RDM Staff Survey – Overview Results Charts

RDM		Compared with 2023	Compared with UoO25
Response Rate	**56%**	**-2**	**-7**
Engagement	**76%**	**+2**	**+4**
Belief in Action	**49%**	**+10**	**+5**
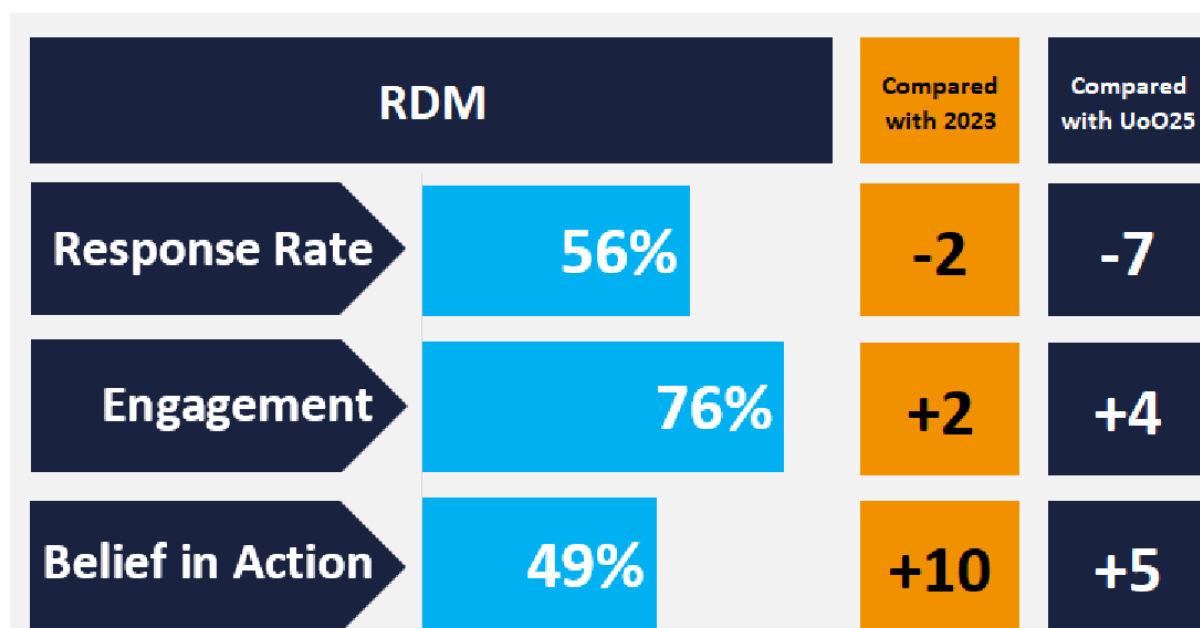
Engagement is a central measure of the survey. It measures average responses to 6 engagement questions which speaks to general satisfaction in role/department/University. There is more information about 'engagement' below.
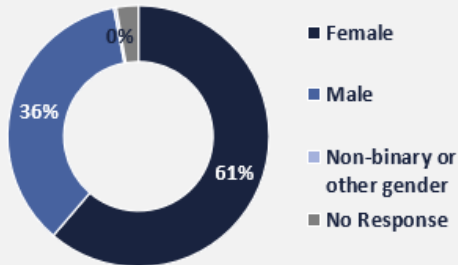
Belief in action is the % of respondents who agreed with the statement 'I believe action will be taken as a result of this survey'.

Who responded in RDM?

PSS: Grade 1-5	58%
PSS: Grade 6-10	68%
Early-career researcher	45%
Mid-career researcher	59%
Senior researcher	66%
Clinical researcher	45%
Academic	60%

