

STAFF OPINION SURVEY 2017

Faculty of Life Sciences

RESPONSE RATE:

64%

RESPONSES:

519
of 815



YOUR EMPLOYEE ENGAGEMENT SCORE:



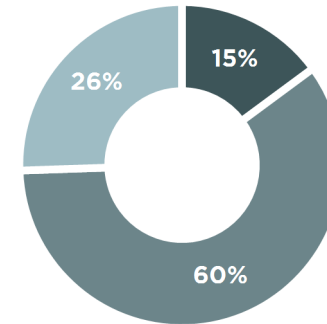
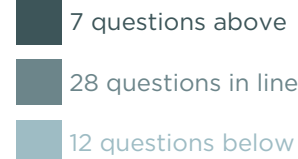
67%

VARIANCE from PREVIOUS SURVEY: +1

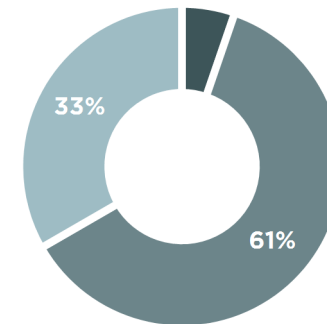
VARIANCE from ORGANISATION OVERALL: -4

Employee engagement is about more than just satisfaction. It's a mutually beneficial relationship between the employee and organisation. Engagement is a good indicator of how connected they are to the organisation and in helping it to achieve its goals.

VARIANCE FROM PREVIOUS SURVEY



VARIANCE FROM ORGANISATION OVERALL



WHAT NOW?

1. TAKE THE TIME TO EXPLORE

AND UNDERSTAND THE RESULTS IN THIS REPORT.

2. DISCUSS THE RESULTS WITH YOUR TEAM

IDENTIFY THE THINGS TO CELEBRATE (STRENGTHS) OR IMPROVE (ACTION AREAS).

3. DEVELOP A PLAN OF ACTION

SEE THE SUGGESTED TEMPLATE AT THE BACK OF THIS REPORT.



TOP 3 MOST IMPROVED QUESTIONS:

VARIANCE FROM PREVIOUS SURVEY

Q25. I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	+24
Q35. I am aware of how to access support from UCL if I experience stress	+15
Q27. There are sufficient opportunities for training and development to improve my skills and grow at UCL	+11



TOP 3 HIGHEST SCORING QUESTIONS:

% POSITIVE

Q33. As long as I get the job done, I have the freedom to work in a way that suits me	87%
Q1. My work gives me a sense of personal accomplishment	85%
Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	84%

KEY QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR BUSINESS UNIT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

%
POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
.1	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	58%	-9	-4
.2	Q1. My work gives me a sense of personal accomplishment	85%	0	+2
.3	Q52. I understand the values of UCL	69%	-3	-3
.4	Q28. I am encouraged to show initiative and be proactive at UCL	64%	+1	-3
.5	Q40. I am treated with fairness and respect at UCL	75%	+4	0
.6	Q20. I am optimistic about the future of UCL	54%	-7	-3

EMPLOYEE ENGAGEMENT

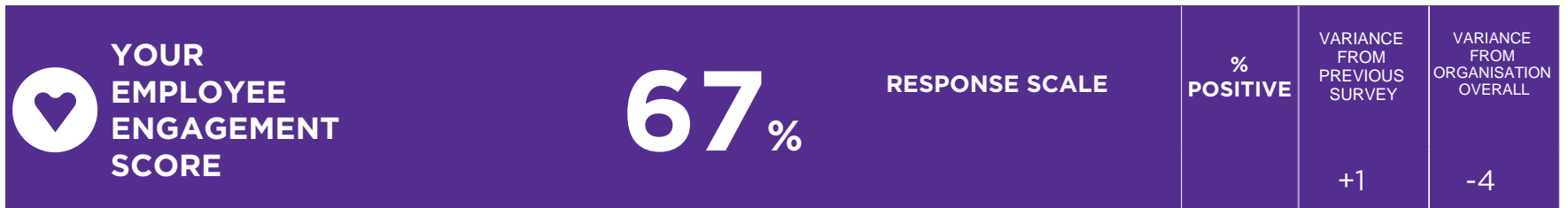


HOW ENGAGED IS YOUR TEAM?

THESE RESULTS PROVIDE A MEASURE OF ENGAGEMENT FOR YOUR TEAM.

