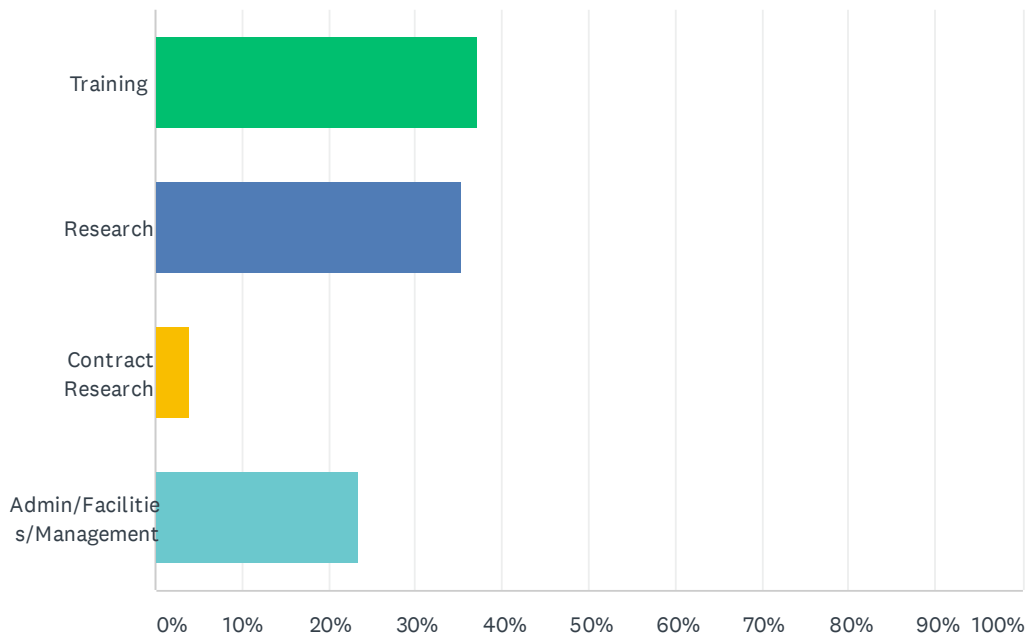


Q1 It is optional to confirm which department you work in, but we would appreciate if you would:

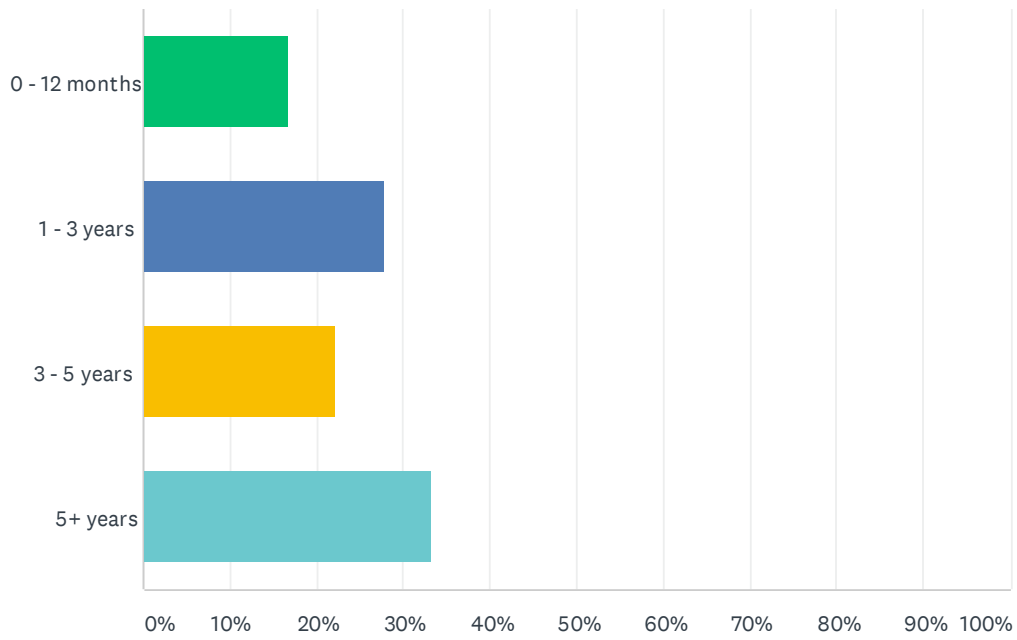
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Training	37.25%	19
Research	35.29%	18
Contract Research	3.92%	2
Admin/Facilities/Management	23.53%	12
TOTAL		51

Q2 How long have your worked for NIBRT

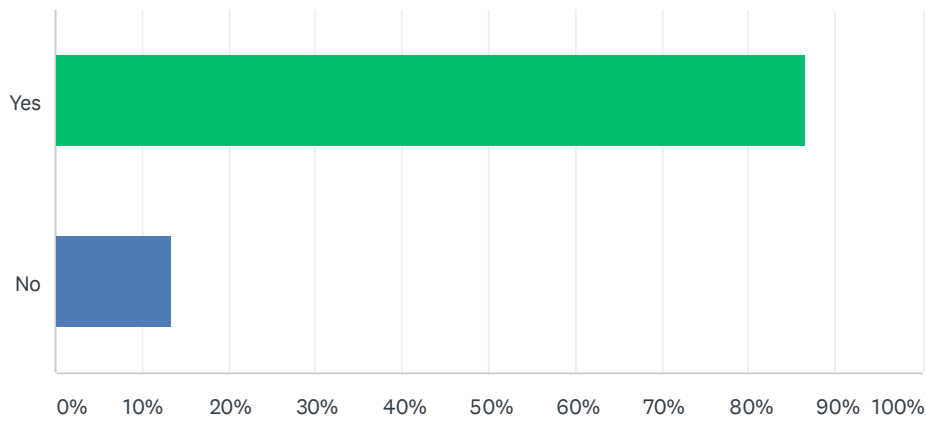
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
0 - 12 months	16.67%	9
1 - 3 years	27.78%	15
3 - 5 years	22.22%	12
5+ years	33.33%	18
TOTAL		54

Q3 Have you received any training, development or mentoring over the last 12 months?

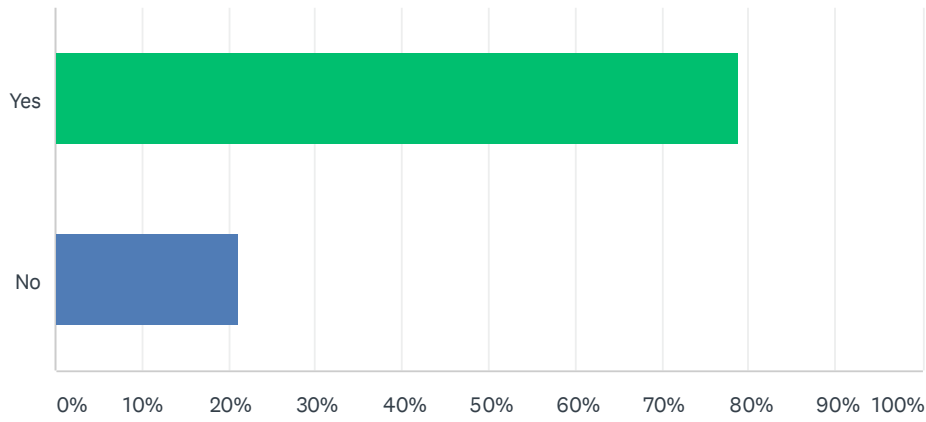
Answered: 52 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	86.54%	45
No	13.46%	7
TOTAL		52

Q4 Did you have a training plan, agreed with your manager, in place covering the last 12 months?

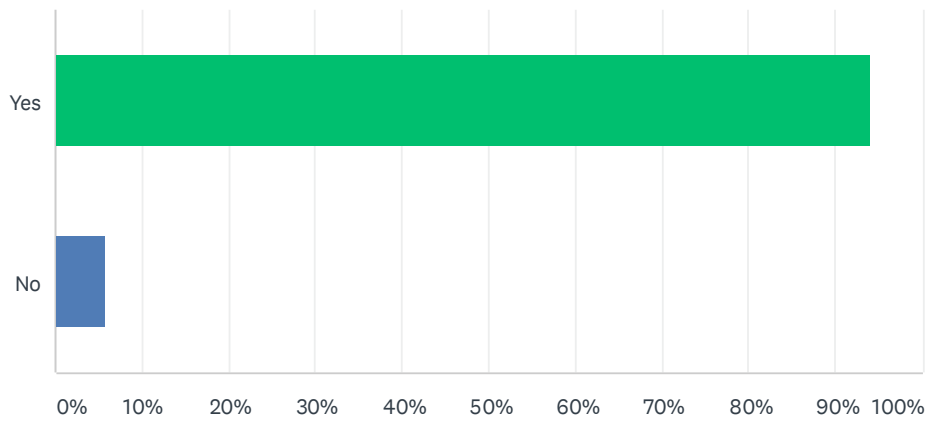
Answered: 52 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	78.85%	41
No	21.15%	11
TOTAL		52

Q5 Are you clear what training or development options are available and how to access them?

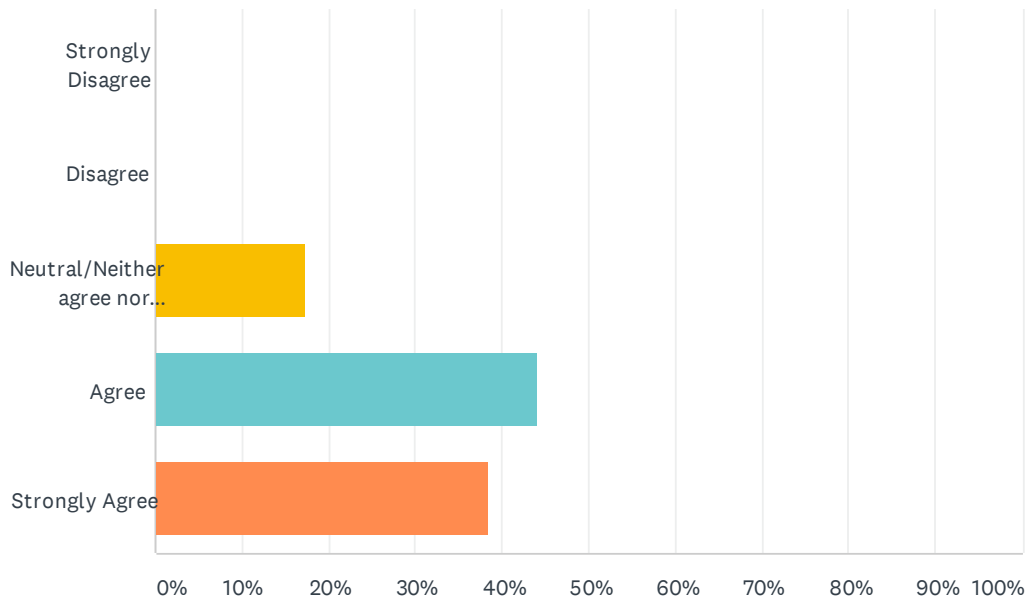
Answered: 52 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	94.23%	49
No	5.77%	3
TOTAL		52

Q6 NIBRT is supportive of my professional development.

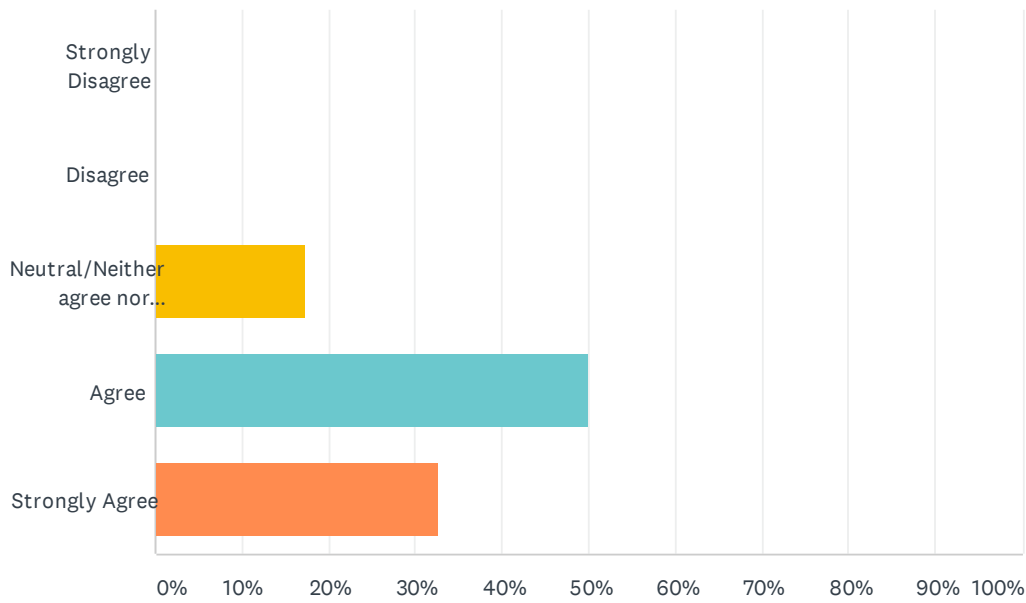
Answered: 52 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	17.31%	9
Agree	44.23%	23
Strongly Agree	38.46%	20
TOTAL		52

Q7 I am satisfied with the investment NIBRT makes in training and education.

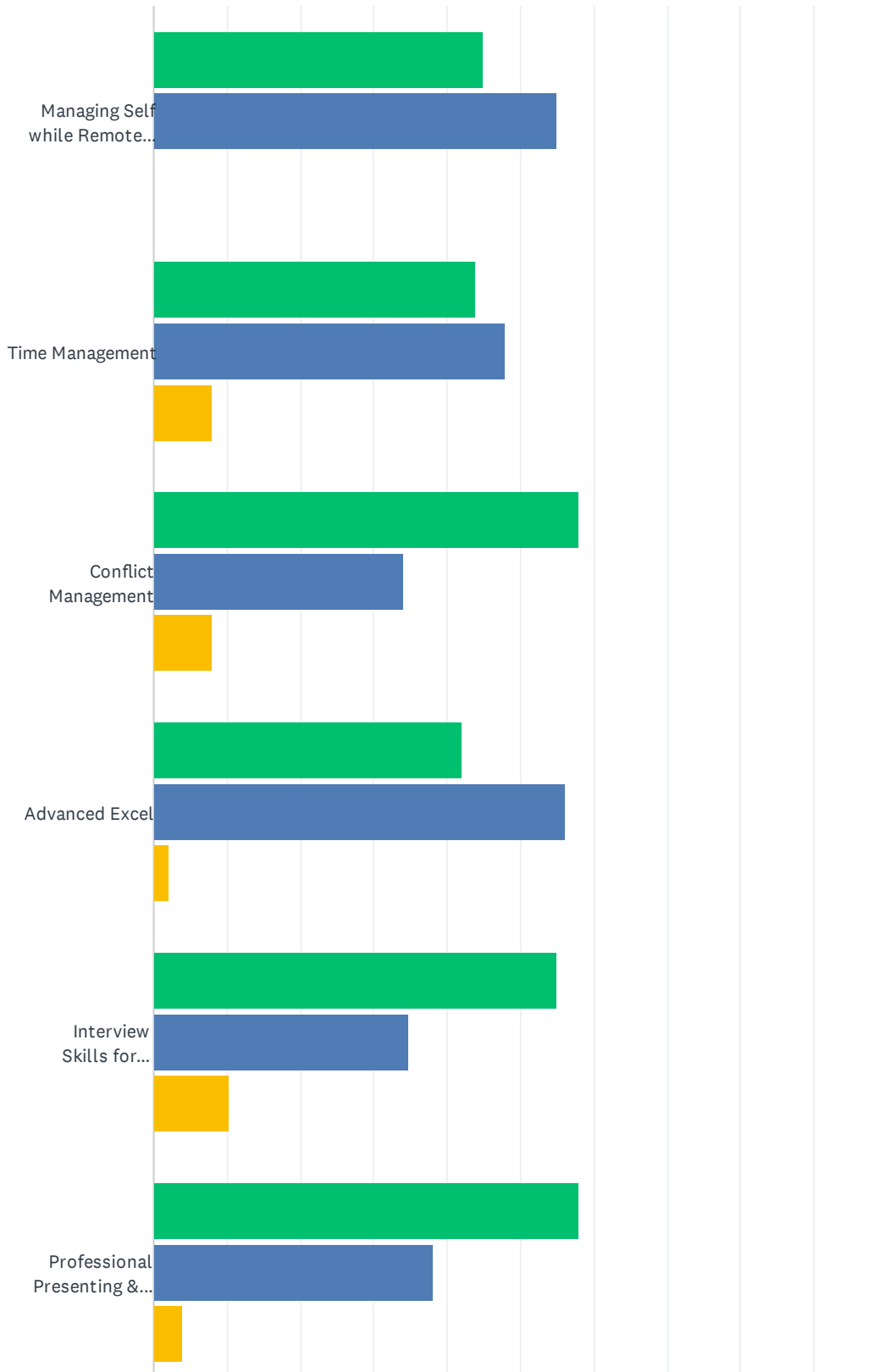
Answered: 52 Skipped: 2

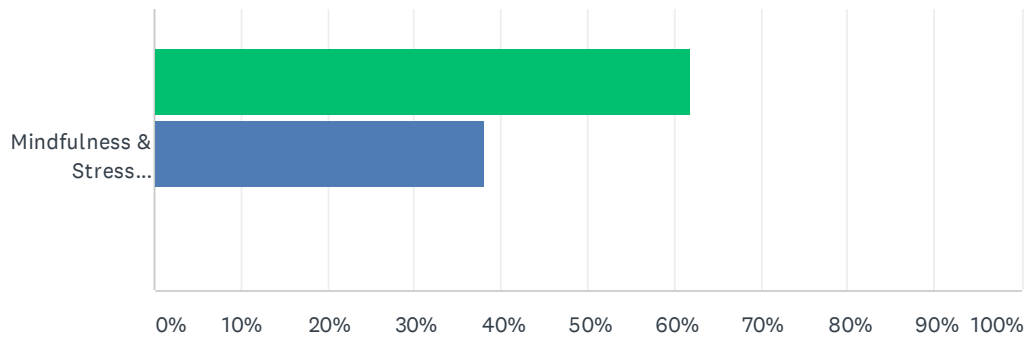


ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	17.31%	9
Agree	50.00%	26
Strongly Agree	32.69%	17
TOTAL		52

