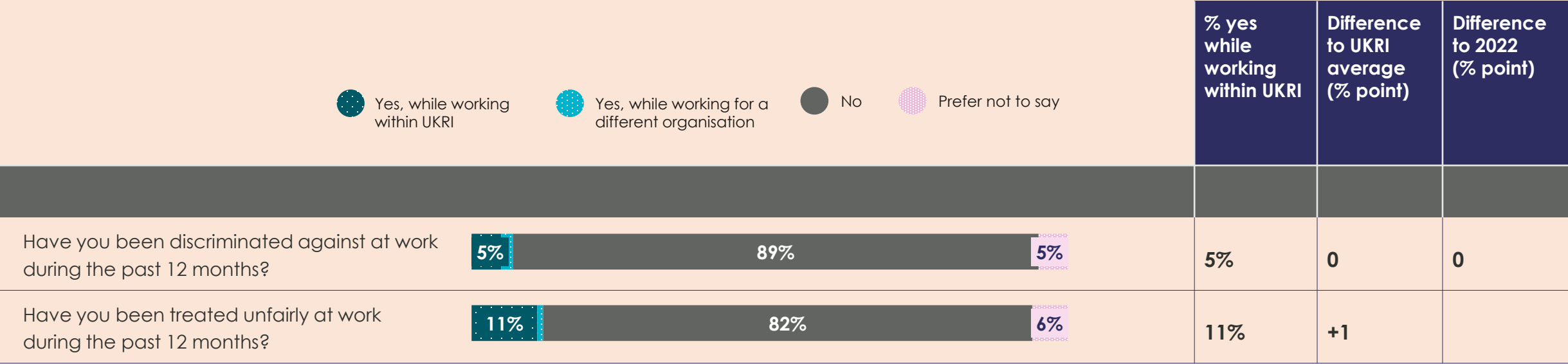
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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		72%	-1	-1
I am treated fairly at work	<div> <div>32%</div> <div>51%</div> <div>10%</div> <div>5%</div> </div>	83%	-1	+1
I am treated with respect by the people I work with	<div> <div>35%</div> <div>51%</div> <div>8%</div> </div>	86%	-2	-1
I feel valued for the work I do	<div> <div>23%</div> <div>44%</div> <div>16%</div> <div>11%</div> <div>5%</div> </div>	68%	-2	0
I think that UKRI respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	<div> <div>24%</div> <div>50%</div> <div>16%</div> <div>7%</div> </div>	74%	+2	-1
I feel confident to challenge inappropriate behaviour in the workplace	<div> <div>16%</div> <div>46%</div> <div>22%</div> <div>12%</div> </div>	62%	-4	+5 ↑
UKRI is committed to creating a diverse and inclusive workplace	<div> <div>25%</div> <div>46%</div> <div>21%</div> <div>6%</div> </div>	71%	0	-4

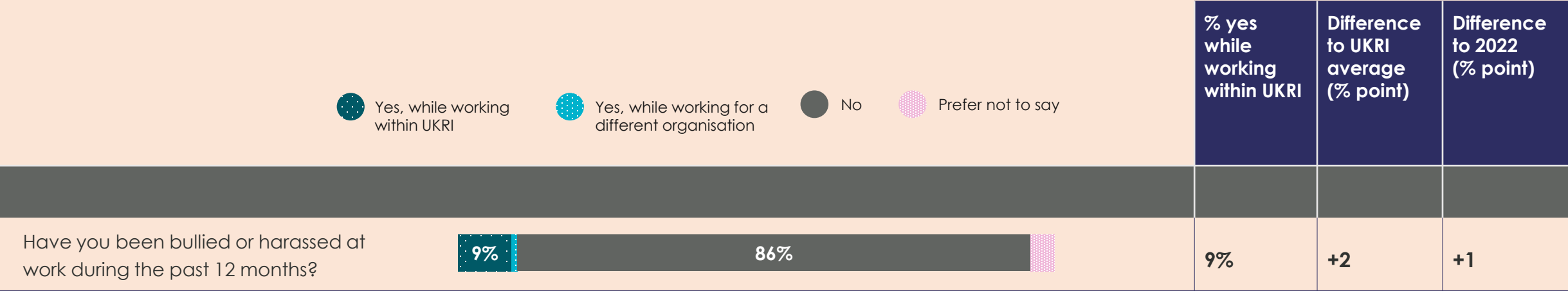
Base: All respondents. Note: data labels <5 percent not shown. Scores in the “difference” column show arrows to denote where the report score is at least **5 percent above** or **5 percent below** the comparator.

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.