YOUR ENGAGEMENT SCORE ISN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR YOU. IT ALSO MEASURES THE EMOTIONAL CONNECTION AND COMMITMENT COLLEAGUES HAVE TO WORKING FOR THE ORGANISATION.

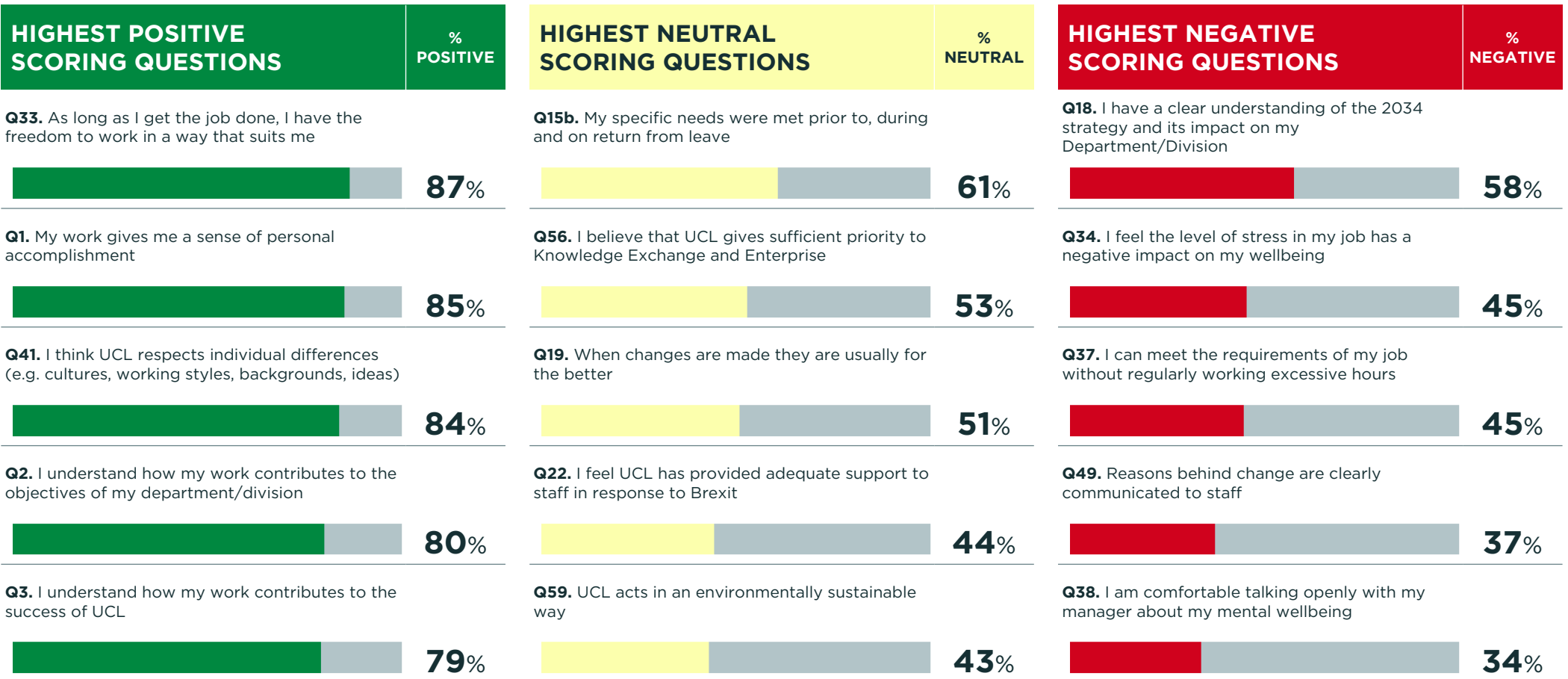
THERE'S A LOT OF EVIDENCE TO SHOW A STRONG LINK BETWEEN ENGAGED COLLEAGUES AND IMPROVED BUSINESS PERFORMANCE.



		18	53	19	8	%	Variance	Overall
SAY	Q60. I would recommend UCL as a good place to work	18	53	19	8	71%	-1	-1
	Q61. I am proud to work for UCL	30	48	17	5	78%	-1	-1
STAY	Q62. I feel a strong sense of belonging to my department/ division/ research group	24	41	20	11	65%	+10 ↑	-5 ↓
	Q63. I feel a strong sense of belonging to UCL	17	37	28	14	55%	-6 ↓	-4
STRIVE	Q64. I suggest ideas to improve our ways of doing things	18	48	24	8	66%	+3	-8 ↓
	Q65. Working here makes me want to do the best I can	23	44	24	7	67%	0	-4



HEADLINE SCORES



FIND YOUR HIGHEST SCORES

THESE QUESTIONS ARE YOUR HIGHEST SCORING.