Q8 General Skills training courses were offered to all employees during 2020. The list of courses available was based on the requests made in your performance review forms. Please rate your satisfaction with the choice of courses offered. (You do NOT need to have attended a course to comment on the choice of courses offered)

Answered: 52 Skipped: 2





■ This was a great choice - I'd like to see more of this
 ■ I could take it or leave it
■ This wasn't useful - scrap it for 2021

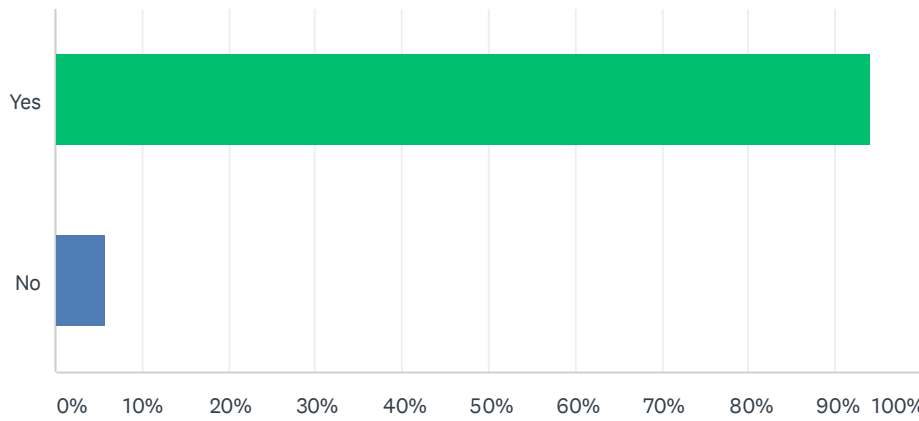
	THIS WAS A GREAT CHOICE - I'D LIKE TO SEE MORE OF THIS	I COULD TAKE IT OR LEAVE IT	THIS WASN'T USEFUL - SCRAP IT FOR 2021	TOTAL	WEIGHTED AVERAGE
Managing Self while Remote Working	44.90% 22	55.10% 27	0.00% 0	49	1.55
Time Management	44.00% 22	48.00% 24	8.00% 4	50	1.64
Conflict Management	58.00% 29	34.00% 17	8.00% 4	50	1.50
Advanced Excel	42.00% 21	56.00% 28	2.00% 1	50	1.60
Interview Skills for Interviewees	55.10% 27	34.69% 17	10.20% 5	49	1.55
Professional Presenting & Personal Branding	58.00% 29	38.00% 19	4.00% 2	50	1.46
Mindfulness & Stress Management	62.00% 31	38.00% 19	0.00% 0	50	1.38

Q9 Please comment with any suggestions you have for improvements you would like to see in Training and Development in 2021.

Answered: 21 Skipped: 33

Q10 Did you have a performance review this year?

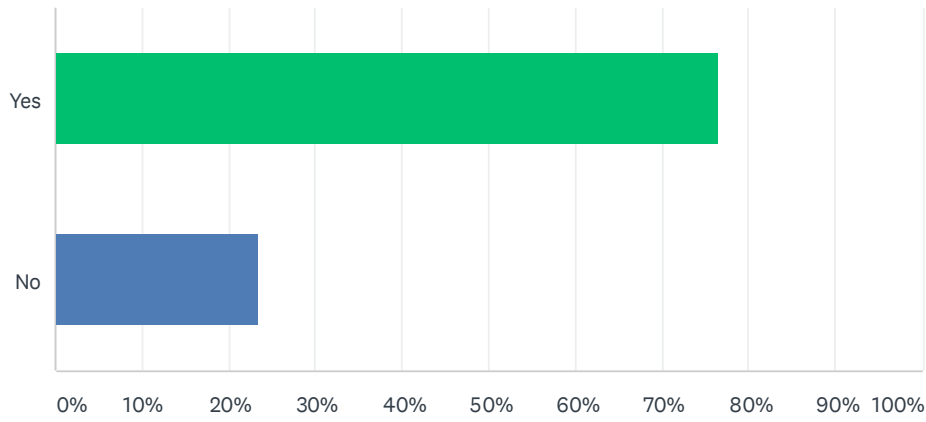
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	94.12%	48
No	5.88%	3
TOTAL		51

Q11 Did you have a mid-year performance check in conversation with your manager this year?

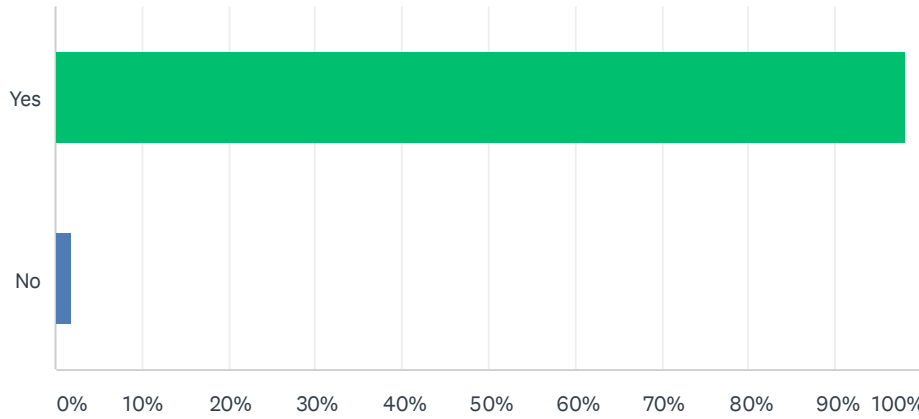
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	76.47%	39
No	23.53%	12
TOTAL		51

Q12 From your performance review discussion at the beginning of the year, did you have clear agreed objectives that you were responsible for achieving in 2020?

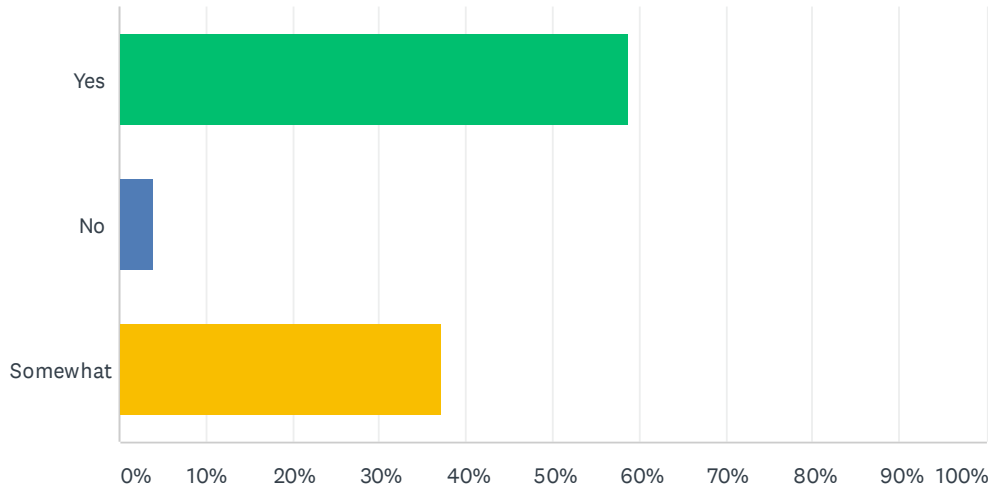
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	98.04%	50
No	1.96%	1
TOTAL		51

Q13 In response to your feedback, a new Performance Review form was introduced for 2020. Did this improve the performance review process for you?

Answered: 51 Skipped: 3



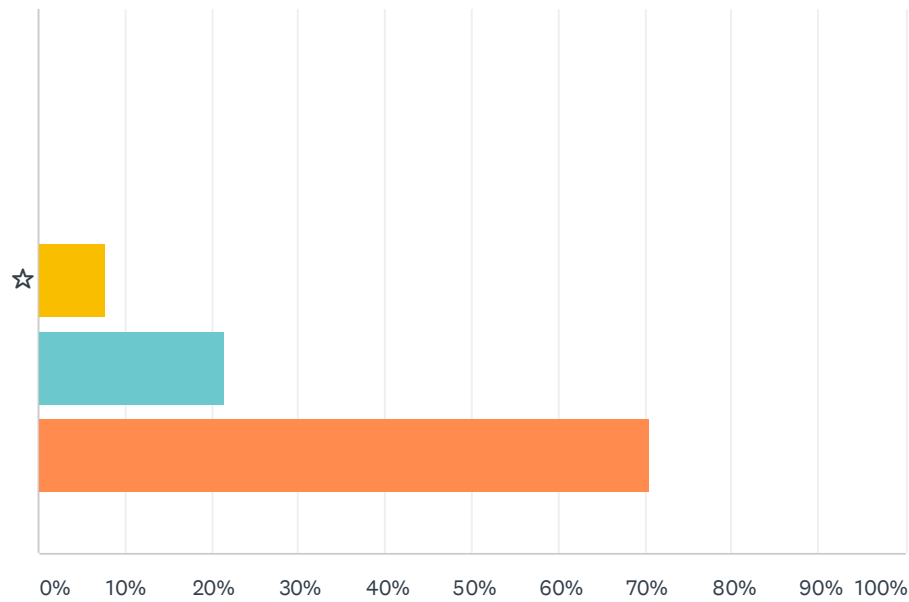
ANSWER CHOICES	RESPONSES	
Yes	58.82%	30
No	3.92%	2
Somewhat	37.25%	19
TOTAL		51

Q14 Please comment with any suggestions you have for improvements you would like to see to the Performance Review process in 2021.

Answered: 15 Skipped: 39

Q15 Hours of Work (NIBRT's working week is 35 hours)

Answered: 51 Skipped: 3

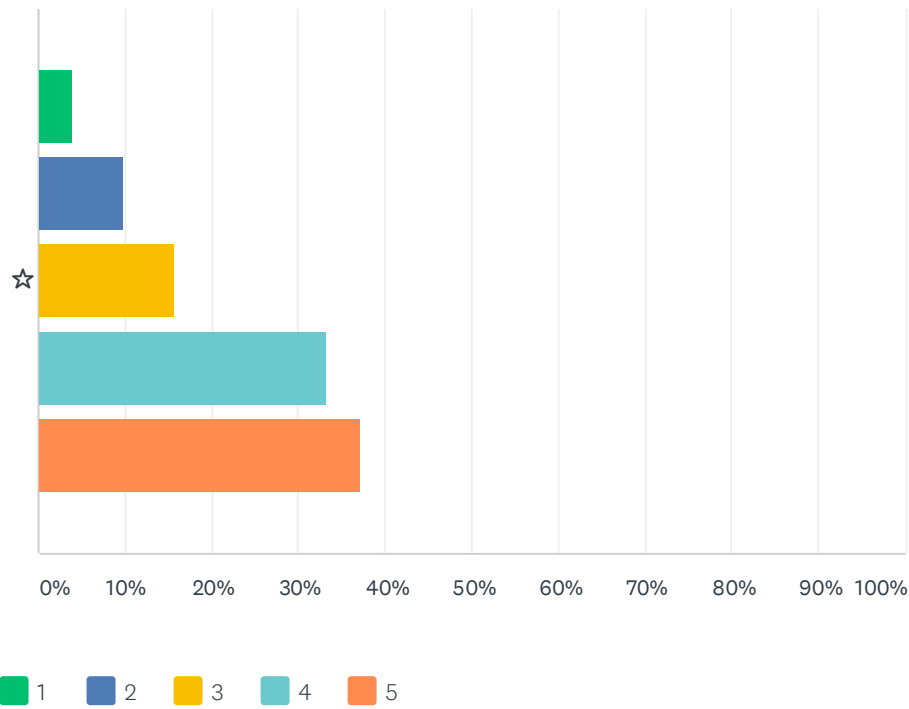


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	7.84% 4	21.57% 11	70.59% 36	51	4.63

Q16 TMS/Flexitime

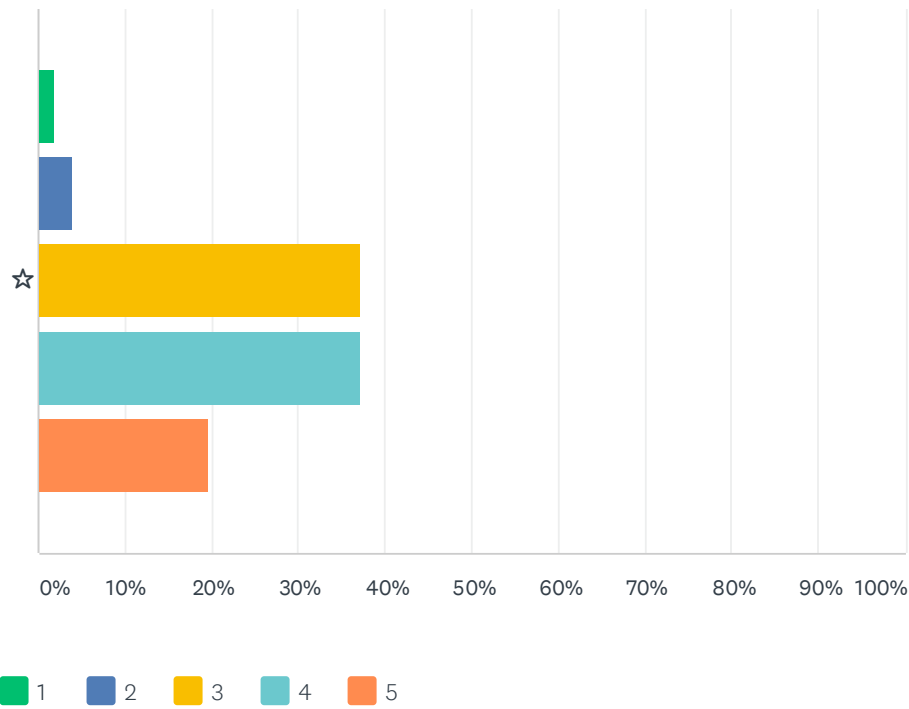
Answered: 51 Skipped: 3



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	3.92% 2	9.80% 5	15.69% 8	33.33% 17	37.25% 19	51	3.90