Donut chart values: 12, 136, 172

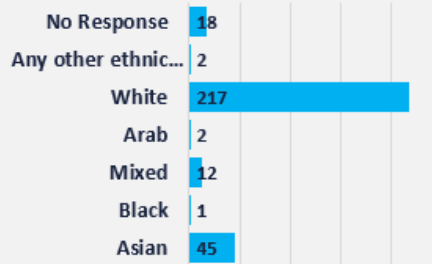|	
Professional & Support	**65%**
Researcher	**49%**
Academic	**60%**
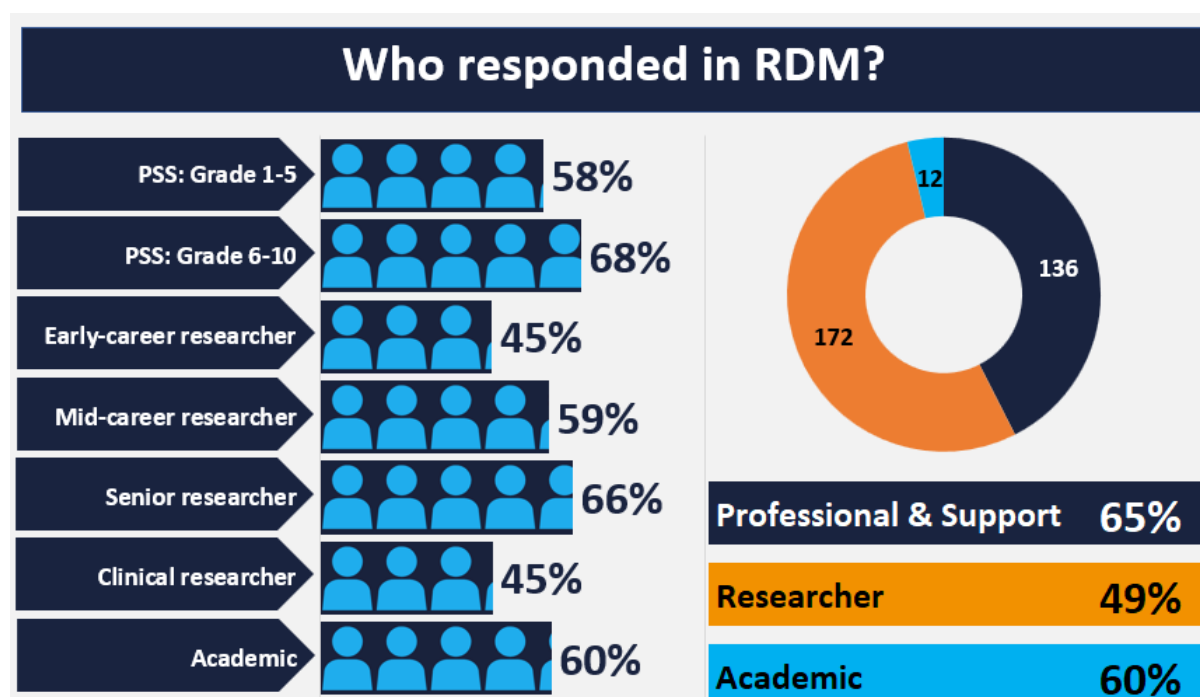
The response figure on the left show the percentage of respondents within each cohort. The response figure on the right indicates percentage respondents in total.
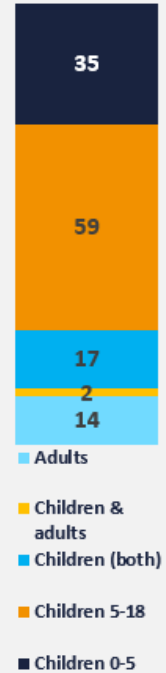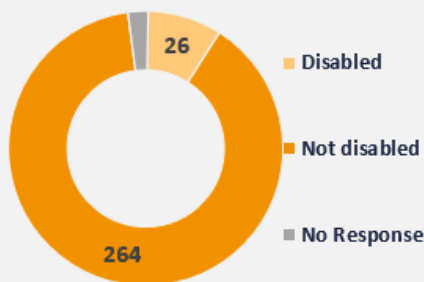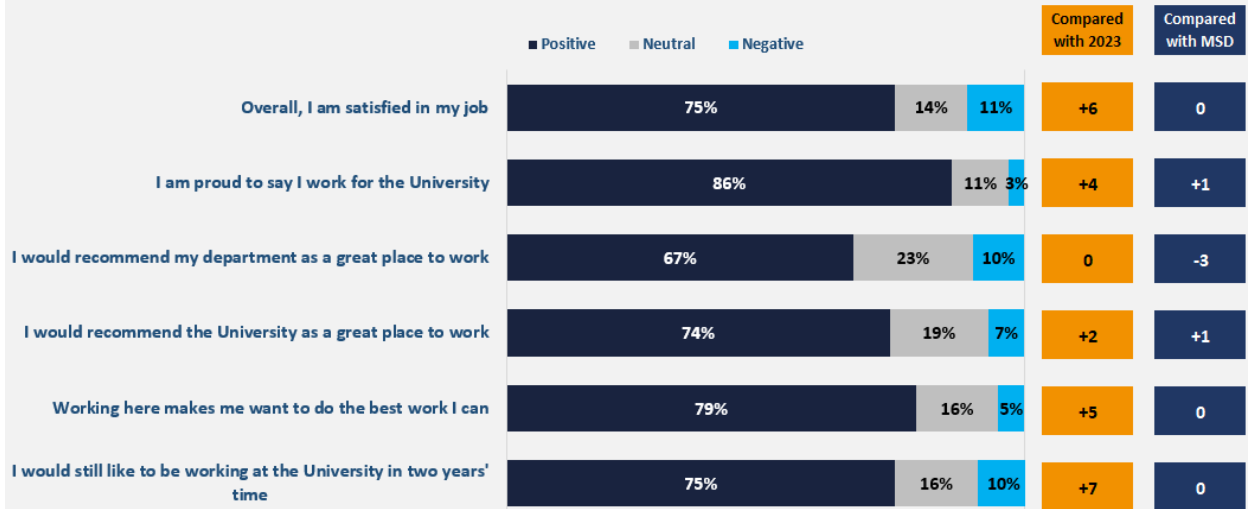
RDM respondent demographics

