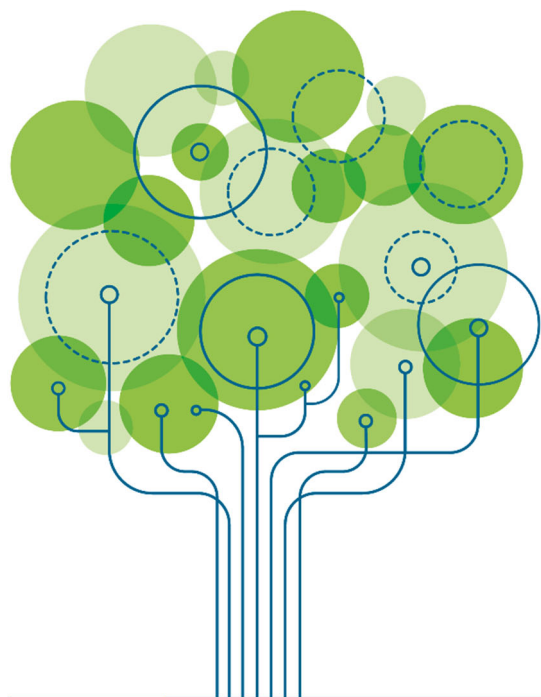


RAG Report

Delivering quality survey,
research and analysis solutions



University of Aberdeen

Staff Survey 2020

December 2020

Project Number: 8498

University of Aberdeen Internal Use Only



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University of Aberdeen

RAG Report

Background

In November 2020, the University of Aberdeen launched its staff survey, to provide an opportunity for employees to share their views about working for the University.

The survey was designed by the University of Aberdeen (in conjunction with Capita Surveys and Research) as an online survey, with an option to complete the survey on paper or over the telephone.

The survey was distributed on 2nd November 2020 and closed on 30th November 2020. Capita Surveys and Research processed and validated 2,048 completed survey questionnaires from University of Aberdeen employees: this gives a response rate of 60% based on the 3,411 staff invited to participate.

What is in this report

This RAG (Red, Amber, Green) report is designed to give an overview of the survey results at University level and by Schools, Directorates and Job Groups.

Each question is listed in the order it appears in the survey. The figures given are the 'combined positive' i.e. the percentage of respondents who provided a positive response to the question. A higher result indicates a more positive response and a better outcome for the University.

The 'combined positive' result for most questions are calculated by adding together the 'Agree' and 'Tend to Agree' responses and using the resulting combined percentage or using the straightforward 'Yes' responses to the questions.





However, to calculate a 'combined positive' result for some questions the 'Disagree' and 'Tend to Disagree' responses are combined to generate the percentage, or the straightforward 'No' response is used.

For example, to find the 'combined positive' result for the question '*I find my current workload too much and I am struggling to cope*' we add together the 'Disagree' and 'Tend to Disagree' responses as these are the respondents who have said '*I do not find my current workload too much and I am not struggling to cope*'.

A second example, the 'positive' response in relation to the question '*Do you feel stressed at work?*' is the 'Never' response, i.e. those respondents who have said '*I never feel stressed at work*'.

When ranking and comparing results for questions throughout the survey we will always use the 'combined positive' and these questions/statements have been highlighted in grey in the tables.

Colour coding is used to identify whether a group has more positive or negative views than the University result.

	Where a School/Directorate or Job Group is at least 10 percentage points worse than the University result, the cell is coloured red .
	Where a School/Directorate or Job Group is between 5 and 10 percentage points worse than the University result, the cell is coloured amber .
	Where a School/Directorate or Job Group is between 5 and 10 percentage points better than the University result, the cell is coloured light green .
	Where a School/Directorate or Job Group is at least 10 percentage points better than the University result, the cell is coloured green .

At the top of the sheet is a count of the number of questions coded **red**, **amber**, **light green** and **green** for each School, Directorate and Job Group.

The RAG report is designed to aid local action planning by understanding whether different work areas or job groups have specific areas of strength and improvement of their own.

The report includes quantitative data only and not data from qualitative questions (free text questions).

Sub-set questions/statements are only asked of participants meeting certain criteria, usually giving specific response(s) to a previous question, and therefore are answered by a smaller number of participants. To ensure anonymity is maintained, some of the sub-set questions/statements are excluded from this analysis.

However, as a large number of staff have responded to the sub-set question Q3-6 'Was your review useful for you? (Based on respondents answering 'Yes' to Q3-5)' this follow up sub-set questions are used in the analysis.