Q17 Salary

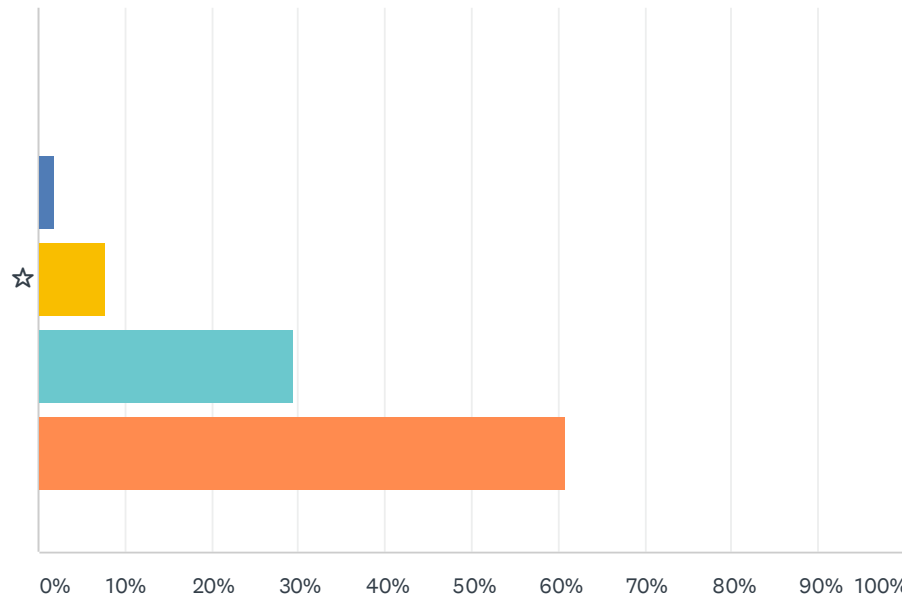
Answered: 51 Skipped: 3



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	1.96% 1	3.92% 2	37.25% 19	37.25% 19	19.61% 10	51	3.69

Q18 Holidays (NIBRT's standard holiday policy is 25 days per annum plus 3 company days)

Answered: 51 Skipped: 3

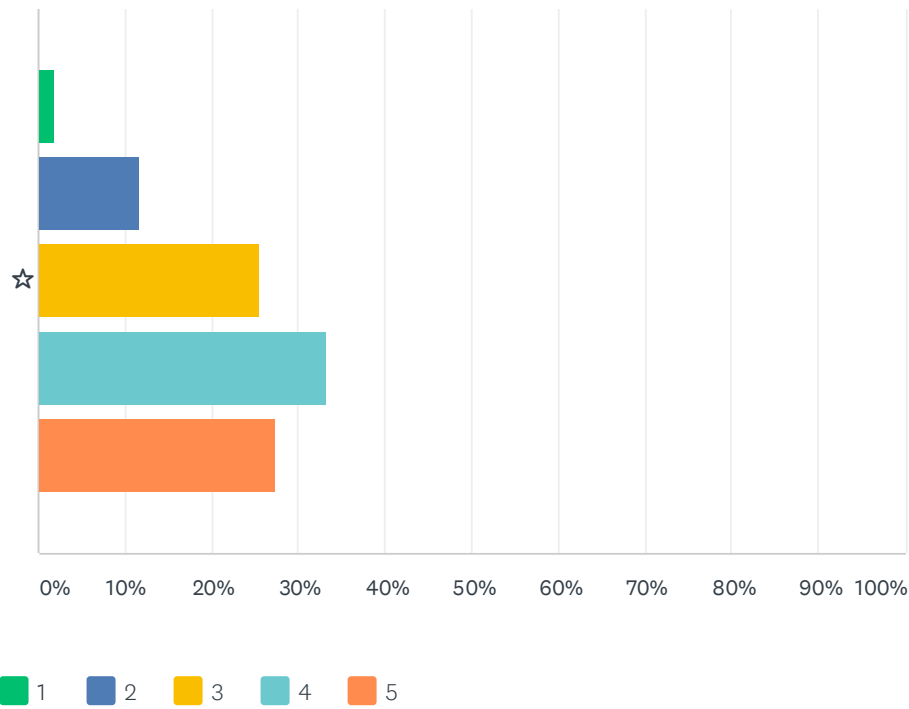


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	1.96% 1	7.84% 4	29.41% 15	60.78% 31	51	4.49

Q19 Pension

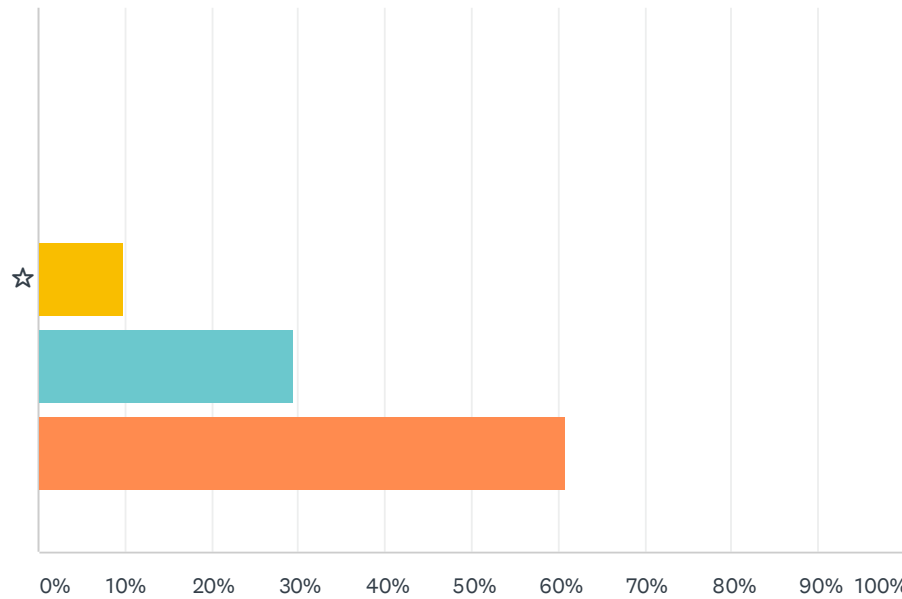
Answered: 51 Skipped: 3



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	1.96% 1	11.76% 6	25.49% 13	33.33% 17	27.45% 14	51	3.73

Q20 Life Assurance (full cover for all employees from day 1 of employment)

Answered: 51 Skipped: 3

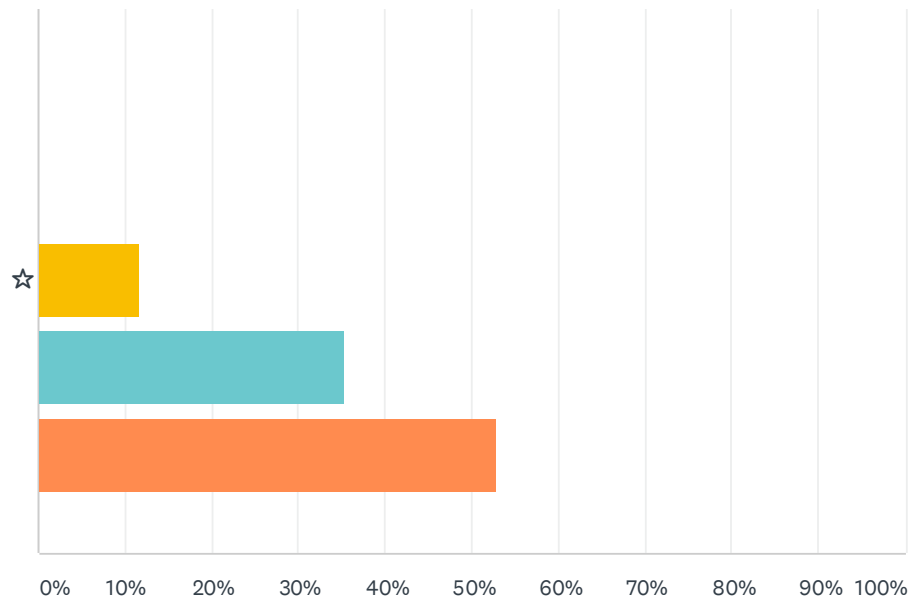


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	9.80% 5	29.41% 15	60.78% 31	51	4.51

Q21 Income Continuance (insurance for long term sickness)

Answered: 51 Skipped: 3

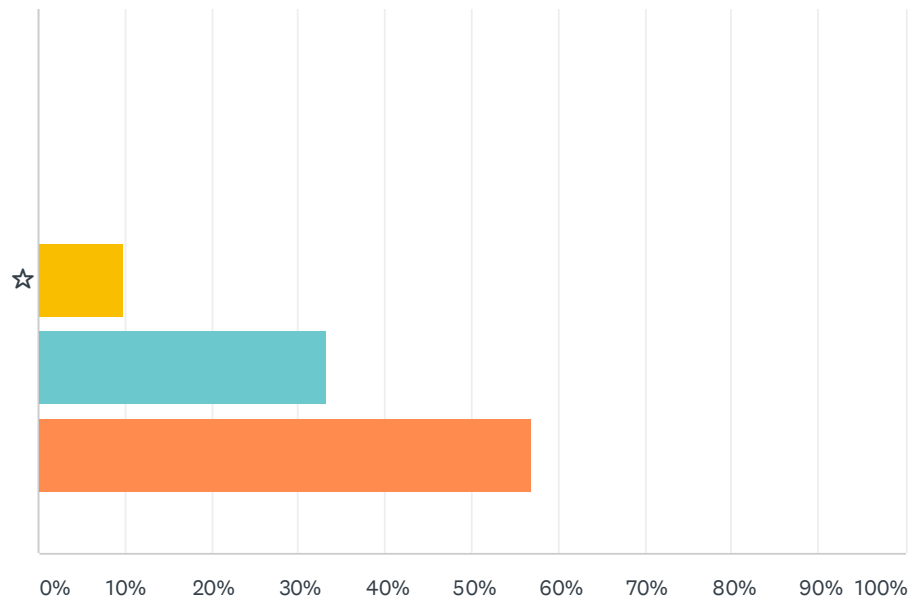


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	11.76% 6	35.29% 18	52.94% 27	51	4.41

Q22 Sick Pay

Answered: 51 Skipped: 3

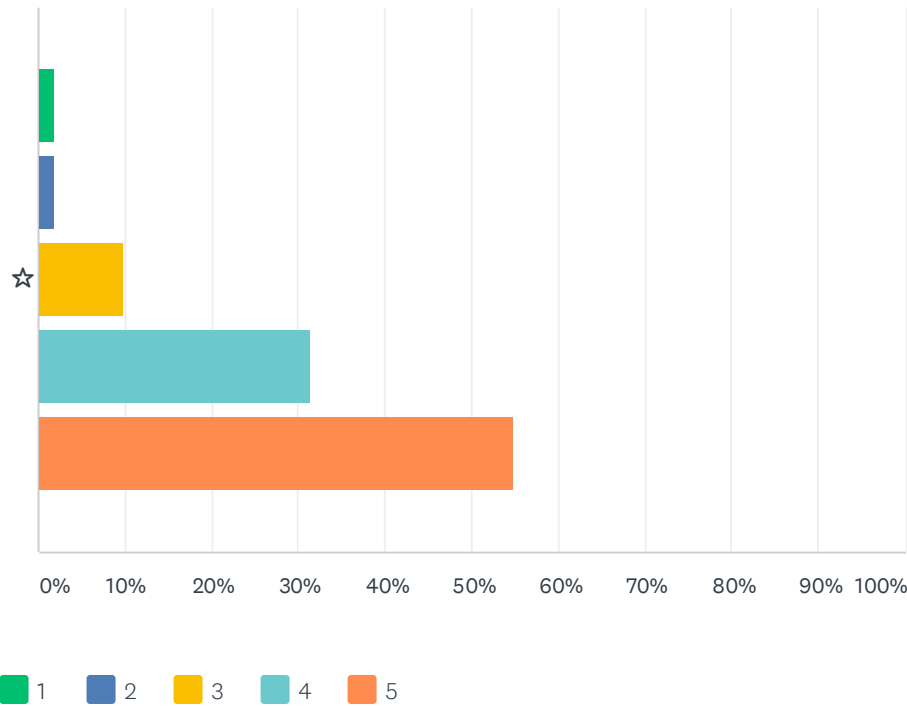


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	9.80% 5	33.33% 17	56.86% 29	51	4.47

Q23 Maternity/Paternity Pay (this was increased from half pay to full pay in 2020)

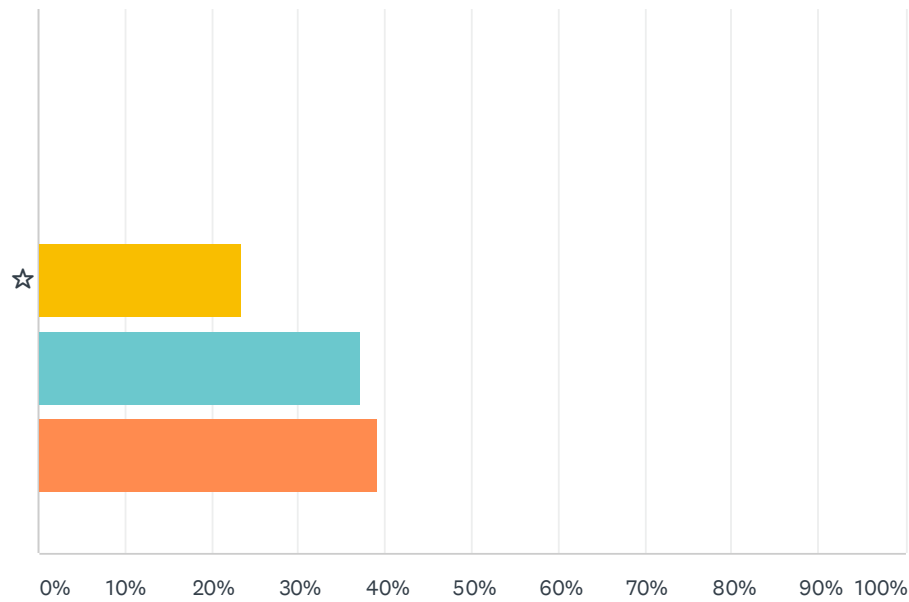
Answered: 51 Skipped: 3



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	1.96% 1	1.96% 1	9.80% 5	31.37% 16	54.90% 28	51	4.35

Q24 Employee Assistance Programme (EAP)

Answered: 51 Skipped: 3

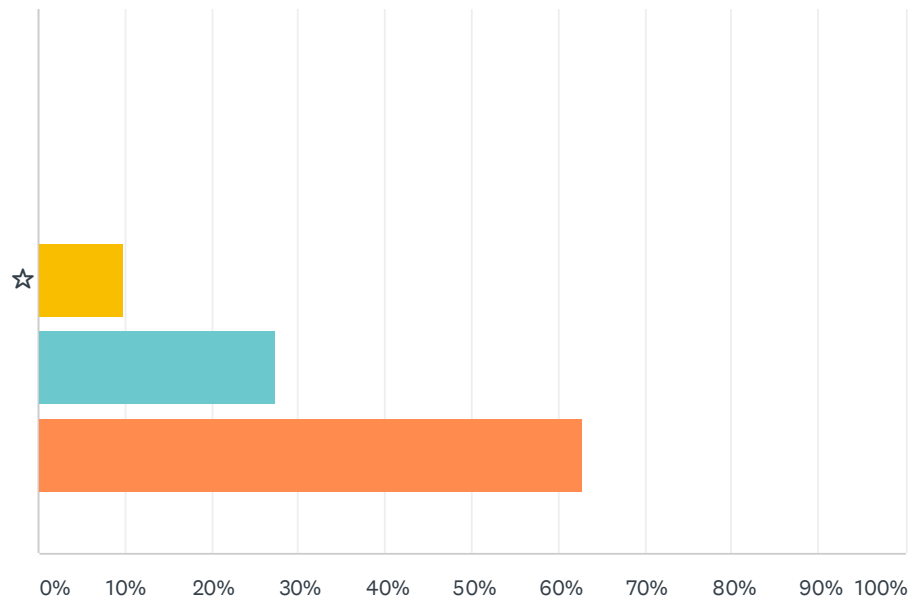


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	23.53% 12	37.25% 19	39.22% 20	51	4.16

