

NDS Survey 2022

- Survey opened: 11th July 2022
- Survey closed: 4th October 2022
- Responses: 142
- Response rate: 80%

Join us on Vevox:

vevox.app

Meeting ID: 160-936-767



You Said (2021 Survey)

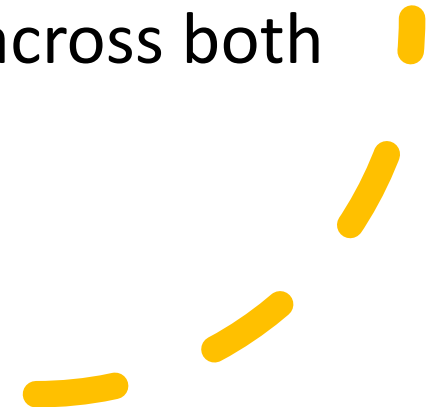
1. "Revamp PDR exercises to make it more attractive and useful to both parties doing the exercise."
2. "[More] line management skills and experience"
3. "Facilitate more cross-departmental interactions"
4. Multiple expressions of interest in mentoring and further career development support
5. "[P]rovide more opportunities for researchers and early career investigators to [...]develop their own research program"

We Did

1. We are re-designing PDR into a new "ADR" process, to be launched this year
2. We are designing line management training
3. More work has been undertaken with Oncology, including the cross-departmental mentoring scheme, Wellbeing Support Service and a women's network that is being developed
4. Launched the inter-departmental mentoring scheme, RECOGNISE
5. Launched the grants and fellowships panels

Highlights

- 100% of women who have been mentored have found it useful
- Strong awareness of mentoring scheme
- Improvement in positive response rates across career development questions
- Increase in job satisfaction across both genders and role types



In 2021, 61% of staff had had a PDR. Was this higher, lower or the same (+/- 3%) in 2022?