- WHAT ARE EMPLOYEES MOST POSITIVE ABOUT? (STRENGTHS)

- WHAT ARE EMPLOYEES MOST NEUTRAL ABOUT? WHERE A LOT OF EMPLOYEES ARE RESPONDING 'NEITHER AGREE NOR DISAGREE' (% NEUTRAL), THIS MAY INDICATE MIXED VIEWS OR INCONSISTENT EXPERIENCES. (AREAS OF POTENTIAL)

- WHAT ARE EMPLOYEES MOST NEGATIVE ABOUT? (AREAS OF CONCERN)

ALL QUESTIONS



EXPLORE THE FULL RESULTS

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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MY JOB		68%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL	
K	Q1. My work gives me a sense of personal accomplishment	38	48	10		85%	0	+2	
	Q2. I understand how my work contributes to the objectives of my department/division	31	49	13		80%	-1	-6 ↓	
	Q3. I understand how my work contributes to the success of UCL	27	52	15		79%	-3	-3	
	Q4. The people I work with co-operate to get the work done	31	47	13	7	78%	+2	-1	
	Q5. There is good co-operation between the teams I work with	27	44	19		71%	-	0	
	Q6. I have the opportunity to contribute my views before changes are made which affect my job	11	33	26	21	9	44%	+2	-6 ↓
	Q7. Where I work I have the resources and equipment I need to work effectively	15	46	18	15		62%	+5 ↑	+5 ↑
	Q8. I am satisfied with my physical working environment	17	40	18	16	8	57%	-6 ↓	+4
	Q9. I am satisfied with my job security	15	38	22	14	11	53%	-1	-5 ↓

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	T	TEXT CHANGE SINCE PREVIOUS SURVEY	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW THE NON STANDARD QUESTIONS ASKED IN THE SURVEY AND HOW THE PROPORTION OF COLLEAGUES RESPONDED.

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q10. Which of the following best describes your line manager/academic leader?		516			
Very Supportive		233	45%	-9 ↓	-7 ↓
Fairly Supportive		173	34%	+6 ↑	+3
Neither Supportive nor Unsupportive		69	13%	+4	+3
Fairly Unsupportive		28	5%	-	0
Very Unsupportive		13	3%	-7 ↓	0

KEY



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IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED		55%	RESPONSE SCALE				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q11. Where there is poor performance, I believe it is appropriately dealt with where I work	32	34	21	7	37%	-10 ↓	-1	
	Q13. My last appraisal helped identify opportunities for personal development	10	38	33	14	49%	+5 ↑	-8 ↓	
	Q14. I receive constructive feedback on my performance between appraisals	13	35	28	18	48%	+3	-6 ↓	
T	Q15. My manager/academic leader demonstrates the necessary management skills to undertake their role effectively	25	39	19	13	64%	-3	-5 ↓	

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IS THERE ROOM FOR IMPROVEMENT?

HOW YOU ARE MANAGED	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q12. I have had an appraisal..		518			
In the last 12 months		392	76%	-15 ↓	+10 ↑
In the last 24 months		57	11%	+2	-3
Longer than 24 months ago		13	3%	-	-3
I have worked at UCL longer than a year but have not had an appraisal		17	3%	-	-2
I started less than 12 months ago		39	8%	-	-2

KEY



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IS THERE ROOM FOR IMPROVEMENT?

LEADERSHIP AND CHANGE		38%					RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q16. Heads of Department/Division or above are sufficiently visible in UCL	10	36	26	20	8	46%	-8 ↓	-11 ↓	
T	Q17. Heads of Department/Division or above provide effective leadership	8	27	39	19		35%	-8 ↓	-12 ↓	
	Q18. I have a clear understanding of the 2034 strategy and its impact on my Department/Division	14	27	29	28		16%	-7 ↓	-9 ↓	
	Q19. When changes are made they are usually for the better	18		51	21	9	19%	-	-5 ↓	
K	Q20. I am optimistic about the future of UCL	9	45	28	14		54%	-7 ↓	-3	
	Q21. I am concerned about the impact Brexit will have on my future employment at UCL	28	28	22	17		56%	-	+9 ↑	
	Q22. I feel UCL has provided adequate support to staff in response to Brexit		33	44	12		40%	-	+4	

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IS THERE ROOM FOR IMPROVEMENT?