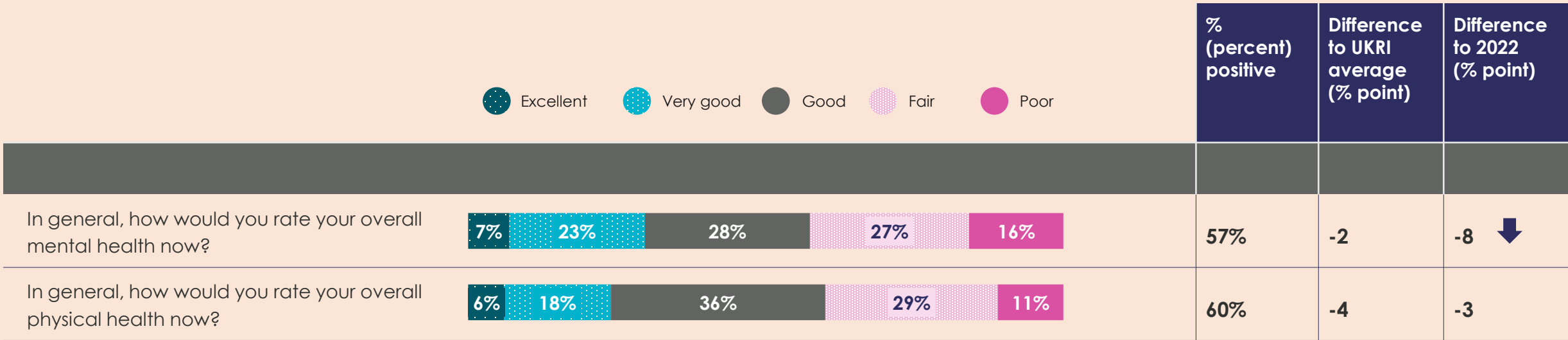
Bullying and harassment



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		68%	+2	-2
UKRI cares about my wellbeing	<div> <div>12%</div> <div>45%</div> <div>27%</div> <div>11%</div> <div>5%</div> </div>	57%	+6 ↑	-9 ↓
My manager creates a positive atmosphere at work which supports my health and wellbeing	<div> <div>27%</div> <div>48%</div> <div>17%</div> <div>5%</div> </div>	75%	+2	+1
During the last 12 months, I have felt unwell as a result of work-related stress*	<div> <div>13%</div> <div>27%</div> <div>15%</div> <div>32%</div> <div>14%</div> </div>			
In the last 12 months, I have experienced musculoskeletal problems (MSD)*	<div> <div>6%</div> <div>20%</div> <div>10%</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. 7% Other, 0% Don't know, 1% 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	-4
The Senior Leaders at UKRI are sufficiently visible	<div> <div>8%</div> <div>45%</div> <div>25%</div> <div>17%</div> <div>5%</div> </div>	52%	+11 ↑	-5 ↓
I believe the actions of UKRI's Senior Leaders are consistent with UKRI's values	<div> <div>6%</div> <div>36%</div> <div>42%</div> <div>11%</div> <div>5%</div> </div>	42%	+5 ↑	-6 ↓
I believe that UKRI's Senior Leaders have a clear vision for the future of UKRI	<div> <div>6%</div> <div>37%</div> <div>37%</div> <div>15%</div> <div>6%</div> </div>	43%	+5 ↑	-8 ↓
I have confidence in the decisions made by UKRI's Senior Leaders	<div> <div>5%</div> <div>29%</div> <div>40%</div> <div>19%</div> <div>7%</div> </div>	34%	+3	-13 ↓
The Senior Leaders at UKRI keep me informed about issues that matter	<div> <div>7%</div> <div>42%</div> <div>31%</div> <div>14%</div> <div>6%</div> </div>	49%	+7 ↑	-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.

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	-4
The communication we receive from UKRI's Senior Leaders is honest and open		44%	+4	-9 ↓
I feel positive about the future of UKRI		41%	+2	-9 ↓
I believe that UKRI's Senior Leaders will take action on the results from this survey		36%	+1	-7 ↓
I think the Senior Leaders at UKRI took effective action on the results of the last survey in 2022		23%	+4	+5 ↑
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.

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	+1
I feel that change is managed well in UKRI Corporate Hub		27%	-6 ↓	0
I feel that change is managed well in UKRI as a whole		23%	+2	-2
As an organisation, UKRI adapts well to change		23%	0	-6 ↓
When changes are made across UKRI they are usually for the better		32%	+9 ↑	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.

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	+1
The reasons behind changes are communicated to me	<p>40% 32% 17% 7%</p>	44%	+8 ↑	+8 ↑
I understand what support is available to me as I am affected by change within UKRI	<p>5% 38% 32% 19% 6%</p>	43%	+9 ↑	+1
I have the opportunity to contribute my views before decisions are made that affect me	<p>26% 36% 24% 11%</p>	30%	+5 ↑	-1
I would feel confident challenging the way things are done across UKRI	<p>5% 31% 32% 22% 10%</p>	36%	+8 ↑	-8 ↓
As an individual, I accept and adapt well to changes in working practices in the workplace	<p>17% 61% 19%</p>	77%	+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.

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		93%	-1	+1
I am encouraged to try new ideas, even if they may not work		75%	-3	+1
I believe my opinion is valued at work		79%	-1	+4
I am comfortable expressing my true feelings at work		66%	-2	0
In UKRI, people are encouraged to speak up when they identify a serious policy or delivery risk		64%	+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.

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	7%	7%	+1	+2
I'm planning to leave UKRI within the next 12 months	17%	17%	+2	+1
I'm planning to stay working within UKRI for at least the next year	43%	43%	+2	+7 ↑
I'm planning to stay working within UKRI for at least the next three years	33%	33%	-5 ↓	-10 ↓

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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