1. Higher



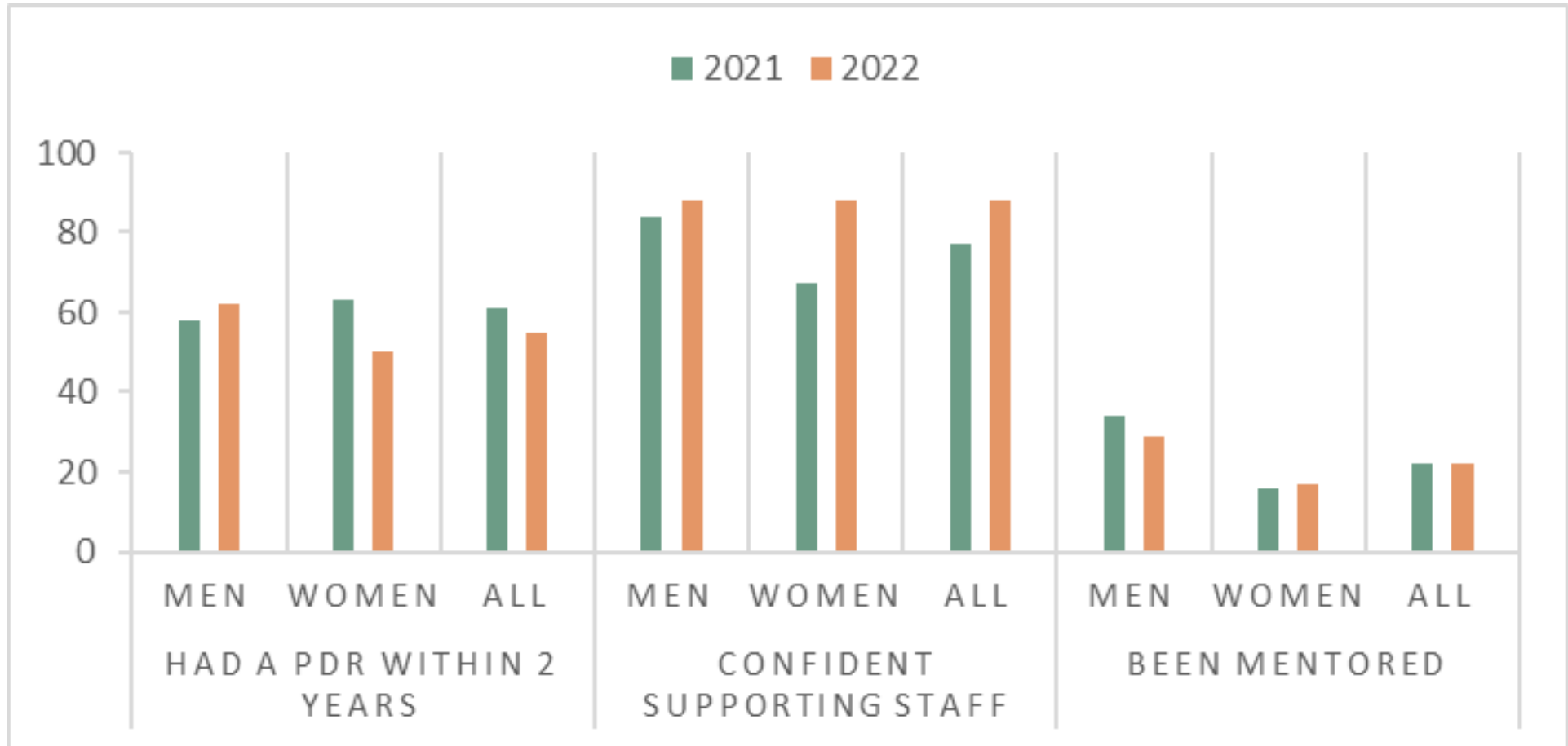
2. Lower



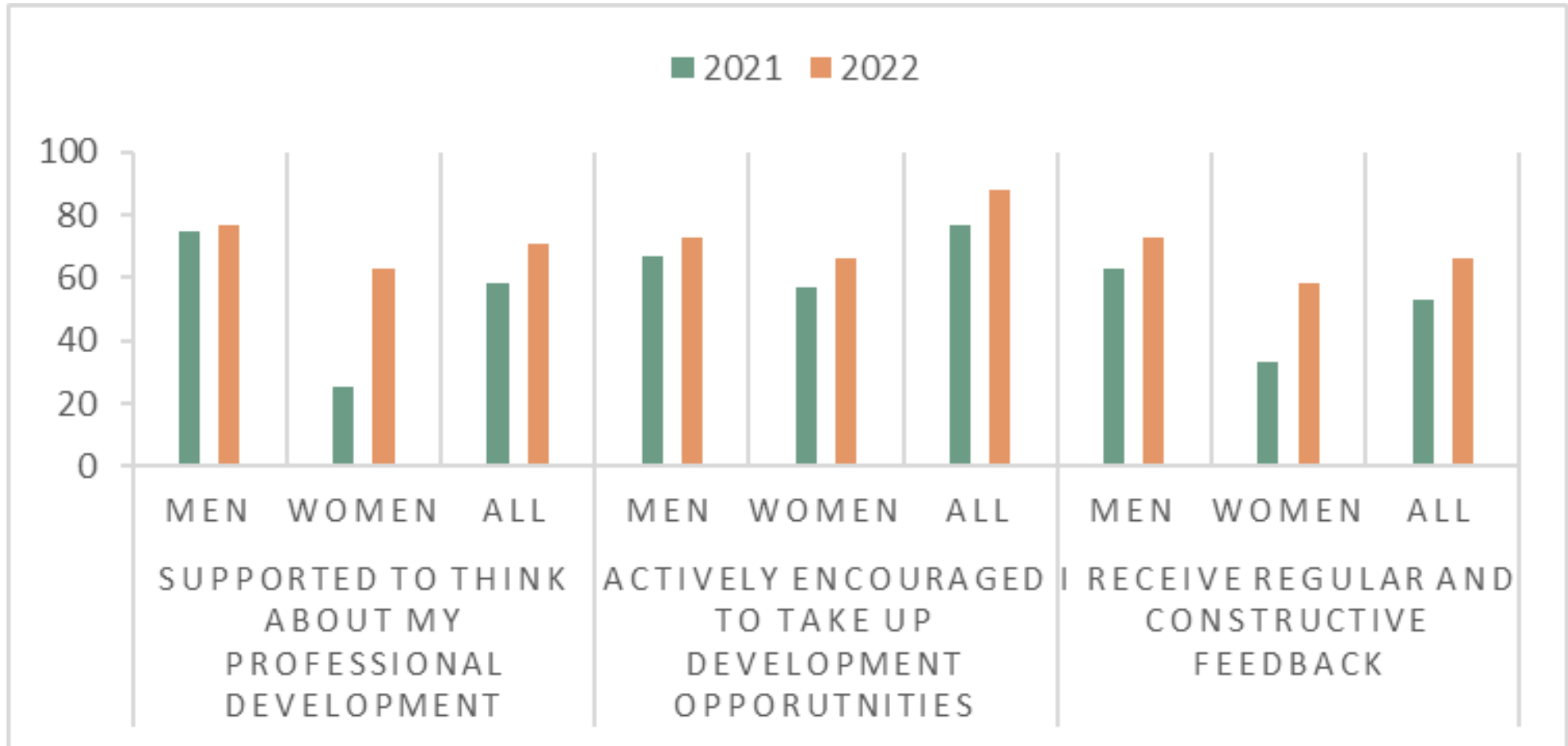
3. The same (+/- 3%)