Gender

- Female
- Male
- Non-binary or other gender
- No Response

0%
36%
61%

Ethnic group

No Response	18
Any other ethnic...	2
White	217
Arab	2
Mixed	12
Black	1
Asian	45

Caring

35
59
17
2
14

- Adults
- Children & adults
- Children (both)
- Children 5-18
- Children 0-5

Disability

- Disabled
- Not disabled
- No Response

26
264

Nationality

No Response	7
UK/British	175
Outside the EU	34
European Union	53
Dual nationality	28

RDM General satisfaction

■ Positive ■ Neutral ■ Negative

	Positive	Neutral	Negative	Compared with 2023	Compared with MSD
Overall, I am satisfied in my job	75%	14%	11%	+6	0
I am proud to say I work for the University	86%	11%	3%	+4	+1
I would recommend my department as a great place to work	67%	23%	10%	0	-3
I would recommend the University as a great place to work	74%	19%	7%	+2	+1
Working here makes me want to do the best work I can	79%	16%	5%	+5	0
I would still like to be working at the University in two years' time	75%	16%	10%	+7	0

KEY DRIVERS

What matters most:

Key drivers are survey questions that have a *significant impact* on overall engagement

Driver	2025	Change
Communication in my department is open and effective	57%	-9
My health and wellbeing are adequately supported at work	70%	+2
I feel I belong at the University	69%	n/a
Management and decision-making processes are clear and transparent in my department	37%	-1
Leaders here act as good role models	57%	n/a

STAFF ENGAGEMENT

General measure of job and workplace satisfaction

76%

In the RDM survey results, the key drivers are the items with the strongest influence on the engagement score. Key drivers are questions or factors that have a significant impact on overall engagement. These drivers are determined through statistical analysis, particularly correlation analysis, which measures the strength of association between each question and the overall engagement score. Within each yellow box there are two figures, the top figure is from 2025, the lower figure (where available) is from 2023.

Biggest increases in RDM since 2023	% Agree	Change since 2023	Compared to University
I feel integrated into my department	76%	+12	+3
I can have a voice on issues within my department	63%	+12	+2
Considering my duties and responsibilities, I feel my pay is fair	47%	+11	+3
I believe action will be taken as a result of this survey	49%	+10	+5
My department takes people's caring responsibilities into account when scheduling meetings	75%	+9	+7
I feel included in my department's social/networking activities	75%	+9	+4

Biggest decreases in RDM since 2023	% Agree	Change since 2023	Compared to University
I take time to reflect on, and plan for, my career development	59%	-4	+4
I am confident conducting probationary and personal development reviews	77%	-6	-2
Communication in my department is open and effective	57%	-9	-2
I feel confident that complaints about harassment would be dealt with seriously in this organisation	64%	-10	+2
I am confident supporting my staff to reflect on and plan their career development	81%	-10	-1
My review included opportunities for open and wide-ranging discussion about my career	53%	-17	-8

What is the best thing about working in RDM?

The comments reflect a generally positive sentiment towards the **collaborative and supportive** nature of the workplace, with many employees expressing appreciation for their **dedicated colleagues** and the opportunities for **professional growth**.

Recognised for its **world-class research facilities** and the potential for **interdisciplinary collaboration**.

Employees value the **flexibility** offered in their roles, which aids in balancing personal and professional responsibilities.

Additionally, there is a commendable focus on **employee well-being** and the encouragement of **career development** through various training opportunities, fostering a sense of belonging.

What one thing could be improved in RDM?

The feedback highlights significant concerns regarding **job security and career progression**, particularly for fixed-term staff who feel overburdened and undervalued.

Many comments point to a **lack of transparency** in career paths and the need for more **structured support** from HR.

The workload pressures and the **perception of a toxic culture** in some departments contribute to feelings of demotivation and frustration.

Employees seek a more **inclusive environment** that genuinely values all staff members, not just those in academic roles, and they call for **better communication** and accountability from management to address these issues effectively.