Staff Survey 2022 Results Summary

Q	2022 Questions	Agree/Tend to Agree Blue = over 85% red = below 65%	Tend to Disagree/Disagree
	Section 1: Job Satisfaction		
1	The University is a good place to work	**94%**	5%
2	Generally, I enjoy my work	**93%**	8%
3	I feel part of my School/Directorate	78%	21%
4	I feel valued by the University	70%	30%
5	I feel valued by students and others I provide a service to	**88%**	12%
	Section 2: Working at the University		
6	I am satisfied with the support I get from my work colleagues	**88%**	12%
7	I am satisfied with the support I get from my immediate manager/team leader/supervisor	84%	15%
8	I feel able to voice my opinions	83%	17%
9	I am given the opportunity to make decisions about how I do my job	**87%**	13%
10	I am given realistic deadlines to work to	77%	23%
11	I find my current workload too much and I am struggling to cope	**46%**	55%
12	To keep up with my workload, I frequently work more than my contracted hours	**59%**	41%
13	If you frequently have to work additional hours to keep up with your workload, how many additional hours do you work, on average, per week? (0-5, 6-10, 11-20, 21+) (1076 respondents in 2022, 1275 respondents in 2020)	0-5 – 41% 6-10 – 38% 11-20 – 18% 21+ - 4%	
	Section 3: Development and Review		
14	I am satisfied with my current role and level of responsibility	77%	23%
15	I am satisfied with my current level of learning and development	76%	24%
16	In the past 12 months, have you taken part in any type of training, learning or development paid for or provided by the University?	Yes – 62%	No – 38%
17	Have you had an annual review, probationary review or clinical appraisal in the last 12 months?	Yes – 74%	No – 26%
18	I found my review useful	75%	25%
	Section 4: Culture, Values and Aberdeen 2040		
19	I feel proud to work for the University	**91%**	9%
20	I would recommend the University to a friend as a place to work	**87%**	13%
21	I would recommend the University to a friend as a place to study	**93%**	7%

Q	2022 Questions	Agree/Tend to Agree	Tend to Disagree/Disagree
22	I identify with the commitments set out in Aberdeen 2040	**91%**	8%
23	Our physical spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	**58%**	42%
24	Our virtual spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	77%	23%
25	Our campuses create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 15)	85%	16%
26	Our processes create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 15)	82%	18%
27	The University's culture enables an exchange of ideas across intellectual areas and organisational structures (Aberdeen 2040 – Commitment 6)	72%	28%

Section 5: Leadership

Q	2022 Questions	Agree/Tend to Agree	Tend to Disagree/Disagree
	The University's Senior Management Team…		
28	manage and lead the University well	**86%**	15%
29	listen to and respond to the views of staff	74%	25%
30	are focused on meeting the needs of students/service users/ customers	**90%**	10%
31	set out a clear vision of where the University is headed	**88%**	11%

Section 6: School/Directorate Leadership and My Manager/Supervisor

Q	2022 Questions	Agree/Tend to Agree	Tend to Disagree/Disagree
32	My School/Directorate is managed and led well	80%	21%
	My team leader/line manager/immediate supervisor…		
33	is approachable	**94%**	6%
34	would be supportive in a personal crisis	**94%**	6%
35	respects and values me	**90%**	10%
36	gives me recognition and praise for work done well	83%	16%
37	provides me with feedback about my performance	78%	22%
38	keeps me informed about things I should know about	81%	18%
39	deals with poor performance effectively	75%	25%
40	involves me in decisions made that affect me in my own area of work	80%	20%
41	manages my team effectively	82%	18%

Section 7: Pay and Benefits

Q	2022 Questions	Agree/Tend to Agree	Tend to Disagree/Disagree
42	I feel fairly paid for the work I do	**57%**	43%
43	Overall, I feel the University offers a good pay and reward package	**64%**	35%