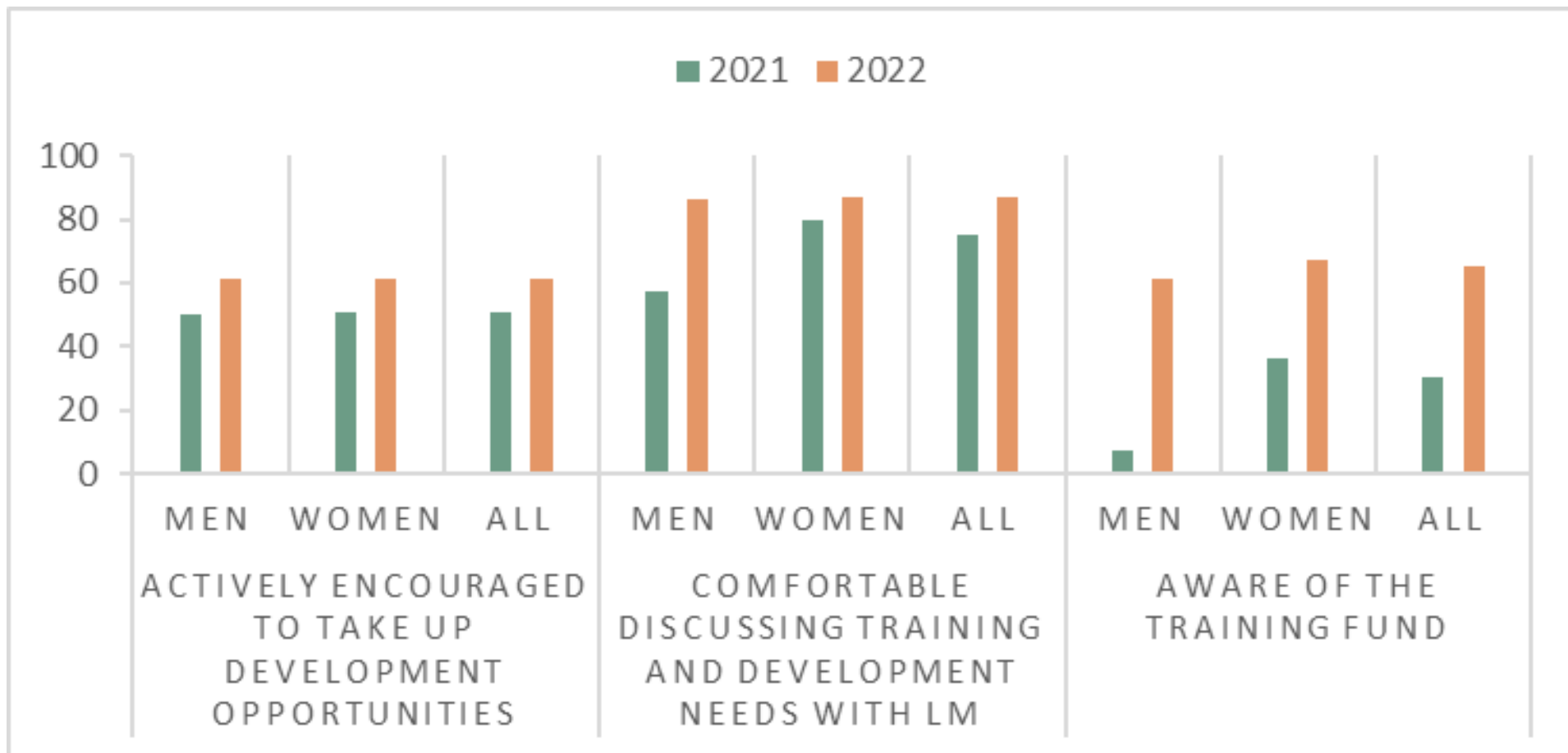
Last year's weaknesses



Biggest strides (academic and research staff)