Understanding the effect of rounding

Figures throughout this report are displayed as whole numbers for the ease of reading. To ensure the figures are as accurate as possible we apply rounding to the figures to the nearest percentage point. Sometimes this will mean that the figures shown may not be identical if calculations are performed using the figures displayed in the report, however any difference would not be larger than ± 1 percentage point. Therefore, if you sum the percentages for all the response options to a question the figure may not sum to 100%, but may sum to 99% or 101%.

When combining the total positive responses, we first combine the number of responses and then calculate a combined percentage, rather than simply adding the two individual response percentages together.

In the example shown below, if we sum the displayed percentages for *agree* and *tend to agree* to calculate the percentage positive response it would be 87%, however, by using raw figures we calculate the result more accurately to 86.1413% which is rounded down to 86%.

EXAMPLE:

	Agree	Tend to Agree	Tend to Disagree	Disagree	Total	Total Positive responses calculation
	(A)	(B)	(C)	(D)	A+B+C+D	A+B
Number of responses	619	966	199	56	1,840	1,585
Percent of responses	33.6413%	52.5000%	10.8152%	3.0435%	100%	86.1413% (this rounds down to 86%)
Rounds to	34%	53%	11%	3%	101%	87%

Schools RAG Tables

University of Aberdeen: Staff Survey 2020

The table below shows the percentage of respondents who answered 'Agree' and 'Tend to Agree' or 'Yes' to the question, unless otherwise stated in the question text. The data is categorised by University of Aberdeen, then associated Schools and the coloured cells indicate a difference to the overall organisation score. There may be variation up to 1% when compared to the Frequency Data report due to rounding.

Percentage difference needed to change cells to Red or Green --> 10
Percentage difference needed to change cells to Amber Light Green --> 5

			Percentage difference needed to change cells to Amber Light Green →																Total Reds				Total Ambers				Total Light Greens				Total Greens			
			Total number of respondents																2048															
Section	Question	University of Aberdeen 2020	Business School	School of Biological Sciences	School of Divinity, History and Philosophy	School of Education	School of Engineering	School of Geosciences	School of Language, Literature, Music and Visual Culture	School of Law	School of Medicine, Medical Sciences and Nutrition	Institute of Applied Health Sciences	Institute of Dentistry	Institute for Education in Medical and Dental Sciences	Institute of Medical Sciences	Rowett Institute of Nutrition and Health	Prefer not to say	School of Natural and Computing Sciences	School of Psychology	School of Social Science														
Job Satisfaction	Q1-1 The University is a good place to work	96	94	96	94	93	98	98	94	100	96	98	92	98	98	96	89	94	100	90														
	Q1-2 Generally, I enjoy my work	94	86	90	94	97	99	94	93	98	95	97	80	100	96	92	89	93	96	90														
	Q1-3 I feel part of my School/Directorate	82	86	79	92	80	87	83	87	95	80	83	75	95	74	81	63	63	94	78														
	Q1-4 I feel valued by the University	74	69	69	80	76	74	73	64	89	71	71	60	80	74	77	50	69	92	71														
	Q1-5 I feel valued by students and others I provide a service to	90	84	89	100	97	98	88	100	89	93	96	92	97	92	92	82	85	100	90														
Working at the University	Q2-1 I am satisfied with the support I get from my work colleagues	92	83	84	92	93	98	84	93	93	93	97	80	93	93	92	89	94	100	90														
	Q2-2 I am satisfied with the support I get from my immediate manager/team leader/supervisor	85	89	75	86	84	83	90	94	93	82	91	52	80	81	87	75	74	98	88														
	Q2-3 I feel able to voice my opinions	85	77	76	90	84	87	86	91	95	86	90	72	88	87	88	67	72	90	73														
	Q2-4 I am given the opportunity to make decisions about how I do my job	87	83	90	90	85	84	92	89	89	90	95	80	93	87	92	77	79	98	95														
	Q2-5 I am given realistic deadlines to work to	79	67	73	84	79	77	69	73	79	81	88	72	80	78	67	69	57	88	66														
	Q2-6 I do not find my current workload too much and I am not struggling to cope	58	39	56	52	60	42	31	39	51	58	62	40	37	66	67	44	41	58	22														
	Q2-7 I have not found my pre-Covid workload too much and I was not struggling to cope	71	61	65	55	71	63	60	49	60	73	74	56	68	75	81	65	59	82	56														
	Q2-8 To keep up with my workload, I do not frequently work more than my contracted hours	36	14	27	14	25	26	24	17	16	33	36	20	18	33	57	25	22	32	15														
Development and Review	Q3-1 I am satisfied with my current role and level of responsibility	81	81	83	82	80	78	78	80	91	83	84	56	88	82	86	83	83	90	78														
	Q3-2 I am satisfied with my current level of learning and development	79	73	85	96	86	82	81	83	91	80	83	76	79	81	81	75	77	92	83														
	Q3-3 I have received sufficient training to enable me to do my job well	82	71	82	94	78	83	76	87	89	87	89	88	97	82	83	83	74	94	88														
	Q3-4 In the past 12 months, have you taken part in any type of training, learning or development paid for or provided by the University?	63	65	62	74	80	54	57	81	68	63	64	72	75	60	54	64	53	74	80														
	Q3-5 If you have been employed for over a year, have you had an individual annual review in the last 12 months?	65	90	47	87	68	53	65	76	59	77	92	65	75	67	84	60	70	74	88														
	Q3-6 Was your review useful for you? (Based on respondents answering 'Yes' to Q3-5)	70	66	56	85	74	73	68	86	86	67	74	80	60	64	61	55	66	80	56														
Culture, Values and Aberdeen 2040	Q4-1 I feel proud to work for the University	94	89	91	94	96	95	94	90	98	94	94	88	98	95	90	91	87	98	88														
	Q4-2 I would recommend the University to a friend as a place to work	90	83	89	90	78	92	86	82	98	91	95	80	90	92	94	83	83	98	83														
	Q4-3 I would recommend the University to a friend as a place to study	95	89	90	90	99	95	92	95	98	96	97	96	98	97	94	88	83	98	93														
	Q4-4 I identify with the commitments set out in Aberdeen 2040	91	92	91	85	95	92	96	87	90	91	85	96	97	93	93	91	79	95	89														
	Q4-5 Our physical spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	67	55	46	52	66	65	48	50	73	73	70	58	74	74	83	68	41	64	60														
	Q4-6 Our virtual spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	80	76	73	69	78	79	74	66	80	83	80	75	81	89	84	77	54	75	73														
	Q4-7 Our campuses create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 15)	87	87	87	85	85	90	84	70	86	90	84	79	96	94	96	84	74	98	78														
	Q4-8 Our processes create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 15)	86	83	88	77	79	88	79	70	90	89	87	67	95	93	96	82	86	98	78														
	Q4-9 The University's culture enables an exchange of ideas across intellectual areas and organisational structures (Aberdeen 2040 – Commitment 6)	79	81	71	61	81	78	68	64	80	81	79	75	85	86	84	67	67	89	70														