REWARD AND RECOGNITION		53%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	Q23. Considering my duties and responsibilities, I feel my pay is fair	42	23	21	9	47%	+2	+1	
	Q24. I feel my pay is fair in comparison to people working in similar roles in other organisations	37	28	20	8	44%	0	+2	
	Q25. I am aware of UCL's range of benefits for its staff (eg Pension, childcare vouchers, employee assistance scheme)	11	61	18	8	72%	+24 ↑	-5 ↓	
T	Q26. I am satisfied with the recognition I receive for doing a good job	10	36	27	18	8	47%	-1	-4

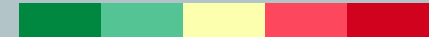
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IS THERE ROOM FOR IMPROVEMENT?

CAREER DEVELOPMENT		51%	RESPONSE SCALE		% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL	
T	Q27. There are sufficient opportunities for training and development to improve my skills and grow at UCL	14	51	21	11	65%	+11 ↑	+2
K	Q28. I am encouraged to show initiative and be proactive at UCL	18	46	24	9	64%	+1	-3
	Q29. The grading review process at UCL is applied fairly	19	42	18	15	25%	+9 ↑	+3
	Q30. I think 's promotions criteria are clear	33	34	23		39%	-2	-9 ↓
	Q31. I think UCL's promotions process is fair	27	50	14		32%	-6 ↓	-5 ↓

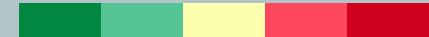
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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

MANAGING YOUR WORKLOAD

45%

RESPONSE SCALE

% POSITIVE

VARIANCE FROM PREVIOUS SURVEY

VARIANCE FROM ORGANISATION OVERALL

Q	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Variance from Previous Survey	Variance from Organisation Overall
T Q32. I am given realistic deadlines to work to	8	52	26	11		60%	+11 ↑	-1
T Q33. As long as I get the job done, I have the freedom to work in a way that suits me	39	48	10			87%	-5 ↓	+2
Q34. I feel the level of stress in my job has a negative impact on my wellbeing (negatively phrased question)	14	31	29	22		25%	-	-5 ↓
T Q35. I am aware of how to access support from UCL if I experience stress	38	27	25			42%	+15 ↑	-6 ↓
Q36. UCL does a good job of promoting the importance of health and wellbeing	39	35	18			43%	-	+5 ↑
Q37. I can meet the requirements of my job without regularly working excessive hours	31	20	24	20		36%	+4	-4
Q38. I am comfortable talking openly with my manager about my mental wellbeing	11	30	26	21	12	41%	-	-5 ↓
Q39. I am provided with workplace adjustments that I need to support my health condition	17	23	9	40		23%	-	-3

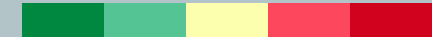
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IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES		76%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
K	Q40. I am treated with fairness and respect at UCL	21	54	14	8		75%	+4	0
	Q41. I think UCL respects individual differences (e.g. cultures, working styles, backgrounds, ideas)	29	55	11			84%	+4	+4
	Q42. I would feel able to report bullying and harassment without worrying that it would have a negative impact on me	19	42	19	14		61%	+2	0

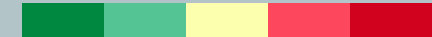
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IS THERE ROOM FOR IMPROVEMENT?

EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q43. I have been subject to behaviour that I consider to be bullying/harassment in the last two years at UCL		517			
Yes		80	15%	-12 ↓	0
No		437	85%	+12 ↑	0
Q44. I have witnessed behaviour towards others that I consider to be bullying/harassment in the last two years at UCL		515			
Yes		134	26%	-19 ↓	+1
No		381	74%	+19 ↑	-1

KEY



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EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q45. I believe this is due to:		254			
Age		23	9%	-	+1
Caring responsibilities		9	4%	-16 ↓	-1
Disability		4	2%	-	-1
Race		17	7%	-33 ↓	0
Religion/beliefs		8	3%	-17 ↓	+1
Sex or gender identity		39	15%	-5 ↓	+2
Trade union membership		2	1%	-	-1
Working pattern		29	11%	-9 ↓	+1
Personality differences not related to the above		78	31%	-9 ↓	-2
Other		45	18%	-22 ↓	0