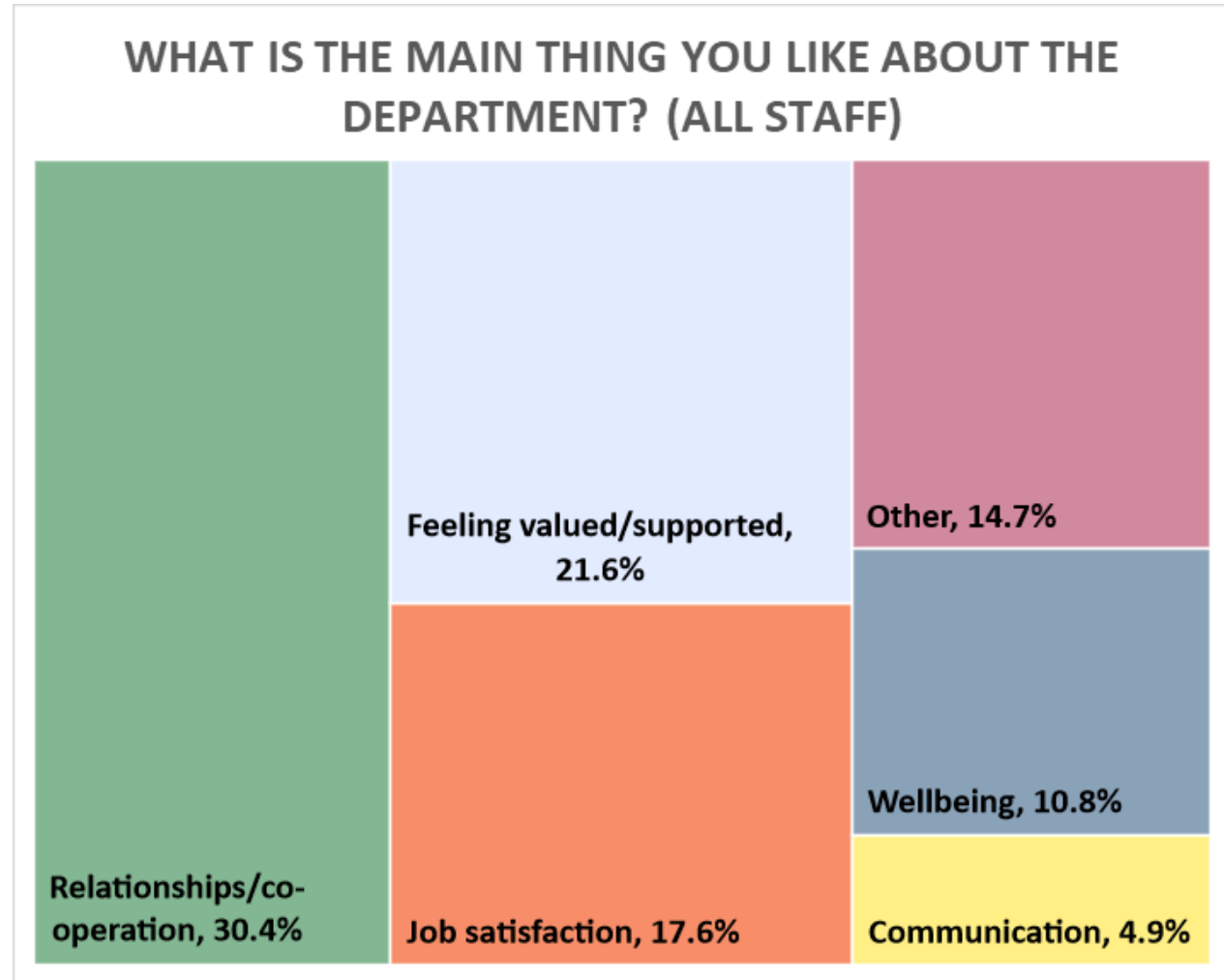
Biggest strides (professional and support staff)