Q25 Private Health Insurance (provided through Laya)

Answered: 51 Skipped: 3

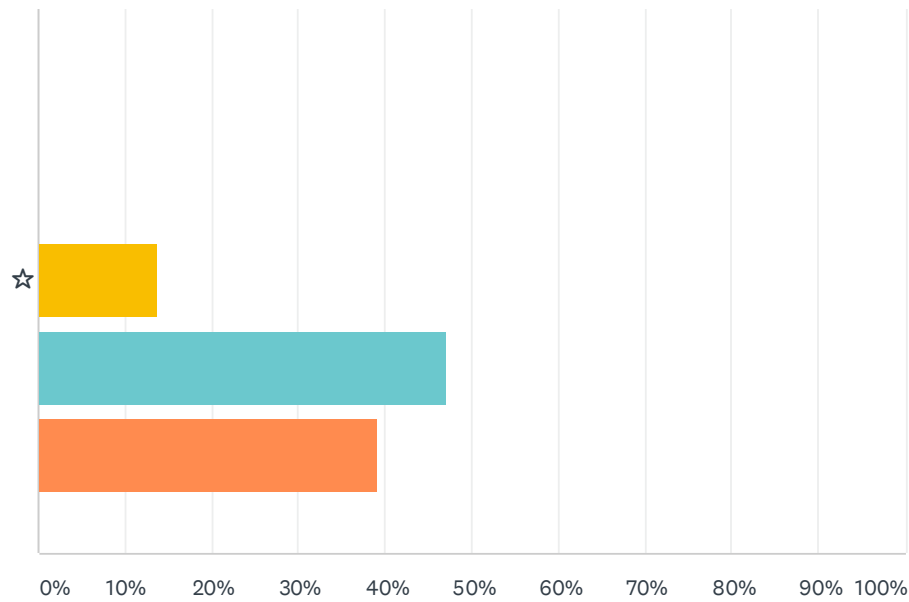


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	9.80% 5	27.45% 14	62.75% 32	51	4.53

Q26 Training, Development and Education Support

Answered: 51 Skipped: 3

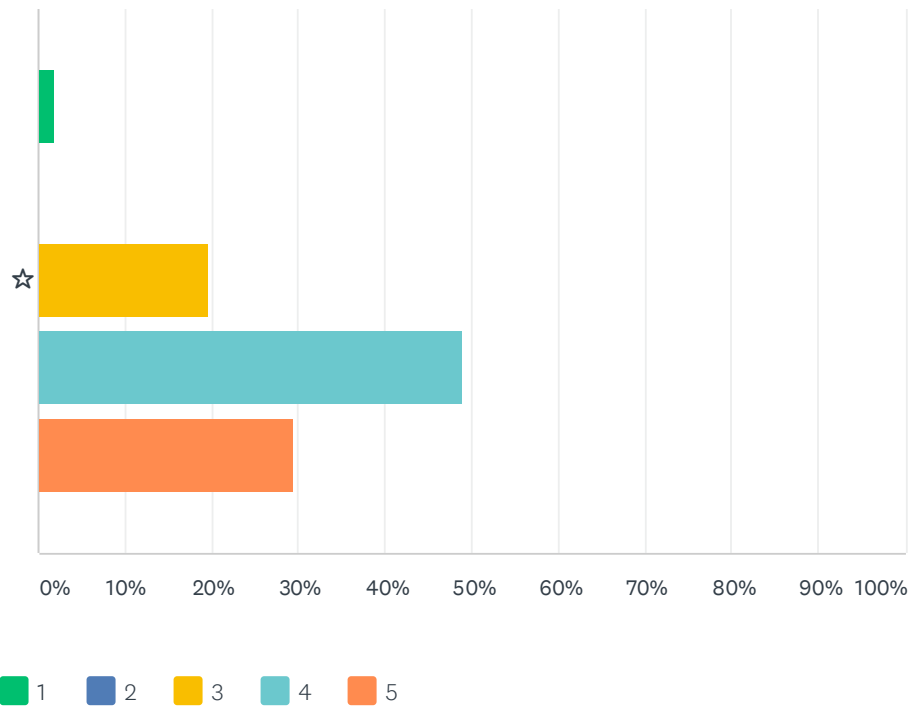


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	13.73% 7	47.06% 24	39.22% 20	51	4.25

Q27 Subsidised Sports & Social Club

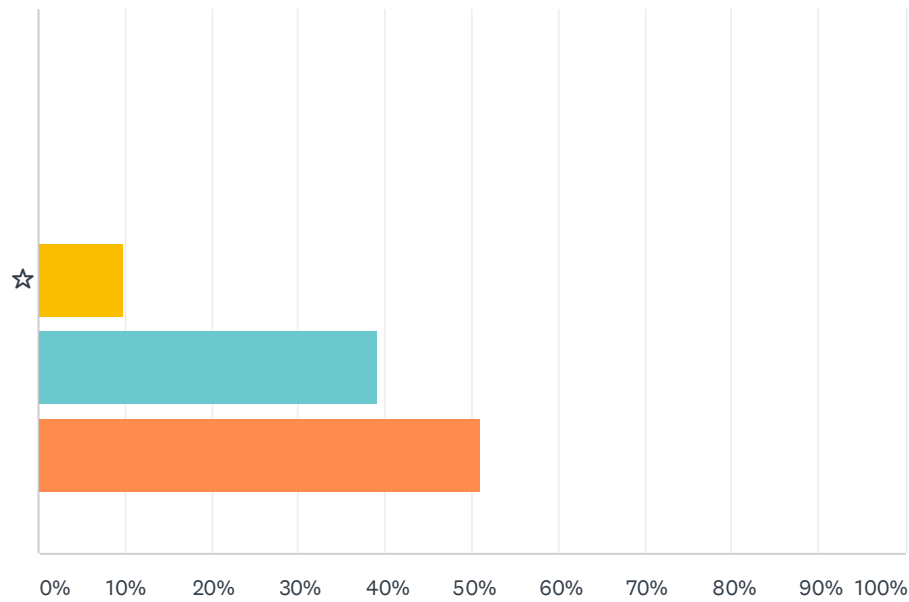
Answered: 51 Skipped: 3



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	1.96% 1	0.00% 0	19.61% 10	49.02% 25	29.41% 15	51	4.04

Q28 Fully subsidised Christmas and Summer social event

Answered: 51 Skipped: 3

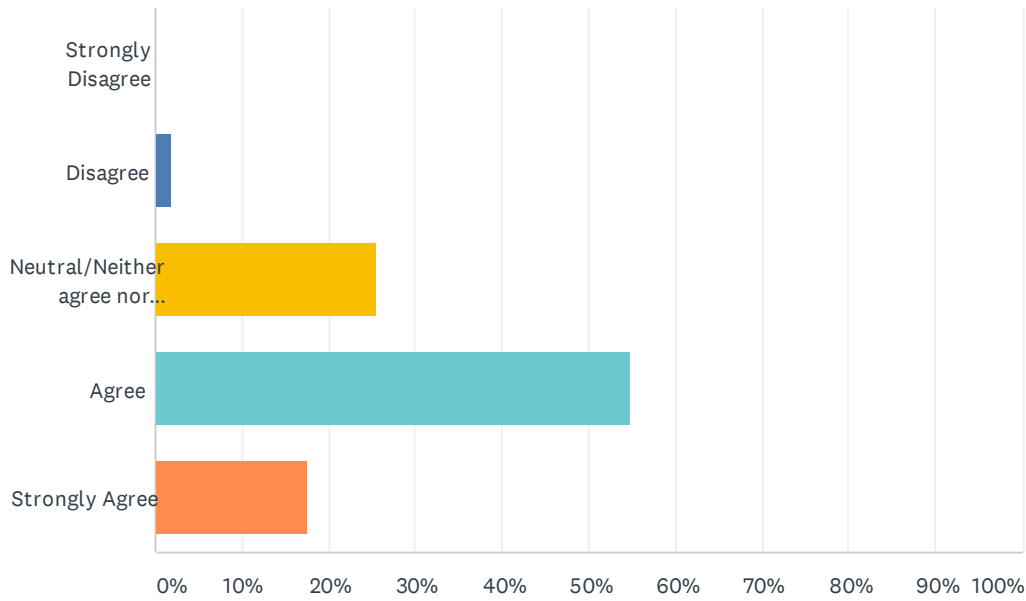


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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	9.80% 5	39.22% 20	50.98% 26	51	4.41

Q29 My total package inclusive of compensation and benefits is fair relative to the market.

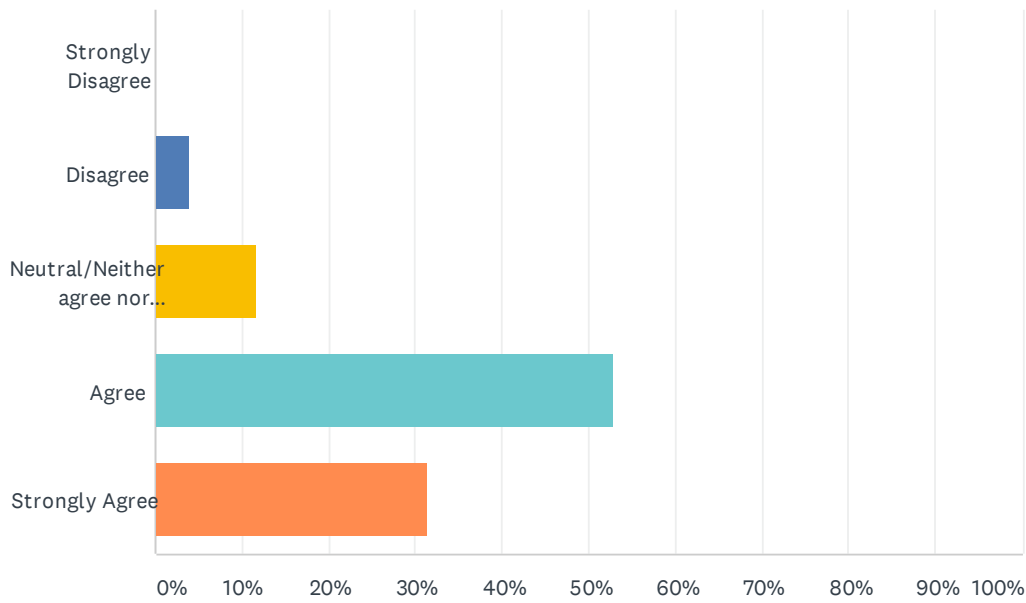
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	1.96%	1
Neutral/Neither agree nor disagree	25.49%	13
Agree	54.90%	28
Strongly Agree	17.65%	9
TOTAL		51

Q30 I am satisfied with the work-life flexibility offered by NIBRT and can manage my work/life balance well

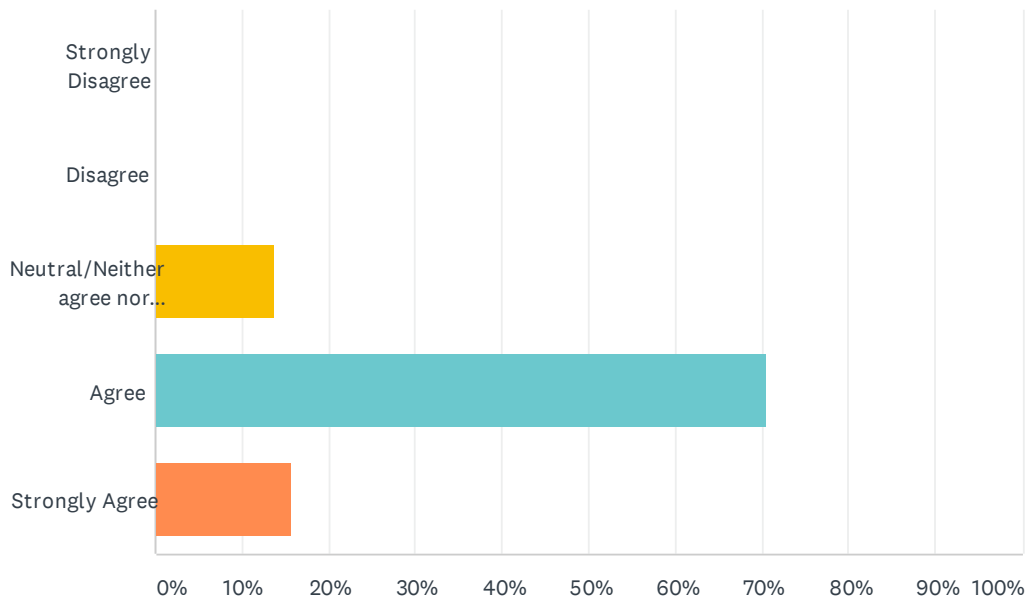
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	3.92%	2
Neutral/Neither agree nor disagree	11.76%	6
Agree	52.94%	27
Strongly Agree	31.37%	16
TOTAL		51

Q31 All things considered, I am generally satisfied with my total compensation and all the benefits offered here.

Answered: 51 Skipped: 3



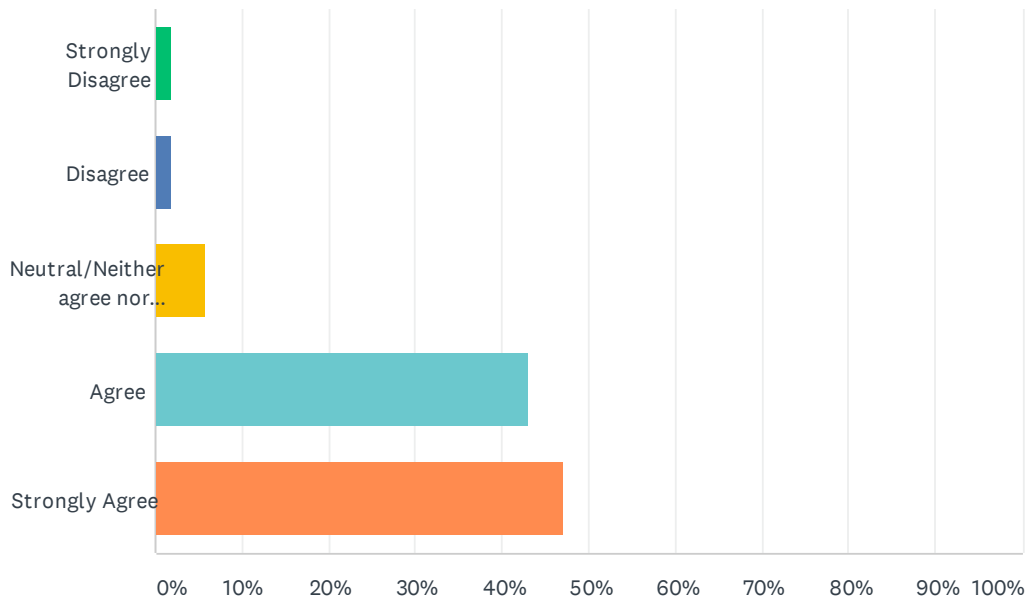
ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	13.73%	7
Agree	70.59%	36
Strongly Agree	15.69%	8
TOTAL		51

Q32 Please comment with any suggestions you have for improvements in any of the aforementioned areas.

Answered: 19 Skipped: 35

Q33 My manager and I have an effective working relationship.

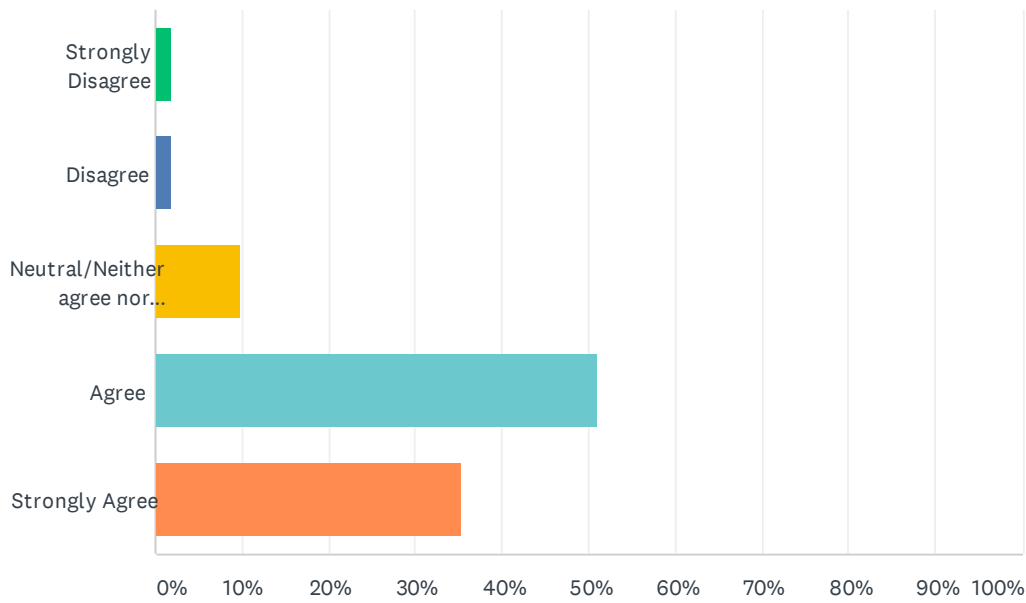
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.96%	1
Disagree	1.96%	1
Neutral/Neither agree nor disagree	5.88%	3
Agree	43.14%	22
Strongly Agree	47.06%	24
TOTAL		51

Q34 I have the opportunity to influence and make decisions that affect my work.

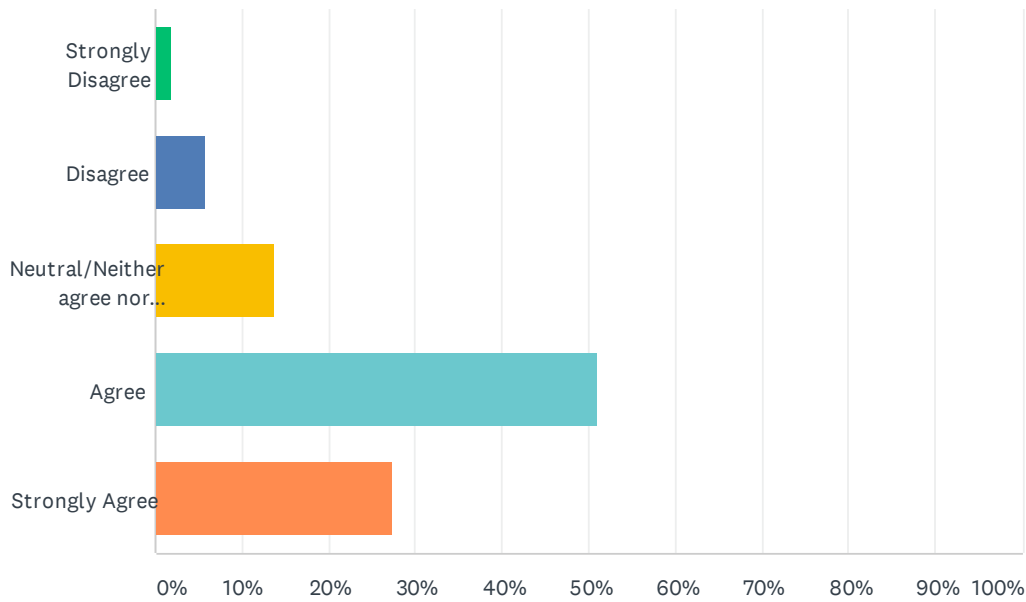
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES
Strongly Disagree	1.96% 1
Disagree	1.96% 1
Neutral/Neither agree nor disagree	9.80% 5
Agree	50.98% 26
Strongly Agree	35.29% 18
TOTAL	51

Q35 I am satisfied with my overall job security.

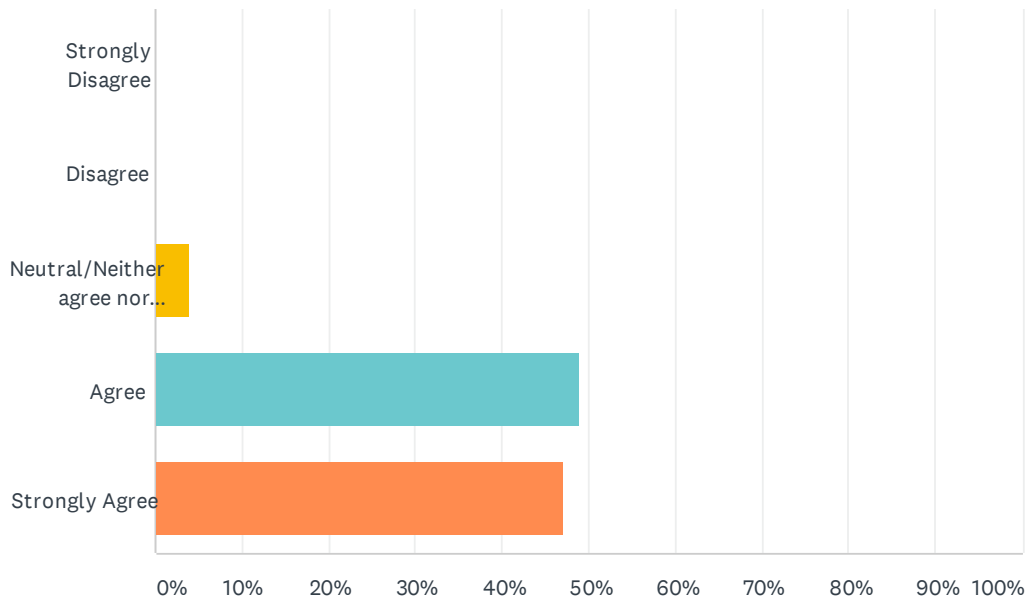
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.96%	1
Disagree	5.88%	3
Neutral/Neither agree nor disagree	13.73%	7
Agree	50.98%	26
Strongly Agree	27.45%	14
TOTAL		51

Q36 NIBRT has a safe work environment.

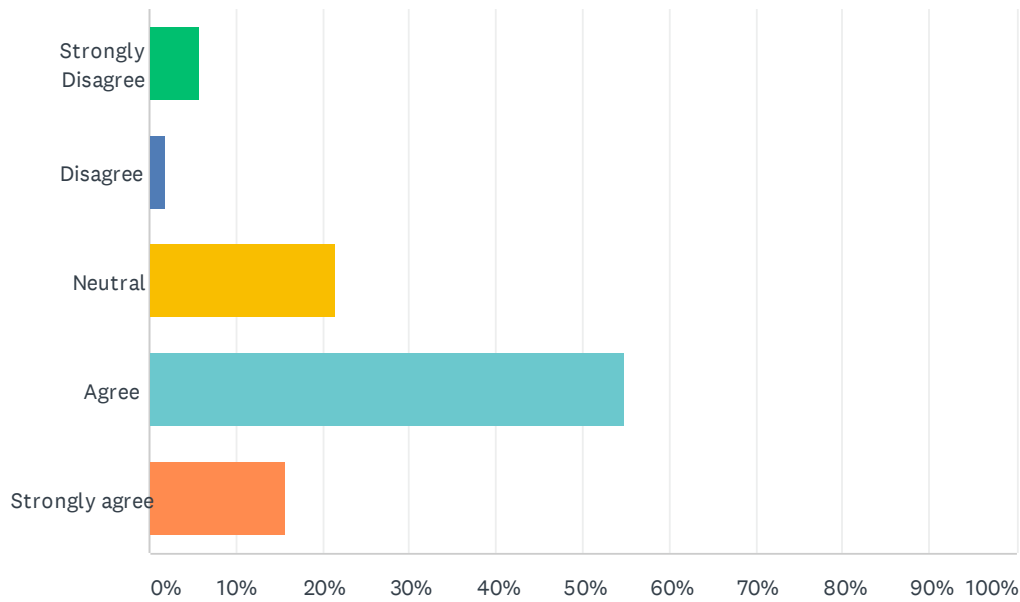
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	3.92%	2
Agree	49.02%	25
Strongly Agree	47.06%	24
TOTAL		51

Q37 NIBRT is strong on supporting a Green Agenda

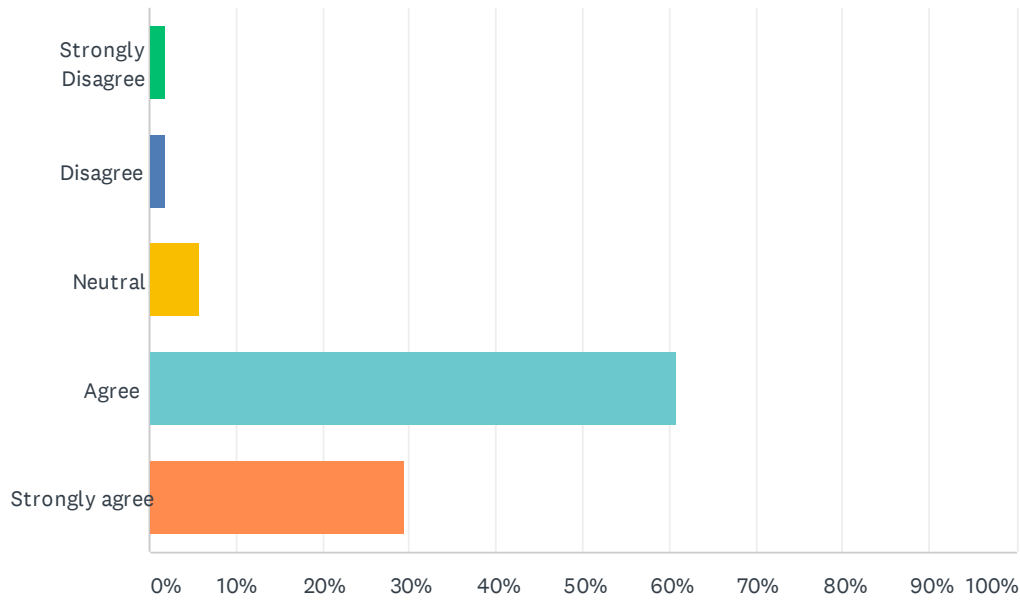
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES
Strongly Disagree	5.88% 3
Disagree	1.96% 1
Neutral	21.57% 11
Agree	54.90% 28
Strongly agree	15.69% 8
TOTAL	51

Q38 NIBRT is committed to supporting employee Wellbeing - NIBRT ran a series of beneficial wellness events during 2020. Reminder - these events included:- Healthscore Survey- Individual ergonomic assessments- Positive Parenting seminar- 6 week Energiser sessions - Individual consultations with Nutritionist - Line Managers Mental Health workshop- How to be happy seminar- Beating Burnout

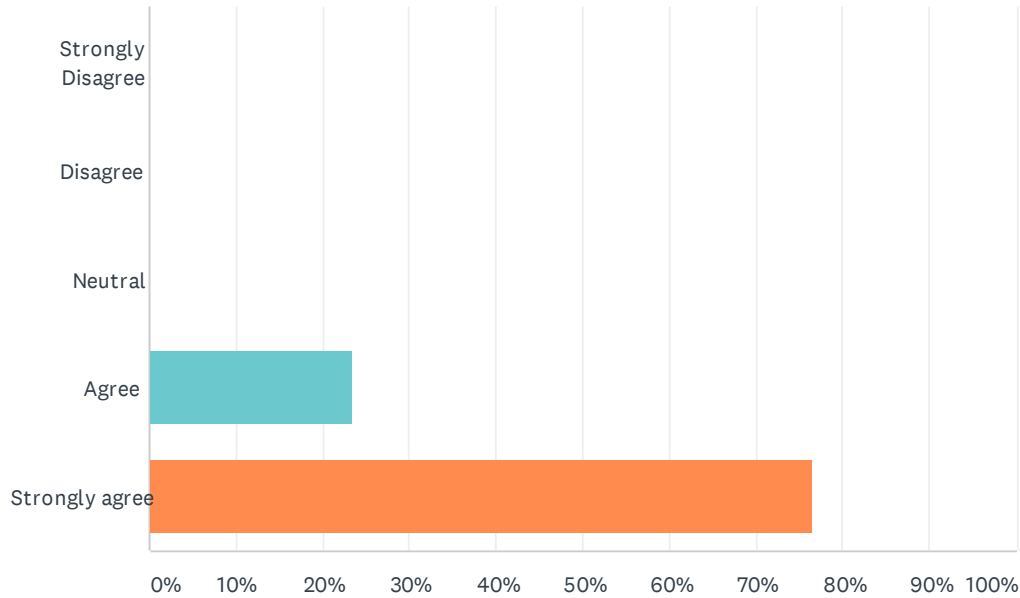
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES
Strongly Disagree	1.96% 1
Disagree	1.96% 1
Neutral	5.88% 3
Agree	60.78% 31
Strongly agree	29.41% 15
TOTAL	51

Q39 I am satisfied that the management of NIBRT responded appropriately to the Covid-19 crisis protecting employees as much as possible.

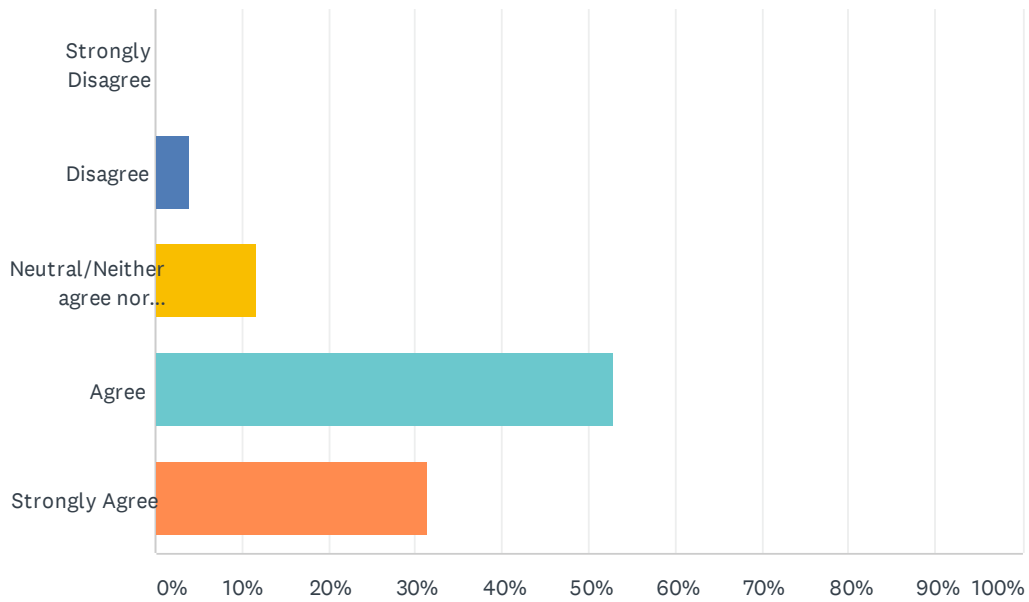
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral	0.00%	0
Agree	23.53%	12
Strongly agree	76.47%	39
TOTAL		51

Q40 I am satisfied with the culture of my workplace.

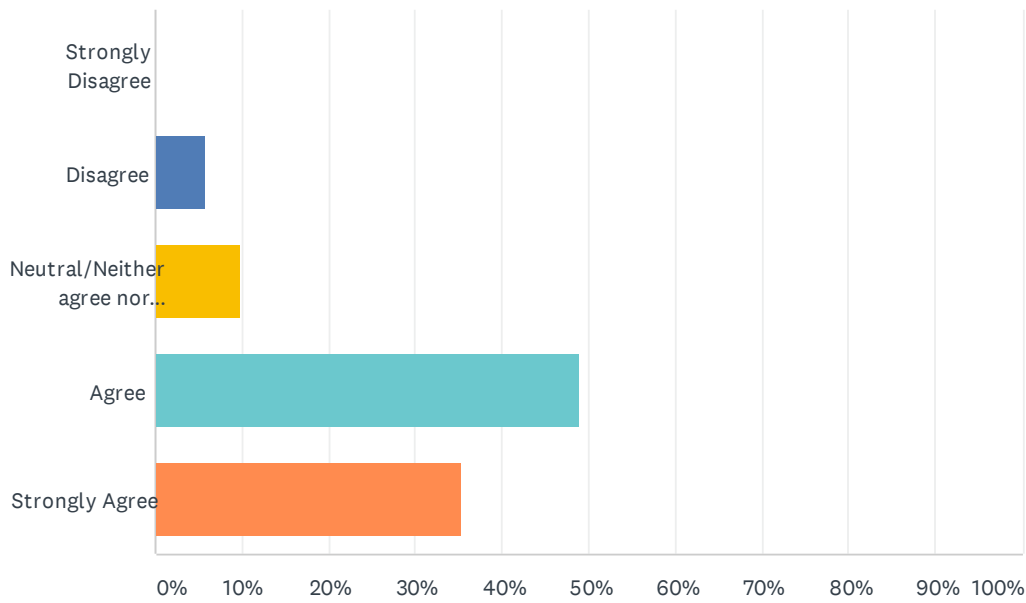
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	3.92%	2
Neutral/Neither agree nor disagree	11.76%	6
Agree	52.94%	27
Strongly Agree	31.37%	16
TOTAL		51

Q41 I am aware of and understand NIBRT's Culture value statements (CIRCLES).

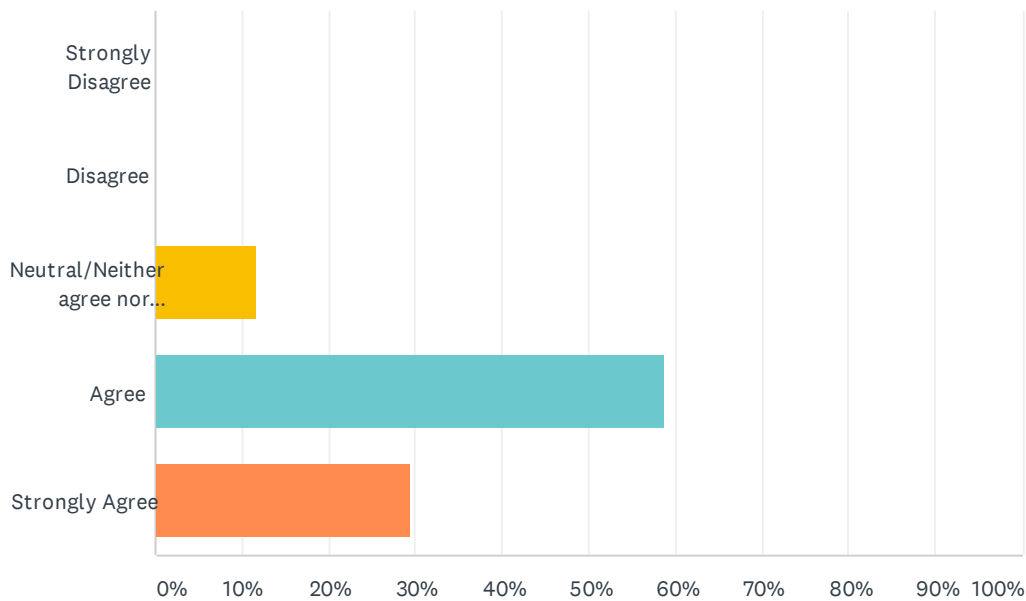
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.88%	3
Neutral/Neither agree nor disagree	9.80%	5
Agree	49.02%	25
Strongly Agree	35.29%	18
TOTAL		51

Q42 NIBRT ran a series of initiatives each quarter aligned to the Culture value statements (CIRCLES) in 2020 including an internal communications plan, Innovation workshop, D&I workshops as well as regularly consulting employees on aspects of our culture. In that regard, please rate the following statement: NIBRT is committed to supporting a positive, professional Culture.

Answered: 51 Skipped: 3



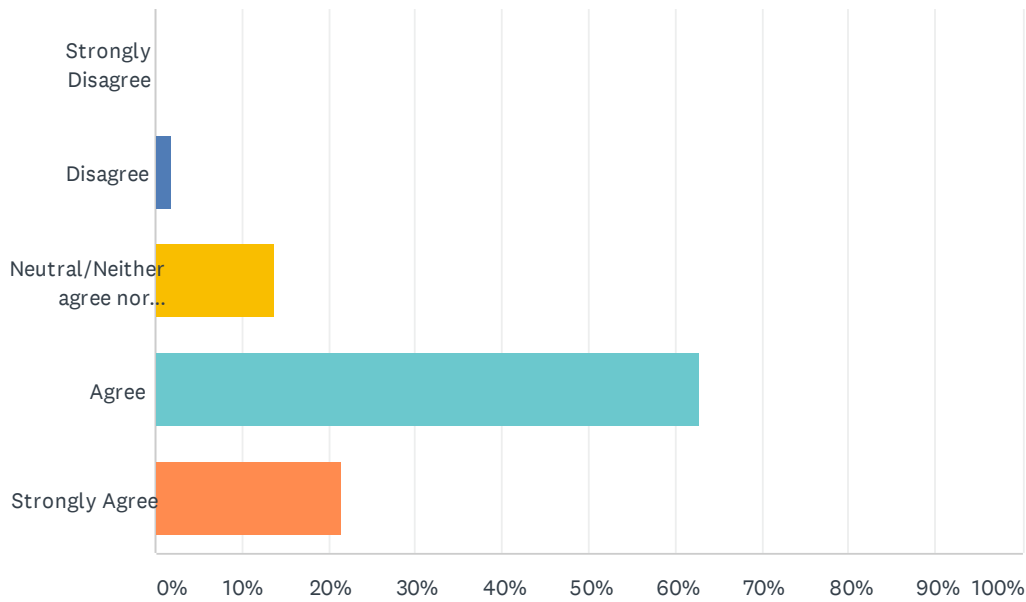
ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	11.76%	6
Agree	58.82%	30
Strongly Agree	29.41%	15
TOTAL		51

Q43 Please comment with any suggestions you have for improvements in any of the aforementioned areas.

Answered: 9 Skipped: 45

Q44 NIBRT fosters diversity and inclusiveness.

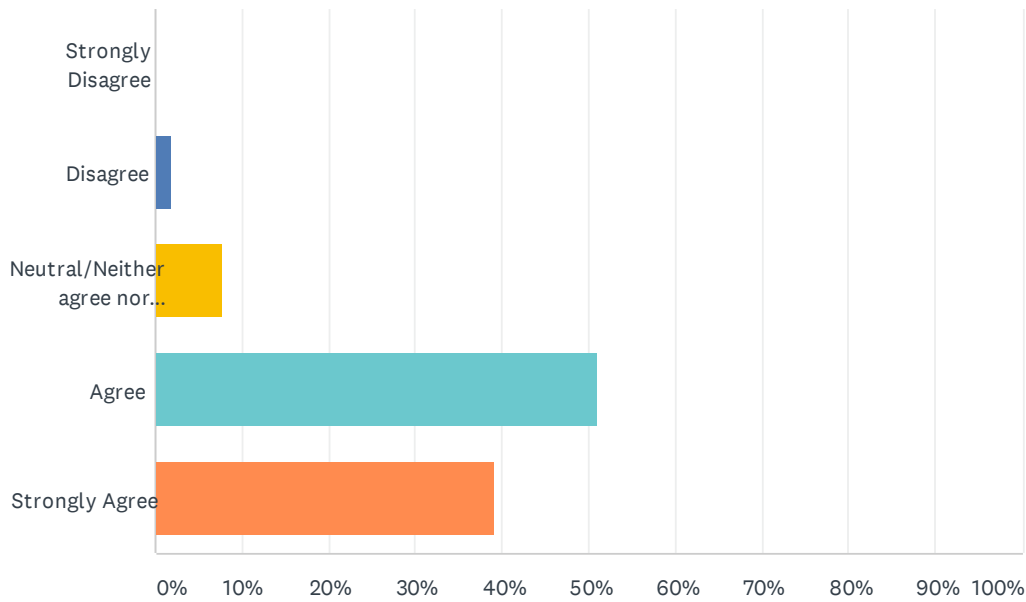
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	1.96%	1
Neutral/Neither agree nor disagree	13.73%	7
Agree	62.75%	32
Strongly Agree	21.57%	11
TOTAL		51

Q45 Employees treat each other with respect.

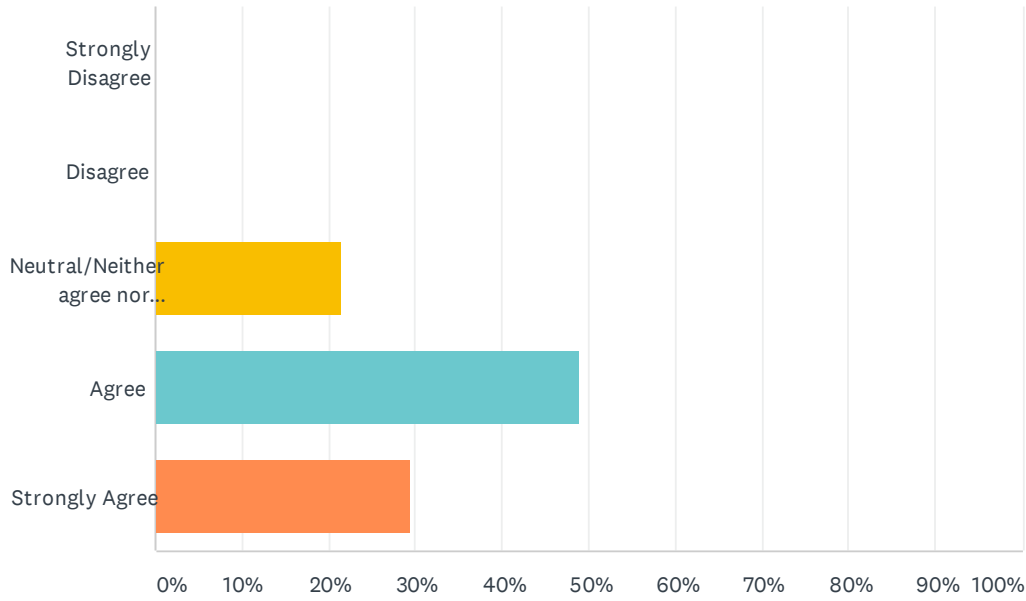
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	1.96%	1
Neutral/Neither agree nor disagree	7.84%	4
Agree	50.98%	26
Strongly Agree	39.22%	20
TOTAL		51

Q46 I know this is an important objective for NIBRT and this past year I noticed real, tangible efforts to improve awareness and engagement with employees on this topic.

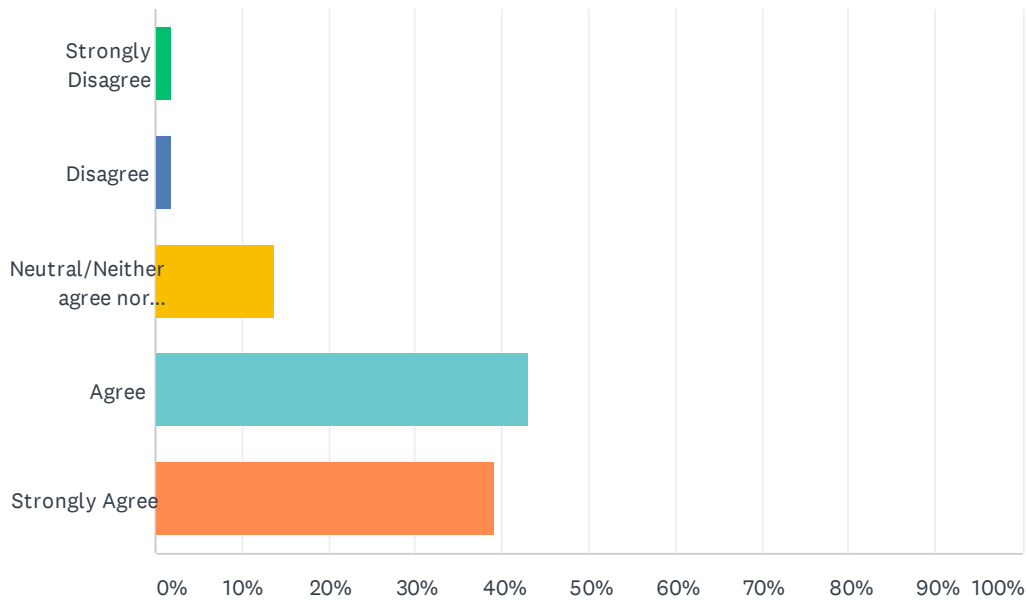
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	21.57%	11
Agree	49.02%	25
Strongly Agree	29.41%	15
TOTAL		51

Q47 Workplace Inclusion is when you feel valued and accepted, you feel comfortable bringing your whole self to work, without having to conform. In that regard: I am accepted in my Team, and in the wider organisation, I know that I can make suggestions and share my opinions and thoughts without hesitation.

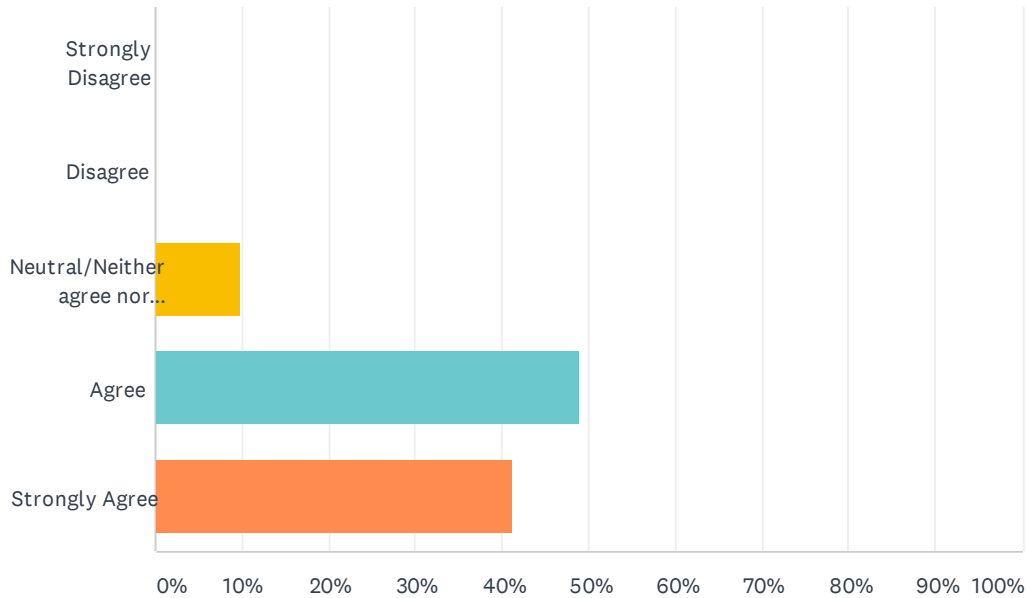
Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.96%	1
Disagree	1.96%	1
Neutral/Neither agree nor disagree	13.73%	7
Agree	43.14%	22
Strongly Agree	39.22%	20
TOTAL		51

Q48 Diversity can be defined as the visible and non visible differences between individuals e.g. race, ethnicity, religion, age, disability, sexual orientation and gender, values, attitudes, beliefs, cultural views, parenthood, civil status etc.I understand what (workplace) Diversity means and know NIBRT to be an open, welcoming workplace.

Answered: 51 Skipped: 3



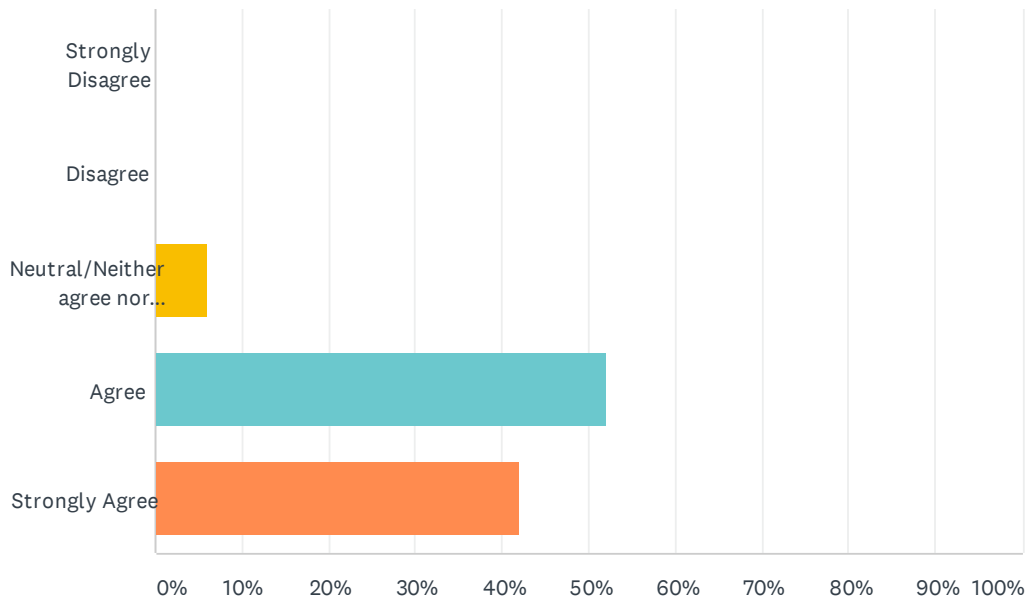
ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	9.80%	5
Agree	49.02%	25
Strongly Agree	41.18%	21
TOTAL		51

Q49 Please comment with any suggestions you have for improvements in any of the aforementioned areas.

Answered: 8 Skipped: 46

Q50 My coworkers and I have a good working relationship.

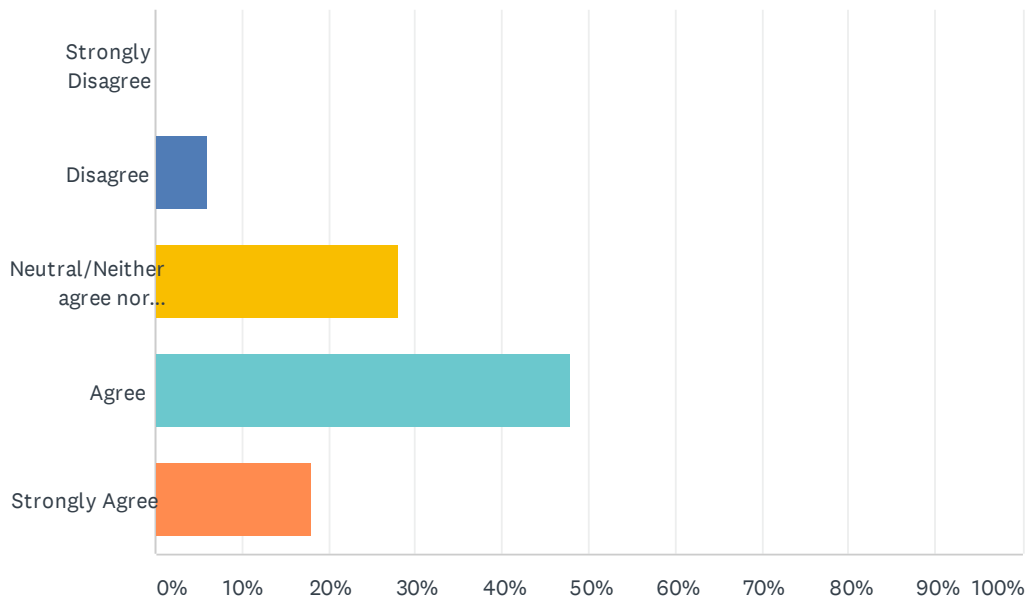
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	6.00%	3
Agree	52.00%	26
Strongly Agree	42.00%	21
TOTAL		50

Q51 Communication between senior leaders and employees is good in NIBRT.

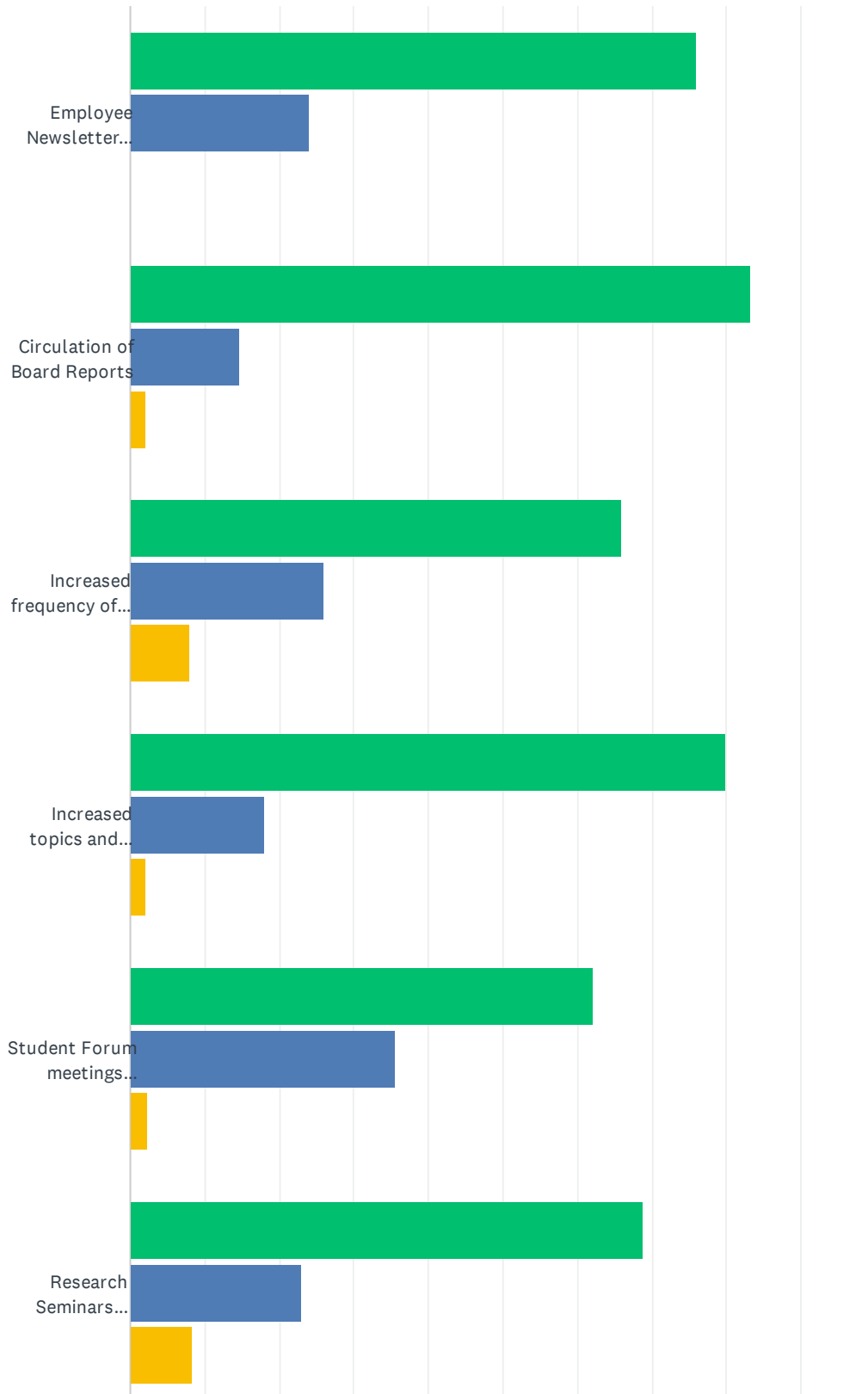
Answered: 50 Skipped: 4

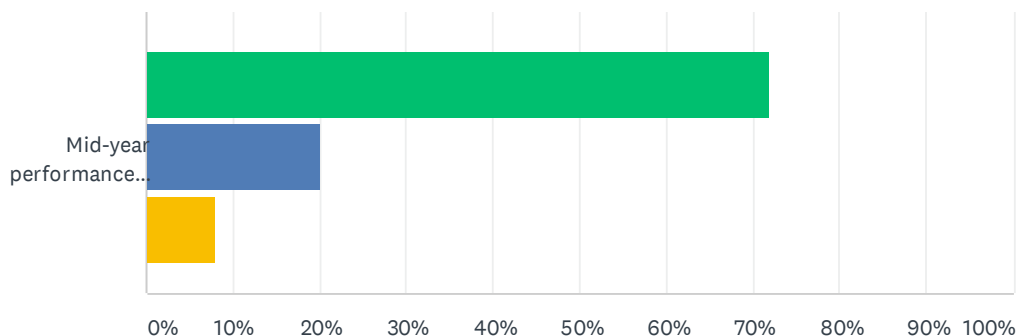


ANSWER CHOICES	RESPONSES
Strongly Disagree	0.00% 0
Disagree	6.00% 3
Neutral/Neither agree nor disagree	28.00% 14
Agree	48.00% 24
Strongly Agree	18.00% 9
TOTAL	50

Q52 NIBRT made a commitment to improving internal communications in 2020 and rolled out an Internal Communications Plan in January. Please rate your satisfaction with the various efforts made to achieve this. (You do NOT need to have been involved in an initiative to comment on its value)

Answered: 50 Skipped: 4



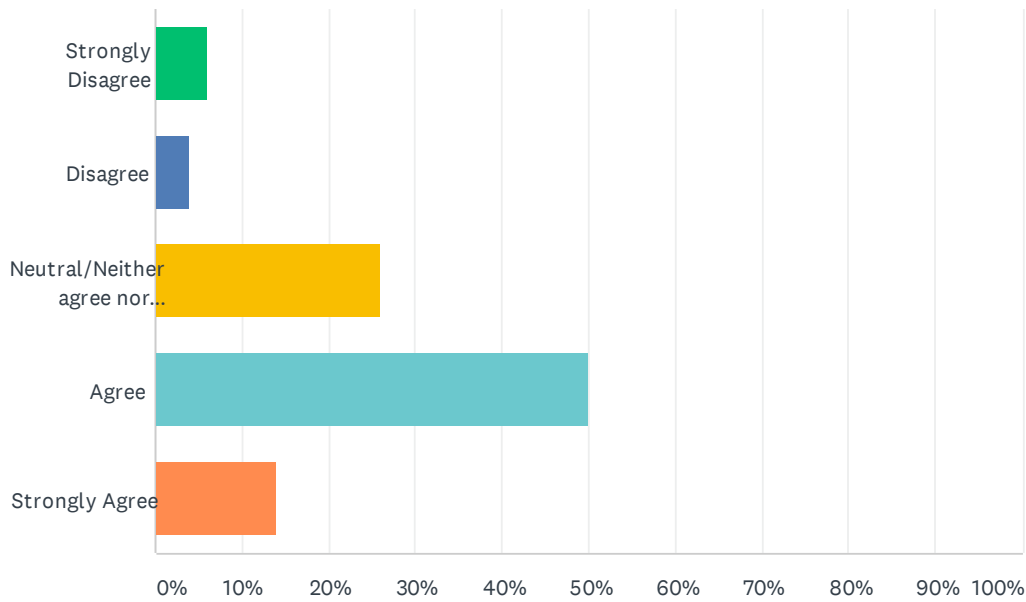


- This was great - very beneficial
- I liked it but it could be further improved to make it more beneficial
- This wasn't useful - scrap it for 2021

	THIS WAS GREAT - VERY BENEFICIAL	I LIKED IT BUT IT COULD BE FURTHER IMPROVED TO MAKE IT MORE BENEFICIAL	THIS WASN'T USEFUL - SCRAP IT FOR 2021	TOTAL	WEIGHTED AVERAGE
Employee Newsletter (expanded content, distributed more frequently)	76.00% 38	24.00% 12	0.00% 0	50	1.24
Circulation of Board Reports	83.33% 40	14.58% 7	2.08% 1	48	1.19
Increased frequency of Town Hall meetings	66.00% 33	26.00% 13	8.00% 4	50	1.42
Increased topics and presenters at Town Hall meetings	80.00% 40	18.00% 9	2.00% 1	50	1.22
Student Forum meetings (chaired by Research Office)	62.22% 28	35.56% 16	2.22% 1	45	1.40
Research Seminars (re-commenced in Sept 2020)	68.75% 33	22.92% 11	8.33% 4	48	1.40
Mid-year performance check in conversations	72.00% 36	20.00% 10	8.00% 4	50	1.36

Q53 Management in NIBRT recognise strong job performance.

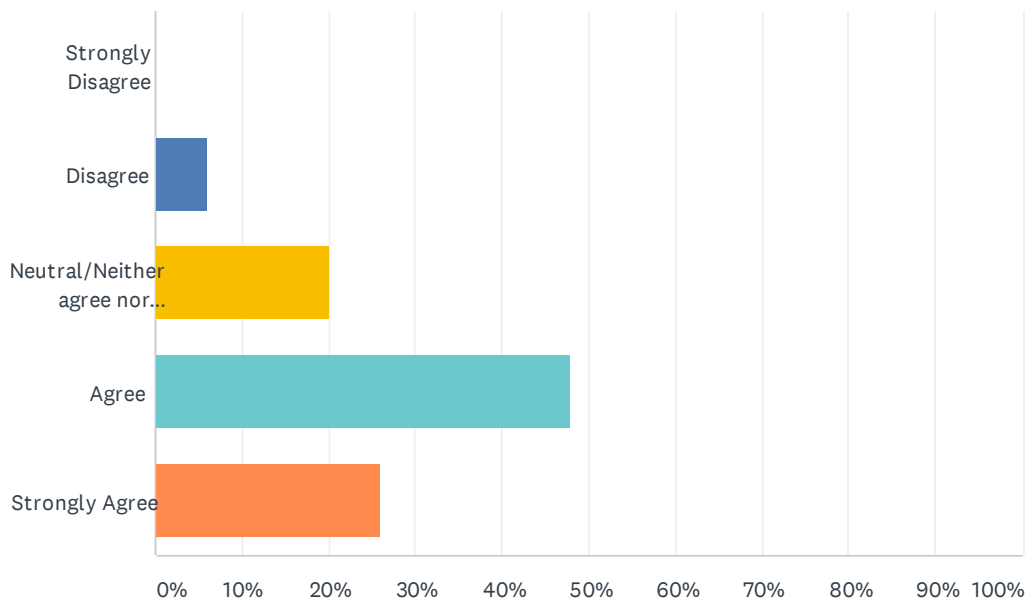
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Disagree	6.00%	3
Disagree	4.00%	2
Neutral/Neither agree nor disagree	26.00%	13
Agree	50.00%	25
Strongly Agree	14.00%	7
TOTAL		50

Q54 Senior management and employees trust each other.

Answered: 50 Skipped: 4



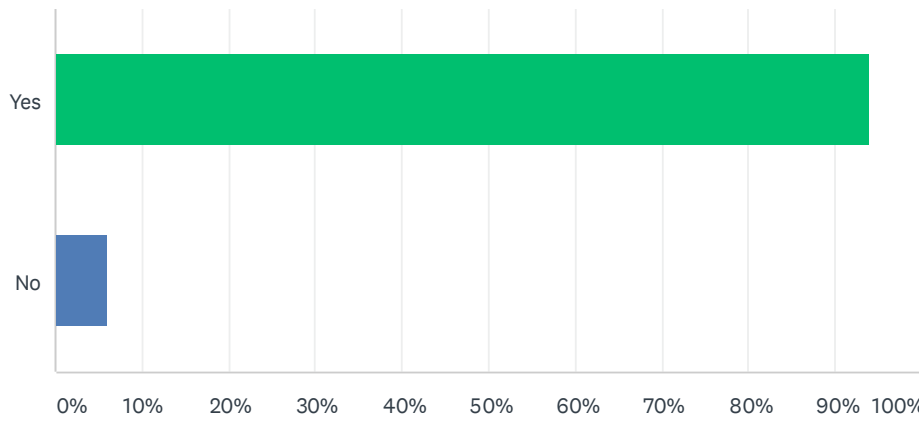
ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	6.00%	3
Neutral/Neither agree nor disagree	20.00%	10
Agree	48.00%	24
Strongly Agree	26.00%	13
TOTAL		50

Q55 Please comment with any suggestions you have for improvements in any of the aforementioned areas.

Answered: 14 Skipped: 40

Q56 Are you happy with the service you receive from your HR team?

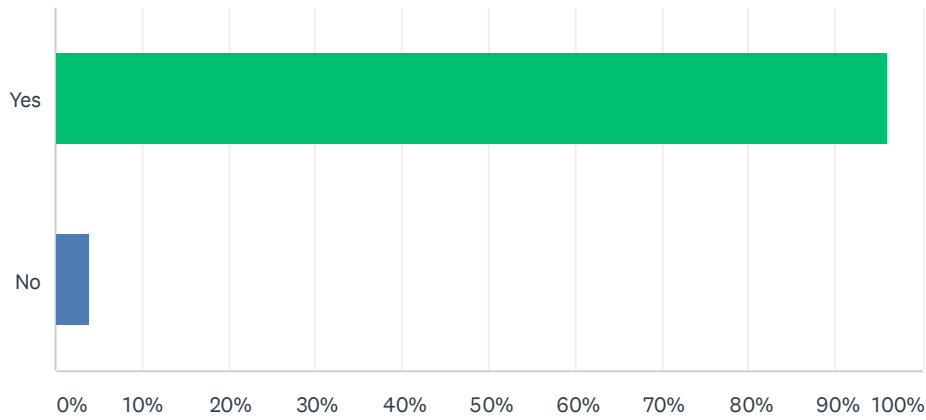
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	94.00%	47
No	6.00%	3
TOTAL		50

Q57 Is there always a HR team member available to you when you need them?

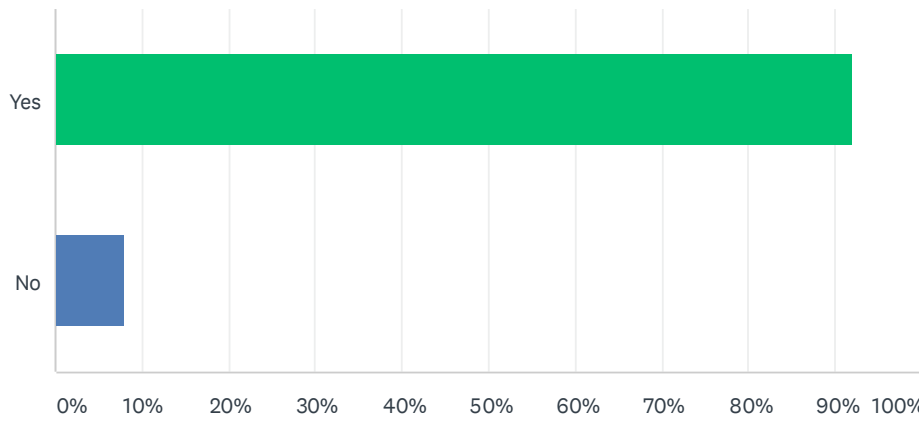
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	96.00%	48
No	4.00%	2
TOTAL		50

Q58 Would you go to HR for assistance if you needed it?

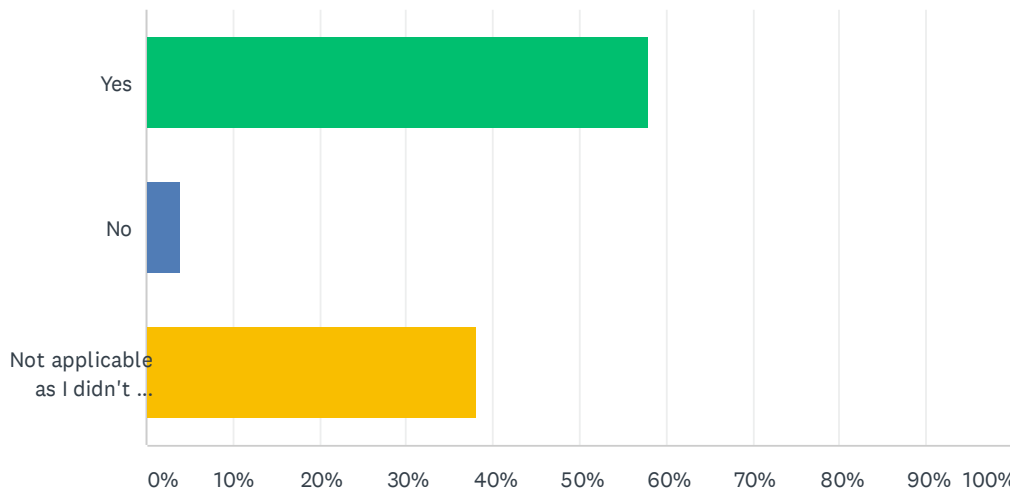
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	92.00%	46
No	8.00%	4
TOTAL		50

Q59 If you did go to HR with a query in the last 12 months, was it dealt with in a professional and satisfactory manner?

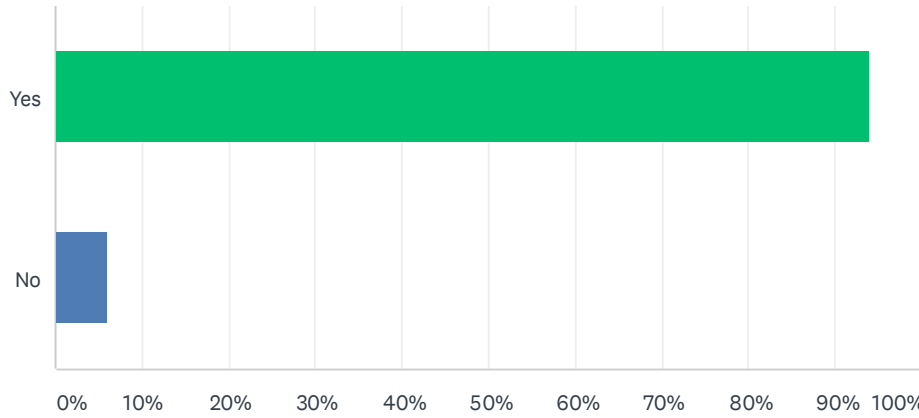
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	58.00%	29
No	4.00%	2
Not applicable as I didn't go to HR with anything in 2020	38.00%	19
TOTAL		50

Q60 Do you know how to access HR Policies?

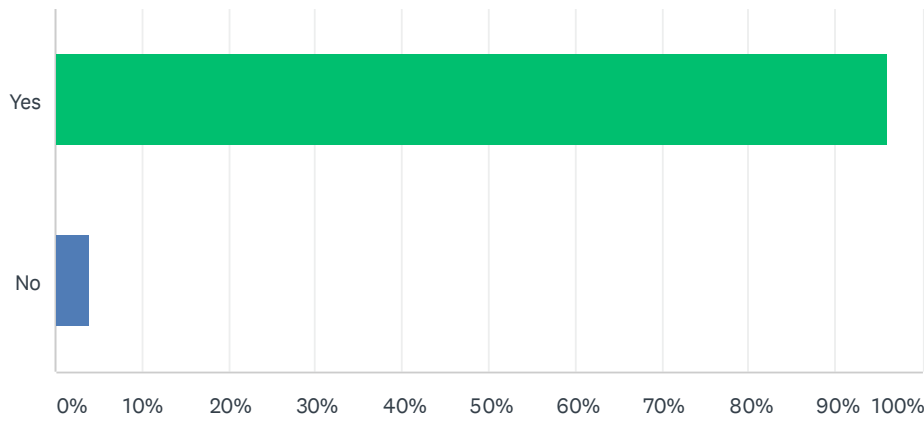
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	94.00%	47
No	6.00%	3
TOTAL		50

Q61 Do you find the HR Policies clear and easy to understand?

Answered: 50 Skipped: 4



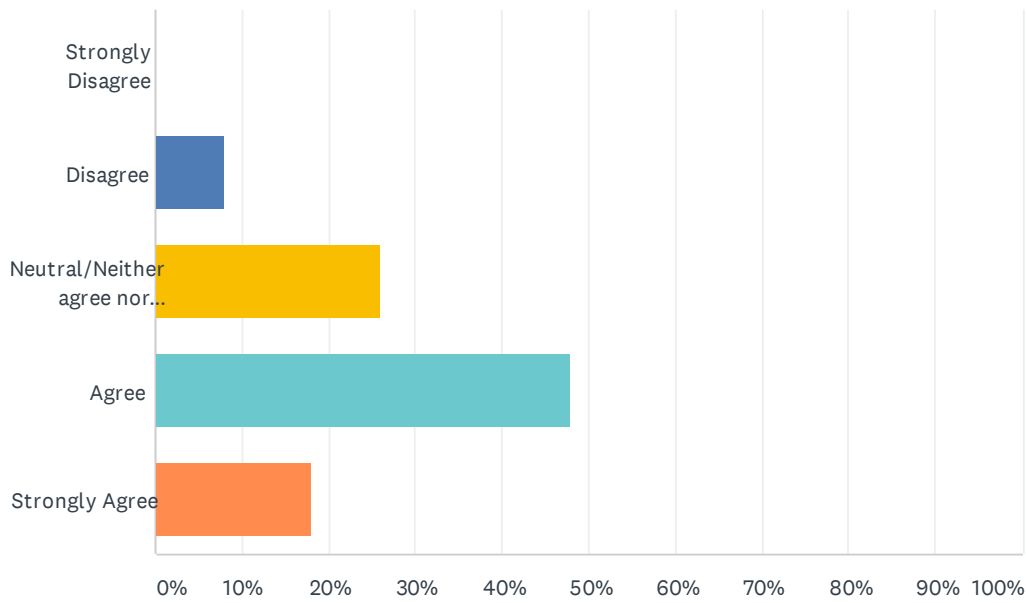
ANSWER CHOICES	RESPONSES	
Yes	96.00%	48
No	4.00%	2
TOTAL		50

Q62 Would could HR start doing in 2021 that would have a positive impact for you?

Answered: 10 Skipped: 44

Q63 NIBRT regularly asks for my opinion on matters relating to my employment

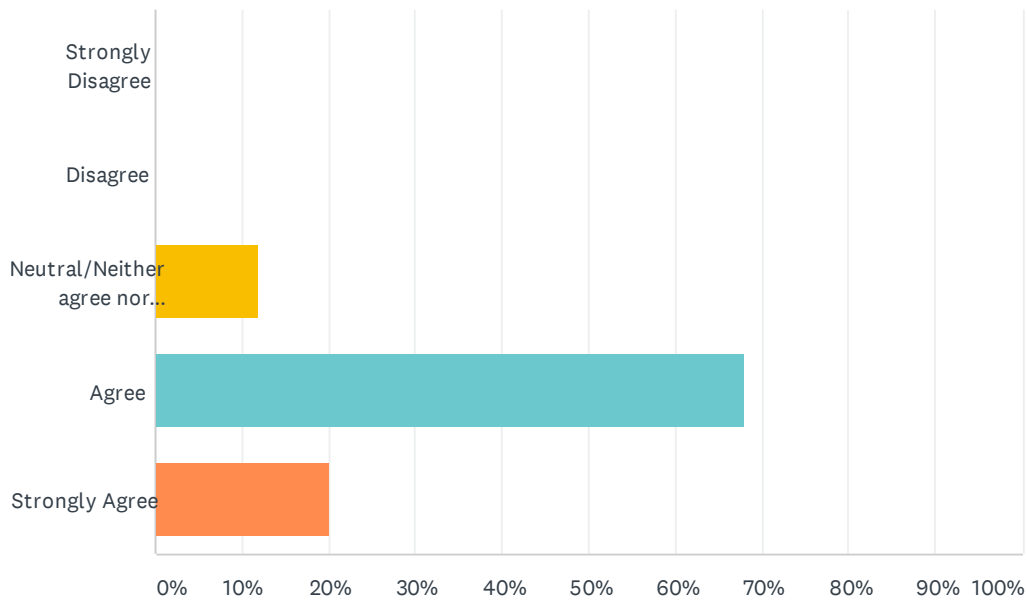
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	8.00%	4
Neutral/Neither agree nor disagree	26.00%	13
Agree	48.00%	24
Strongly Agree	18.00%	9
TOTAL		50

Q64 I can see positive improvements happening as a result of this Employee Survey

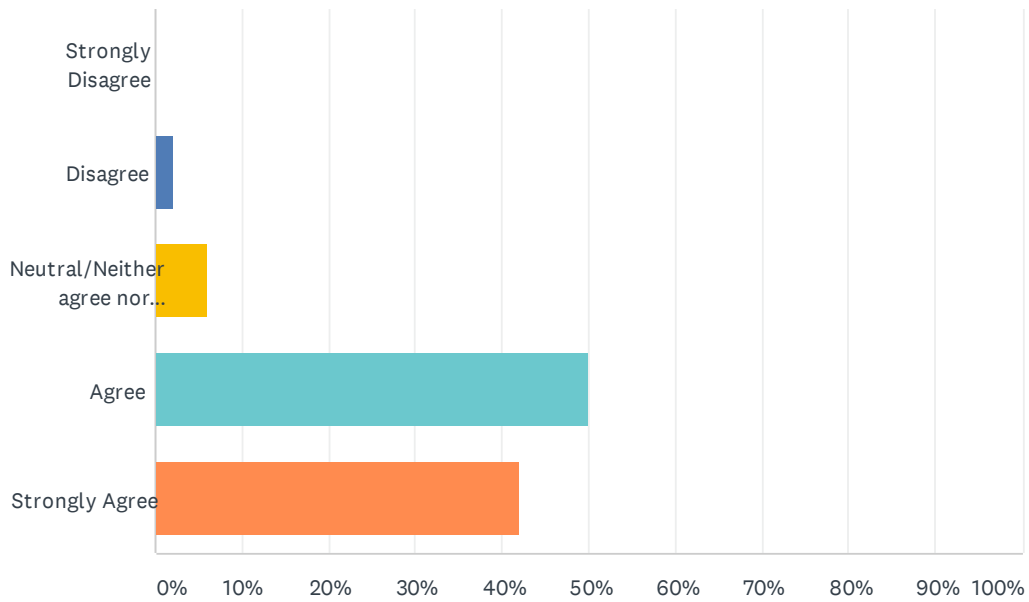
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	12.00%	6
Agree	68.00%	34
Strongly Agree	20.00%	10
TOTAL		50

Q65 NIBRT is a great place to work

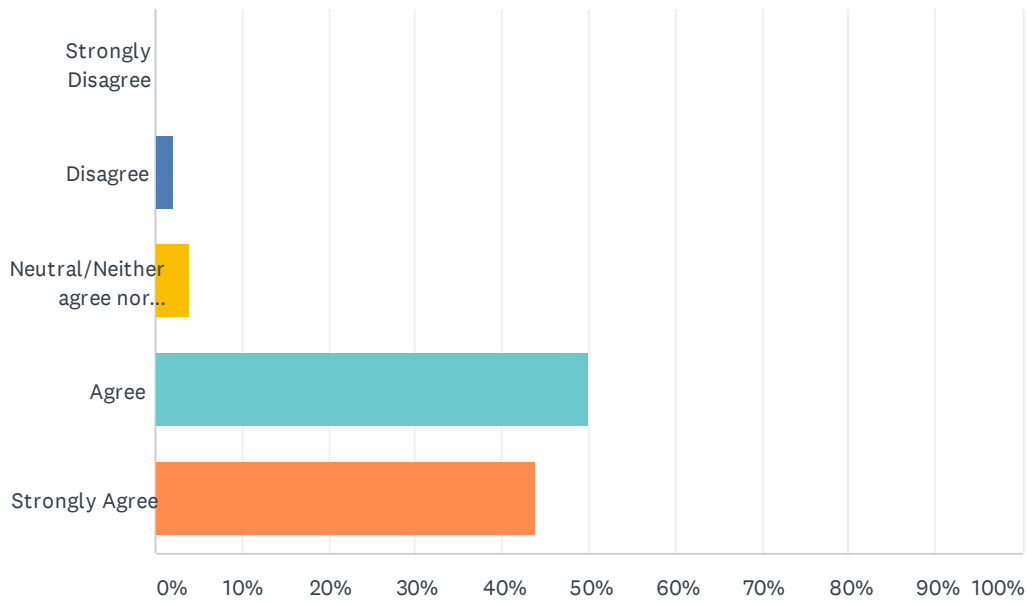
Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	2.00%	1
Neutral/Neither agree nor disagree	6.00%	3
Agree	50.00%	25
Strongly Agree	42.00%	21
TOTAL		50

Q66 I would recommend NIBRT as a great place to work to a friend

Answered: 50 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	2.00%	1
Neutral/Neither agree nor disagree	4.00%	2
Agree	50.00%	25
Strongly Agree	44.00%	22
TOTAL		50

Q67 Please use the space provided to add any other comments or feedback you have.

Answered: 11 Skipped: 43