Q	2022 Questions	Agree/Tend to Agree	Tend to Disagree/Disagree
	Section 8: Health and Wellbeing		
44	I feel the University cares for my health and wellbeing, including my mental health (Aberdeen 2040 – Commitment 1)	73%	27%
45	I feel physically safe in my working environment on campus	**96%**	5%
46	I have a good work life balance	71%	30%
47	If I had to make a complaint or report an issue which had arisen at work, it would be taken seriously	80%	20%
48	I feel stressed at work.	Always – 5% Frequently – 26% Occasionally – 58% Never – 11%	
49	If your stress is related to work, what do you feel this is due to? Select all that apply **- Demands/Workload** - e.g. Expected to attend too many meetings; Inability to take full allocation of leave; too many e-mails; excessive work due to vacancies or insufficient staff; Insufficient resources (other than staff).	39%	
	- Lack of control - e.g. Lack of independence to make decisions, plan your work schedule and/or breaks; Micromanagement.	9%	
	- Lack of Support - e.g. Lack of support from your Head of School/Director, the person who manages you, or colleagues: Inadequate support from support services (HR/Occupational Health/Counselling service etc.): Insufficient training/development	11%	
	- Relationships - e.g. Conflict with colleagues, team members, managers	10%	
	- Lack of clarity over role - e.g. Job description not up to date; Overlapping roles/responsibilities; Conflicting Instructions.	13%	
	- Change - e.g. Organisational change not well planned, communicated; Inadequate time allocated for changes; Inadequate consultation before changes take place. **- Not Related to Work**	13% 5%	
50	Are you currently being harassed or bullied at work?	No – **97%**	Yes – 3%
51	Have you felt discriminated against at work in the last 12 months?	No – **91%**	Yes – 9%

Q	2022 Questions	Agree/Tend to Agree	
52a	I have experienced bullying or harassment at work on the grounds of my: Select all that apply: Age, Disability, Ethnicity or Race, Gender, Gender identity/expression, Marital/civil partnership status, Pregnancy/maternity, Religion or belief, Sexual orientation, Other: (Please Specify)	Other* – 48% (10% of respondents to this question stated Race or Ethnicity as the reason for bullying under Other) Gender – 20% Age – 19% Ethnicity or Race** – [10% estimate based on comments under Other] Disability – 5% Marital/Civil Partnership Status – 5% Pregnancy/Maternity – 1% Religion or Belief – 1% Sexual Orientation – 1%	
52b	I have experienced discrimination at work on the grounds of my: Select all that apply: Age, Disability, Ethnicity or Race, Gender, Gender identity/expression, Marital/civil partnership status, Pregnancy/maternity, Religion or belief, Sexual orientation, Other: (Please Specify)	Gender – 27% Other* – 25% Age – 19% Ethnicity or Race – 12% Disability – 7% Pregnancy/Maternity – 4% Marital/Civil Partnership Status – 3% Religion or Belief – 2% Gender Identity/Expression – 0% Sexual Orientation – 0%	
	* The 'Other' category for bullying, harassment and discrimination (Q52a and b) gave staff the option to leave comments in relation to what this meant for them. These will be analysed further and include issues such as roles and responsibilities, interpersonal relationships and employee voice. ** Unfortunately, due to an error, Race & Ethnicity was missed from the listing for the bullying and harassment question. Comments in relation to the 'Other' category show that Race and Ethnicity accounted for 10% of the reasons for those who stated they had experienced bullying and harassment.		

Q	2022 Questions	Agree/Tend to Agree	Tend to Disagree/Disagree
	Section 9: Equality, Diversity and Inclusion		
53	I believe the University is committed to equality of opportunity for all of its staff	86%	14%
54	I am aware of the University's Equality, Diversity & Inclusion Policy	**97%**	3%
	Section 10: Managing Change		
55	Generally, change within the University is managed well	72%	27%
56	I have seen some positive changes within the University in the last 12 months	74%	26%
57	I think things will improve within the University in the next 12 months	69%	32%
	Section 11: Communication and Staff Involvement		
58	On the whole, communication in the University is effective	77%	22%
59	On the whole, I believe that during a period of change, feedback is listened to and acted upon	69%	32%
60	On the whole, the different parts of the University communicate effectively with each other	**48%**	52%
61	If I want to put forward new ideas or suggestions for improvement, I know how to do so	71%	29%
62	I am confident my ideas or suggestions will be listened to	**59%**	41%
63	I am confident I will get feedback on my ideas or suggestions	**60%**	40%
64	There are opportunities for me to feed my views upwards in the University	70%	31%
65	I feel there is good co-operation between teams in my School/ Directorate	70%	30%
66	I feel there is good co-operation between different Schools/ Directorates	**57%**	43%

N.B. Totals may not sum to 100% due to rounding.