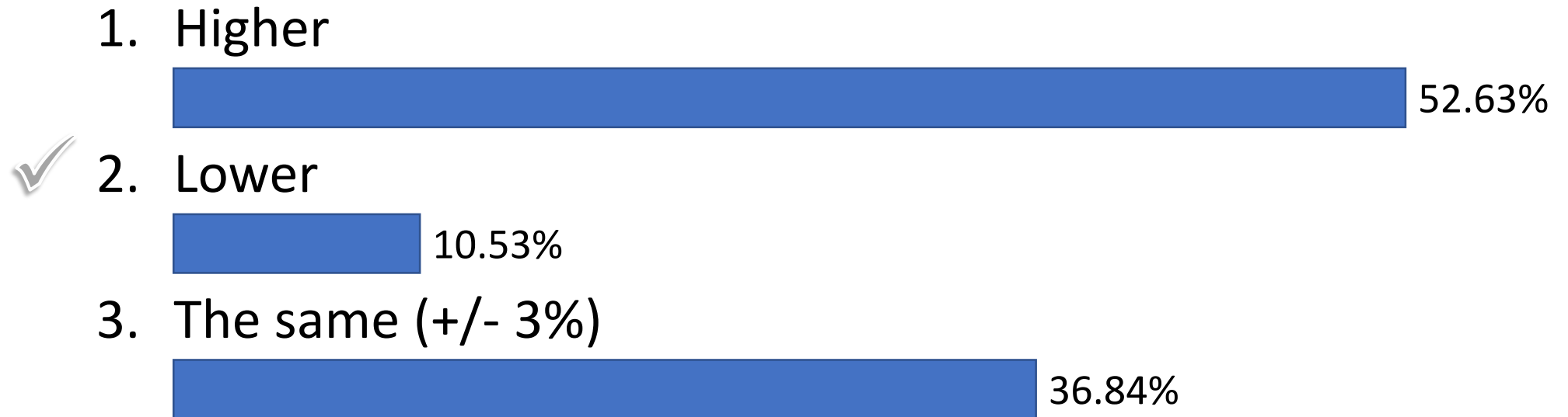
Areas for improvement

- Bullying and harassment (2021: 9%, 2022: 8%)
- Awareness of the [Training Fund](#) (40% for academic and research staff, 65% for professional and support staff)
- Awareness of training and development opportunities (47% for women in academic and research roles, 54% for women in professional and support staff roles)
- Awareness of the [Wellbeing Support Service](#) (35% for academic and research staff, 67% for professional and support staff)
- Only 60% of academic and research staff believe the department provides adequate support in applying for funding for a fellowship
- 77% of line managers would like further training or development to enhance their leadership and management skills

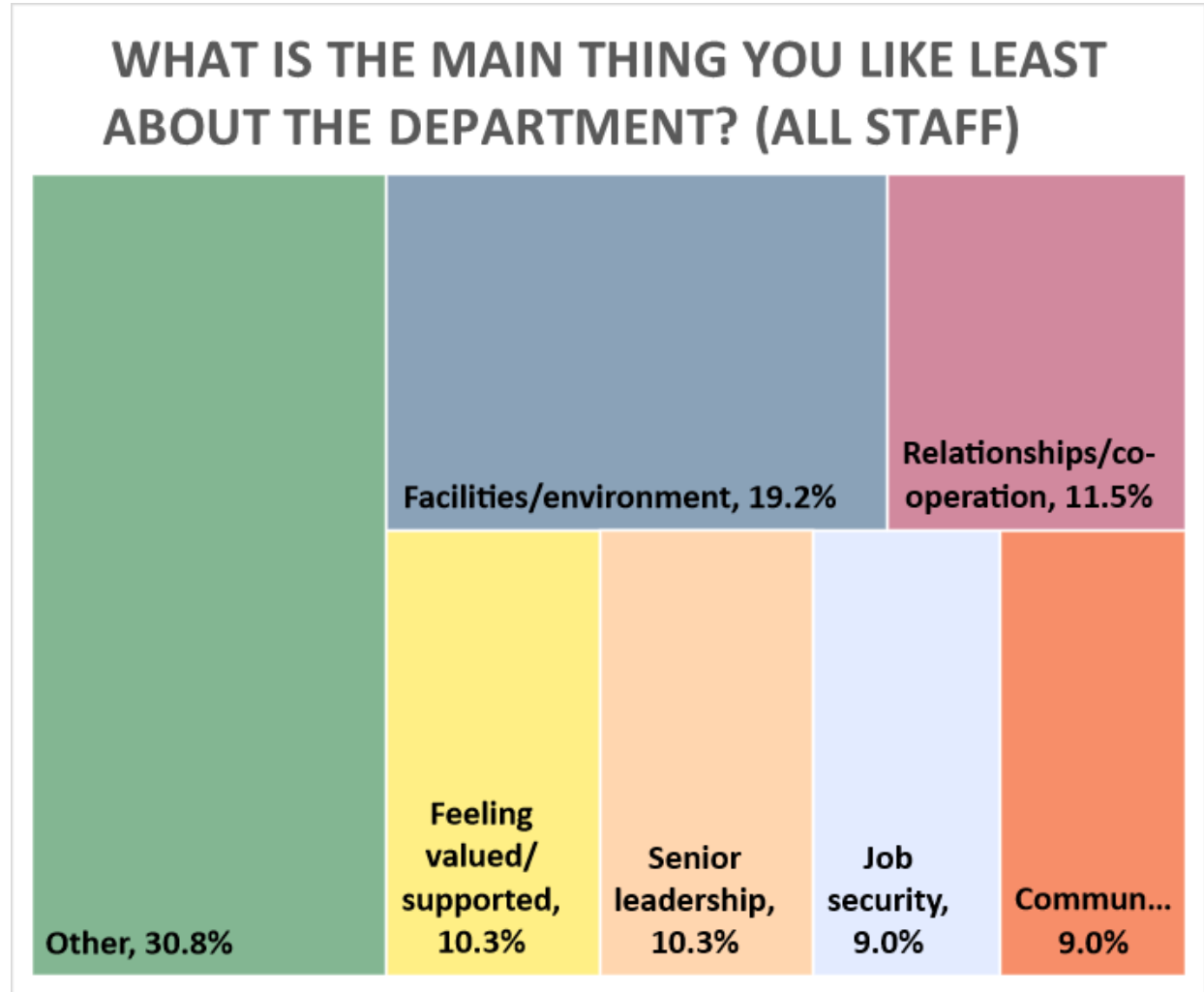
What you're saying



In 2021, 24.7% of staff cited facilities/environment as the main thing they liked least about the department. Was this figure higher or lower in 2022?



What you're saying



What you're saying

- "Occasional poor planning related to staff and resources"
- "Communication between the different research teams in the department is not so developed. We do not really know the different research projects of the other teams."
- "Lack of clear guidance for support structures"
- "You are valued for grant success rather than the work you do"
- "You can get a different experience depending on the group you work in."
- "Introduce incentives for undertaking extra roles on top of the ones included in the original job description."
- "Possibly more social events to aid in getting the whole department together."

What you're saying



Actions for the department

- Launch new PDR process
- Introduce Researcher Away Day
- Encourage more women into the mentoring scheme
- Increase awareness of NDS Training Fund and other training and development resources
- Implement more career development resources, including a shadowing scheme
- Promote current reward and recognition scheme and one-off £200 payment
- Better compensation for additional work
- Continue developing line manager training

Actions for you

- Let us know of any actions you want us to take
- Complete the 2023 survey
- Complete the feedback survey