University of Aberdeen: Staff Survey 2020

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Section	Question	University of Aberdeen 2020	Business School	School of Biological Sciences	School of Divinity, History and Philosophy	School of Education	School of Engineering	School of Geosciences	School of Language, Literature, Music and Visual Culture	School of Law	School of Medicine, Medical Sciences and Nutrition	Institute of Applied Health Sciences	Institute of Dentistry	Institute for Education in Medical and Dental Sciences	Institute of Medical Sciences	Rowett Institute of Nutrition and Health	Prefer not to say	School of Natural and Computing Sciences	School of Psychology	School of Social Science																																																																																																																																																																		
Leadership	Q5-1 The University's Senior Management Team manage and lead the University well	92	89	89	92	92	91	92	85	95	94	95	88	93	97	94	88	81	100	95																																																																																																																																																																		
	Q5-2 The University's Senior Management Team listen to and respond to the views of staff	83	81	83	88	84	85	77	71	95	84	83	72	90	89	84	66	71	96	88																																																																																																																																																																		
	Q5-3 The University's Senior Management Team are focused on meeting the needs of students/service users/ customers	94	90	91	96	97	91	91	90	95	95	94	88	97	97	96	91	87	100	98																																																																																																																																																																		
	Q5-4 The University's Senior Management Team set out a clear vision of where the University is headed	92	89	90	92	95	88	90	90	93	92	91	83	95	93	94	88	87	100	93																																																																																																																																																																		
School/Directorate Leadership and My Manager/Supervisor	Q6-1 My Head of School/Professional Services Director manages and leads my School/Directorate effectively	87	87	89	78	85	87	96	96	95	89	95	80	95	86	86	78	75	98	63																																																																																																																																																																		
	Q6-2 My team leader/line manager/immediate supervisor is approachable	94	95	87	94	90	93	92	99	100	95	99	84	97	93	96	89	94	98	93																																																																																																																																																																		
	Q6-3 My team leader/line manager/immediate supervisor would be supportive in a personal crisis	94	94	88	94	94	93	92	96	98	94	98	96	93	90	92	94	93	98	90																																																																																																																																																																		
	Q6-4 My team leader/line manager/immediate supervisor respects and values me	90	94	84	92	89	87	92	93	100	89	94	60	92	90	88	82	83	96	85																																																																																																																																																																		
	Q6-5 My team leader/line manager/immediate supervisor gives me recognition and praise for work done well	85	88	71	94	77	77	88	94	95	84	88	72	89	81	87	78	85	96	80																																																																																																																																																																		
	Q6-6 My team leader/line manager/immediate supervisor provides me with feedback about my performance	79	84	68	88	71	74	78	81	86	81	84	68	82	79	88	72	72	92	83																																																																																																																																																																		
	Q6-7 My team leader/line manager/immediate supervisor keeps me informed about things I should know about	84	83	72	92	82	84	88	88	89	82	85	56	84	82	83	81	74	94	88																																																																																																																																																																		
	Q6-8 My team leader/line manager/immediate supervisor deals with poor performance effectively	76	83	62	84	85	75	80	86	83	78	86	46	78	77	78	73	62	93	64																																																																																																																																																																		
	Q6-9 My team leader/line manager/immediate supervisor involves me in decisions made that affect me in my own area of work	82	84	70	85	77	85	83	86	86	83	92	56	87	81	88	66	68	88	83																																																																																																																																																																		
	Q6-10 My team leader/line manager/immediate supervisor manages my team effectively	82	87	70	88	84	81	81	90	95	81	88	48	85	77	85	74	72	92	79																																																																																																																																																																		
Pay and Benefits	Q7-1 I feel fairly paid for the work I do	69	63	73	69	61	62	68	66	75	69	72	52	74	68	78	56	79	78	53																																																																																																																																																																		
	Q7-2 Overall, I feel the University offers a good pay and reward package	79	66	83	76	75	74	68	77	80	77	76	52	83	75	88	75	81	80	65																																																																																																																																																																		
Health and Wellbeing	Q8-1 I feel the University cares for my health and wellbeing, including my mental health (Aberdeen 2040 – Commitment 1)	80	67	81	80	78	77	66	65	76	82	80	80	89	84	83	67	75	96	63																																																																																																																																																																		
	Q8-2 I feel physically safe in my working environment on campus	93	89	95	94	95	93	94	78	93	95	92	92	98	96	100	86	85	100	85																																																																																																																																																																		
	Q8-3 I have a good work life balance	71	56	61	50	71	66	54	38	55	69	73	48	63	71	81	56	56	78	51																																																																																																																																																																		
	Q8-4 If I had to make a complaint or report an issue which had arisen at work, it would be taken seriously	83	78	78	90	83	80	88	75	93	83	86	64	80	91	80	67	74	94	75																																																																																																																																																																		
	Q8-5 I never feel stressed at work	9	2	2	6	10	7	6	5	7	5	8	0	2	6	4	0	2	0	2																																																																																																																																																																		
	Q8-7 I am not currently being harassed or bullied at work	97	94	96	100	99	96	94	93	95	97	97	84	98	98	96	97	98	100	93																																																																																																																																																																		
	Q8-8 I have not felt discriminated against at work in the last 12 months	89	87	88	98	91	85	94	80	91	91	93	72	85	94	94	89	100	96	88																																																																																																																																																																		

University of Aberdeen: Staff Survey 2020

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				Percentage difference needed to change cells to Amber Light Green → 5																Total Reds							
				Total Ambers																Total Light Greens				Total Greens			
				11	15	7	2	3	11	14	3	0	0	34	3	0	0	21	29	0	16						
				16	17	6	5	9	8	11	2	1	2	16	3	4	5	20	18	2	18						
				3	1	14	10	6	7	8	14	3	14	3	20	14	18	0	1	18	5						
				1	0	9	3	0	0	6	16	1	3	1	5	1	6	0	2	32	2						
Total number of respondents				2048																							
Section	Question	University of Aberdeen 2020																									
			Business School	School of Biological Sciences	School of Divinity, History and Philosophy	School of Education	School of Engineering	School of Geosciences	School of Language, Literature, Music and Visual Culture	School of Law	School of Medicine, Medical Sciences and Nutrition	Institute of Applied Health Sciences	Institute of Dentistry	Institute for Education in Medical and Dental Sciences	Institute of Medical Sciences	Rowett Institute of Nutrition and Health	Prefer not to say	School of Natural and Computing Sciences	School of Psychology	School of Social Science							
Equality, Diversity and Inclusion	Q9-1 I believe the University is committed to equality of opportunity for all of its staff	90	86	93	94	90	87	92	82	89	91	88	84	93	96	92	83	92	98	88							
	Q9-2 I am aware of the University's Equality, Diversity & Inclusion Policy	97	100	100	96	100	98	98	93	95	99	98	100	100	99	98	100	92	94	95							
Managing Change	Q10-1 Generally, change within the University is managed well	81	75	83	79	85	81	83	73	90	83	83	67	85	88	86	68	73	98	88							
	Q10-2 I have seen some positive changes within the University in the last 12 months	87	83	88	94	92	79	89	84	88	87	89	79	84	89	92	76	84	98	90							
	Q10-3 I think things will improve within the University in the next 12 months	82	71	86	78	85	81	83	77	78	80	79	71	82	84	86	58	70	91	73							
Communication and Staff Involve	Q11-1 On the whole, communication in the University is effective	85	89	81	84	91	87	86	78	84	89	88	80	92	92	92	85	81	92	78							
	Q11-2 On the whole, I believe that during a consultation period feedback is listened to and acted upon	80	72	81	81	88	82	78	66	79	84	81	74	87	87	89	73	61	98	63							
	Q11-3 On the whole, the different parts of the University communicate effectively with each other	57	46	48	50	71	63	49	50	70	62	65	52	57	69	58	53	48	73	59							
	Q11-4 If I want to put forward new ideas or suggestions for improvement, I know how to do so	73	76	62	78	75	78	77	71	88	67	67	52	78	65	65	69	60	84	64							
	Q11-5 I am confident my ideas or suggestions will be listened to	67	62	61	78	74	62	59	66	76	67	66	54	69	68	73	58	48	83	49							
	Q11-6 I am confident I will get feedback on my ideas or suggestions	68	61	54	80	73	66	53	63	79	67	70	54	67	65	73	61	55	89	56							
	Q11-7 There are opportunities for me to feed my views upwards in the University	76	78	65	84	84	77	83	74	86	76	76	60	86	77	78	70	70	96	67							
	Q11-8 I feel there is good co-operation between teams in my School/ Directorate	76	80	70	78	83	80	78	91	85	76	82	64	81	76	71	58	61	96	62							
	Q11-9 I feel there is good co-operation between different Schools/ Directorates	62	66	46	49	72	63	51	58	72	60	58	52	65	64	64	43	52	79	67							

Directorates RAG Tables

University of Aberdeen: Staff Survey 2020

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		Total number of respondents	2048	Total Reds Total Ambers Total Light Greens Total Greens									
Section	Question	University of Aberdeen 2020		Academic Services and Online Education Development Trust Directorate of Digital and Information Services Directorate of People Estates and Facilities External Relations Finance Principal's Office, Directorate of Planning, Senior Vice-Principal's Office, University Secretary's Office Research and Innovation									
Job Satisfaction	Q1-1 The University is a good place to work	96	95	100	96	99	97	98	98	100	100		
	Q1-2 Generally, I enjoy my work	94	92	96	92	96	97	98	96	100	96		
	Q1-3 I feel part of my School/Directorate	82	69	100	83	85	80	82	94	86	86		
	Q1-4 I feel valued by the University	74	72	80	76	82	74	82	92	93	76		
	Q1-5 I feel valued by students and others I provide a service to	90	90	92	88	89	78	95	92	100	86		
Working at the University	Q2-1 I am satisfied with the support I get from my work colleagues	92	93	96	91	96	94	94	98	100	90		
	Q2-2 I am satisfied with the support I get from my immediate manager/team leader/supervisor	85	85	92	89	89	87	87	96	93	92		
	Q2-3 I feel able to voice my opinions	85	76	100	89	91	85	92	88	93	92		
	Q2-4 I am given the opportunity to make decisions about how I do my job	87	80	96	86	91	86	87	94	93	92		
	Q2-5 I am given realistic deadlines to work to	79	66	88	82	93	87	87	94	79	86		
	Q2-6 I do not find my current workload too much and I am not struggling to cope	58	64	48	72	69	80	67	82	57	61		
	Q2-7 I have not found my pre-Covid workload too much and I was not struggling to cope	71	78	58	74	80	85	78	90	86	73		
	Q2-8 To keep up with my workload, I do not frequently work more than my contracted hours	36	32	36	54	49	78	49	53	14	25		
Development and Review	Q3-1 I am satisfied with my current role and level of responsibility	81	68	68	78	84	89	83	92	77	86		
	Q3-2 I am satisfied with my current level of learning and development	79	64	64	69	70	84	71	94	92	78		
	Q3-3 I have received sufficient training to enable me to do my job well	82	75	60	75	80	92	81	94	77	82		
	Q3-4 In the past 12 months, have you taken part in any type of training, learning or development paid for or provided by the University?	63	63	72	49	60	73	56	59	71	61		
	Q3-5 If you have been employed for over a year, have you had an individual annual review in the last 12 months?	65	49	48	64	56	37	59	71	79	71		
	Q3-6 Was your review useful for you? (Based on respondents answering 'Yes' to Q3-5)	70	70	55	70	73	79	84	68	91	62		
Culture, Values and Aberdeen 2040	Q4-1 I feel proud to work for the University	94	95	96	93	99	95	98	98	93	96		
	Q4-2 I would recommend the University to a friend as a place to work	90	90	92	91	96	94	96	98	93	100		
	Q4-3 I would recommend the University to a friend as a place to study	95	93	96	94	99	97	100	100	93	100		
	Q4-4 I identify with the commitments set out in Aberdeen 2040	91	93	100	92	97	90	96	91	93	90		
	Q4-5 Our physical spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	67	58	78	73	80	89	75	90	69	67		
	Q4-6 Our virtual spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	80	85	83	85	89	88	87	98	77	94		
	Q4-7 Our campuses create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 15)	87	85	91	88	91	93	90	98	77	92		
	Q4-8 Our processes create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 15)	86	85	91	86	88	93	92	98	77	90		
	Q4-9 The University's culture enables an exchange of ideas across intellectual areas and organisational structures (Aberdeen 2040 – Commitment 6)	79	78	71	81	86	90	90	98	79	82		

University of Aberdeen: Staff Survey 2020

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		Total number of respondents	2048	Total Reds Total Ambers Total Light Greens Total Greens									
Section	Question	University of Aberdeen 2020		Academic Services and Online Education	Development Trust	Directorate of Digital and Information Services	Directorate of People	Estates and Facilities	External Relations	Finance	Principal's Office, Directorate of Planning, Senior Vice-Principal's Office, University Secretary's Office	Research and Innovation	
Leadership	Q5-1 The University's Senior Management Team manage and lead the University well	92	91	88	91	96	92	97	98	100	98		
	Q5-2 The University's Senior Management Team listen to and respond to the views of staff	83	76	88	85	87	81	88	96	93	90		
	Q5-3 The University's Senior Management Team are focused on meeting the needs of students/service users/ customers	94	93	92	95	96	93	95	100	100	100		
	Q5-4 The University's Senior Management Team set out a clear vision of where the University is headed	92	93	92	97	92	91	97	100	100	98		
School/Directorate Leadership and My Manager/ Supervisor	Q6-1 My Head of School/Professional Services Director manages and leads my School/Directorate effectively	87	73	96	87	82	79	97	98	93	92		
	Q6-2 My team leader/line manager/immediate supervisor is approachable	94	88	100	95	98	92	98	94	100	96		
	Q6-3 My team leader/line manager/immediate supervisor would be supportive in a personal crisis	94	93	96	96	97	92	100	94	100	94		
	Q6-4 My team leader/line manager/immediate supervisor respects and values me	90	86	96	91	94	88	95	90	100	90		
	Q6-5 My team leader/line manager/immediate supervisor gives me recognition and praise for work done well	85	75	100	87	90	84	89	90	93	80		
	Q6-6 My team leader/line manager/immediate supervisor provides me with feedback about my performance	79	73	88	78	83	79	86	90	92	76		
	Q6-7 My team leader/line manager/immediate supervisor keeps me informed about things I should know about	84	78	92	82	89	86	91	92	86	88		
	Q6-8 My team leader/line manager/immediate supervisor deals with poor performance effectively	76	66	83	76	75	73	82	83	79	72		
	Q6-9 My team leader/line manager/immediate supervisor involves me in decisions made that affect me in my own area of work	82	79	92	82	85	86	90	88	86	88		
	Q6-10 My team leader/line manager/immediate supervisor manages my team effectively	82	78	92	84	85	85	88	94	86	92		
Pay and Benefits	Q7-1 I feel fairly paid for the work I do	69	68	68	69	69	70	77	87	71	78		
	Q7-2 Overall, I feel the University offers a good pay and reward package	79	83	88	81	89	83	92	94	86	94		
Health and Wellbeing	Q8-1 I feel the University cares for my health and wellbeing, including my mental health (Aberdeen 2040 – Commitment 1)	80	85	100	85	82	86	93	88	79	82		
	Q8-2 I feel physically safe in my working environment on campus	93	88	96	95	90	95	98	98	100	98		
	Q8-3 I have a good work life balance	71	86	84	84	88	88	85	88	50	82		
	Q8-4 If I had to make a complaint or report an issue which had arisen at work, it would be taken seriously	83	79	88	86	79	86	93	96	86	92		
	Q8-5 I never feel stressed at work	9	2	4	7	9	39	9	13	7	2		
	Q8-7 I am not currently being harassed or bullied at work	97	97	100	97	99	97	97	100	100	100		
	Q8-8 I have not felt discriminated against at work in the last 12 months	89	88	84	89	93	89	94	92	100	86		

University of Aberdeen: Staff Survey 2020

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			Percentage difference needed to change cons to Amber Light Green										Total Reds				10	7	2	0	2	0	0	3	1							
													Total Ambers				15	3	1	3	5	3	0	2	3							
													Total Light Greens				4	23	5	12	8	29	16	18	19							
													Total Greens				34	11	3	10	10	12	34	20	8							
			Total number of respondents										2048											59	25	194	89	156	95	49	14	51
Section	Question	University of Aberdeen 2020											Academic Services and Online Education	Development Trust	Directorate of Digital and Information Services	Directorate of People	Estates and Facilities	External Relations	Finance	Principal's Office, Directorate of Planning, Senior Vice-Principal's Office, University Secretary's Office	Research and Innovation											
Equality, Diversity and Inclusion	Q9-1 I believe the University is committed to equality of opportunity for all of its staff	90											88	92	90	92	91	93	96	100	94											
	Q9-2 I am aware of the University's Equality, Diversity & Inclusion Policy	97											98	100	97	98	96	97	100	93	100											
Managing Change	Q10-1 Generally, change within the University is managed well	81											80	88	78	82	84	77	92	86	94											
	Q10-2 I have seen some positive changes within the University in the last 12 months	87											90	96	85	92	82	95	94	100	96											
	Q10-3 I think things will improve within the University in the next 12 months	82											79	88	83	86	86	96	96	93	94											
Communication and Staff Involve	Q11-1 On the whole, communication in the University is effective	85											80	96	81	89	76	89	98	93	86											
	Q11-2 On the whole, I believe that during a consultation period feedback is listened to and acted upon	80											78	95	78	90	75	93	95	86	98											
	Q11-3 On the whole, the different parts of the University communicate effectively with each other	57											44	64	55	61	57	60	76	79	64											
	Q11-4 If I want to put forward new ideas or suggestions for improvement, I know how to do so	73											66	84	75	78	83	80	87	92	76											
	Q11-5 I am confident my ideas or suggestions will be listened to	67											61	74	71	82	69	78	89	86	71											
	Q11-6 I am confident I will get feedback on my ideas or suggestions	68											59	67	73	80	70	82	91	86	69											
	Q11-7 There are opportunities for me to feed my views upwards in the University	76											58	78	75	74	73	81	93	93	78											
	Q11-8 I feel there is good co-operation between teams in my School/ Directorate	76											72	83	76	75	68	78	93	93	80											
	Q11-9 I feel there is good co-operation between different Schools/ Directorates	62											57	71	64	76	64	67	84	86	61											

Job Groups RAG Tables

University of Aberdeen: Staff Survey 2020

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Total Reds
Total Ambers
Total Light Greens
Total Greens

7	11	3	2	2	6	0	0	3	7	0	1	4
10	10	8	11	3	9	0	3	8	11	1	2	26
1	1	8	10	11	17	9	13	3	8	18	14	4
2	2	1	2	2	4	4	9	7	5	1	4	0

Section	Question	Total number of respondents	2048	University of Aberdeen 2020	Academic	Academic - Teaching and Research	Academic - Teaching and Scholarship	Academic - Research	Research Assistant/Research Fellow	Teaching Assistant/Teaching Fellow	Professional Services	Professional Services (Grades 1-4) Admin	Professional Services (Grades 1-4) Support	Professional Services (Grades 1-4) Technical	Professional Services (Grades 5-9) Admin	Professional Services (Grades 5-9) Technical	Prefer not to say
Job Satisfaction	Q1-1 The University is a good place to work	96			93	94	92	93	98	97	98	98	97	98	99	98	93
	Q1-2 Generally, I enjoy my work	94			93	92	97	94	95	94	95	97	95	95	95	95	89
	Q1-3 I feel part of my School/Directorate	82			83	82	90	79	73	81	83	82	75	80	87	83	77
	Q1-4 I feel valued by the University	74			72	71	74	74	70	69	77	77	73	64	79	78	67
	Q1-5 I feel valued by students and others I provide a service to	90			93	92	98	85	93	97	88	88	84	83	91	88	86
Working at the University	Q2-1 I am satisfied with the support I get from my work colleagues	92			90	90	91	94	94	94	93	92	93	98	94	92	87
	Q2-2 I am satisfied with the support I get from my immediate manager/team leader/supervisor	85			84	83	85	91	87	94	88	90	86	86	88	86	74
	Q2-3 I feel able to voice my opinions	85			84	84	83	88	89	94	88	85	82	88	90	91	73
	Q2-4 I am given the opportunity to make decisions about how I do my job	87			87	86	85	94	93	91	88	87	78	88	92	92	81
	Q2-5 I am given realistic deadlines to work to	79			71	68	73	86	87	86	86	91	92	83	83	82	71
	Q2-6 I do not find my current workload too much and I am not struggling to cope	58			37	32	43	56	75	54	70	73	84	83	62	71	58
	Q2-7 I have not found my pre-Covid workload too much and I was not struggling to cope	71			58	53	69	69	79	79	78	78	90	79	75	78	67
	Q2-8 To keep up with my workload, I do not frequently work more than my contracted hours	36			12	9	11	30	48	43	50	58	78	67	33	50	43
Development and Review	Q3-1 I am satisfied with my current role and level of responsibility	81			84	83	83	87	81	72	80	75	81	88	82	80	79
	Q3-2 I am satisfied with my current level of learning and development	79			84	85	84	83	76	83	75	73	78	79	76	73	73
	Q3-3 I have received sufficient training to enable me to do my job well	82			84	83	87	87	85	80	82	83	87	77	82	78	75
	Q3-4 In the past 12 months, have you taken part in any type of training, learning or development paid for or provided by the University?	63			73	73	80	63	49	77	59	63	63	47	61	51	59
	Q3-5 If you have been employed for over a year, have you had an individual annual review in the last 12 months?	65			77	79	70	79	62	47	61	63	48	39	66	63	55
	Q3-6 Was your review useful for you? (Based on respondents answering 'Yes' to Q3-5)	70			72	72	76	67	68	85	69	70	73	53	71	64	65
Culture, Values and Aberdeen 2040	Q4-1 I feel proud to work for the University	94			90	89	94	92	95	97	95	97	93	95	96	94	93
	Q4-2 I would recommend the University to a friend as a place to work	90			85	84	87	84	92	92	94	91	94	91	95	94	86
	Q4-3 I would recommend the University to a friend as a place to study	95			92	92	96	87	95	97	96	98	92	91	97	96	95
	Q4-4 I identify with the commitments set out in Aberdeen 2040	91			89	87	92	91	92	84	93	98	92	86	91	94	90
	Q4-5 Our physical spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	67			51	48	60	55	73	66	78	92	87	82	69	71	72
	Q4-6 Our virtual spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	80			68	67	74	66	88	63	87	91	88	86	85	85	87
	Q4-7 Our campuses create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 15)	87			80	79	82	82	90	76	92	93	91	94	89	93	88
	Q4-8 Our processes create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 15)	86			80	79	81	85	91	81	90	91	90	92	89	91	86
	Q4-9 The University's culture enables an exchange of ideas across intellectual areas and organisational structures (Aberdeen 2040 – Commitment 6)	79			69	65	80	73	83	81	85	92	85	83	83	85	80

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Leadership	Q5-1 The University's Senior Management Team manage and lead the University well	92			677	467	133	77	134	36	914	195	137	44	357	181	231
	Q5-2 The University's Senior Management Team listen to and respond to the views of staff	83															
	Q5-3 The University's Senior Management Team are focused on meeting the needs of students/service users/ customers	94															
	Q5-4 The University's Senior Management Team set out a clear vision of where the University is headed	92															
School/Directorate Leadership and My Manager/Supervisor	Q6-1 My Head of School/Professional Services Director manages and leads my School/Directorate effectively	87															
	Q6-2 My team leader/line manager/immediate supervisor is approachable	94															
	Q6-3 My team leader/line manager/immediate supervisor would be supportive in a personal crisis	94															
	Q6-4 My team leader/line manager/immediate supervisor respects and values me	90															
	Q6-5 My team leader/line manager/immediate supervisor gives me recognition and praise for work done well	85															
	Q6-6 My team leader/line manager/immediate supervisor provides me with feedback about my performance	79															
	Q6-7 My team leader/line manager/immediate supervisor keeps me informed about things I should know about	84															
	Q6-8 My team leader/line manager/immediate supervisor deals with poor performance effectively	76															
	Q6-9 My team leader/line manager/immediate supervisor involves me in decisions made that affect me in my own area of work	82															
	Q6-10 My team leader/line manager/immediate supervisor manages my team effectively	82															
Pay and Benefits	Q7-1 I feel fairly paid for the work I do	69															
	Q7-2 Overall, I feel the University offers a good pay and reward package	79															
Health and Wellbeing	Q8-1 I feel the University cares for my health and wellbeing, including my mental health (Aberdeen 2040 – Commitment 1)	80															
	Q8-2 I feel physically safe in my working environment on campus	93															
	Q8-3 I have a good work life balance	71															
	Q8-4 If I had to make a complaint or report an issue which had arisen at work, it would be taken seriously	83															
	Q8-5 I never feel stressed at work	9															
	Q8-7 I am not currently being harassed or bullied at work	97															
	Q8-8 I have not felt discriminated against at work in the last 12 months	89															

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2	2	1	2	2	4	4	9	7	5	1	4	0

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