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EQUAL OPPORTUNITIES	RESPONSE SCALE	RESPONSE COUNT	%	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q47. Did you report this bullying/harassment?		153			
Yes		37	24%	-16 ↓	-5 ↓
No		116	76%	+16 ↑	+5 ↑
Q48. Why was this?		221			
Concerns about confidentiality		35	16%	-	0
Concerns about being labelled a troublemaker		38	17%	-	0
Fear of repercussions on career		40	18%	-15 ↓	0
Nothing would happen		61	28%	-39 ↓	+5 ↑
Resolved the situation informally		15	7%	-	0
Time required to report		3	1%	-	0
Unaware of procedures		10	5%	-	-1
Other		19	9%	-	-4

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IS THERE ROOM FOR IMPROVEMENT?

COMMUNICATION		42%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q49. Reasons behind change are clearly communicated to staff	25	36	27	10		27%	-4	-5 ↓
	Q50. I would be comfortable to speak up and question the way things are done at UCL	39	32	19			45%	+1	-3
T	Q51. Relations between professional services and academic/research staff are generally good	47	27	14			54%	-20 ↓	-1

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IS THERE ROOM FOR IMPROVEMENT?

VISION AND VALUES		51%				% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
		RESPONSE SCALE						
K	Q52. I understand the values of UCL	13	56	21	9	69%	-3	-3
	Q53. I am clear about the goals and objectives for my department/division	12	43	23	18	55%	0	-13 ↓
	Q54. I believe that UCL gives sufficient priority to research	16	51	20	9	67%	-5 ↓	-2
	Q55. I believe that UCL gives sufficient priority to teaching	11	43	31	11	54%	-4	-1
	Q56. I believe that UCL gives sufficient priority to Knowledge Exchange and Enterprise	35	53			39%	-2	-1
	Q57. I believe that UCL gives sufficient priority to Infrastructure and systems (i.e. enabling activity through Estates, ISD, student services, etc.)	26	37	23	9	31%	-11 ↓	+2
K	Q58. I feel that my work/professional goals and objectives are aligned to those of UCL	9	49	33	8	58%	-9 ↓	-4
	Q59. UCL acts in an environmentally sustainable way	31	43	16		35%	0	-7 ↓

KEY	K	KEY DRIVER QUESTIONS	↑	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	T	TEXT CHANGE SINCE PREVIOUS SURVEY	↓	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					

ALL QUESTIONS



EXPLORE THE FULL RESULTS

- THESE PAGES SHOW EVERY QUESTION ASKED IN THE SURVEY AND THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE).

- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

OVERALL PERCEPTIONS		67%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
	Q60. I would recommend UCL as a good place to work	18	53	19	8		71%	-1	-1
	Q61. I am proud to work for UCL	30	48	17			78%	-1	-1
T	Q62. I feel a strong sense of belonging to my department/ division/ research group	24	41	20	11		65%	+10 ↑	-5 ↓
	Q63. I feel a strong sense of belonging to UCL	17	37	28	14		55%	-6 ↓	-4
	Q64. I suggest ideas to improve our ways of doing things	18	48	24	8		66%	+3	-8 ↓
	Q65. Working here makes me want to do the best I can	23	44	24	7		67%	0	-4
NEXT STEPS		43%				RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
T	Q66. I believe that action will be taken on this survey		37	30	19	8	43%	+3	0

KEY

K KEY DRIVER QUESTIONS
T TEXT CHANGE SINCE PREVIOUS SURVEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Strongly agree Agree Neither Disagree Strongly disagree



ALL QUESTIONS



EXPLORE THE FULL RESULTS

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- LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

IS THERE ROOM FOR IMPROVEMENT?

OTHER	54%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM PREVIOUS SURVEY	VARIANCE FROM ORGANISATION OVERALL
Q14c. My specific needs are met by UCL (for example an ability to work flexibly) so I can balance my external responsibilities and still fully engage with all aspects of working life at the University	23	57	16		80%	-	+2
Q15b. My specific needs were met prior to, during and on return from leave	11	25	61		36%	-	+1

KEY	K KEY DRIVER QUESTIONS	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	Strongly agree	Agree	Neither	Disagree	Strongly disagree
	T TEXT CHANGE SINCE PREVIOUS SURVEY	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR					