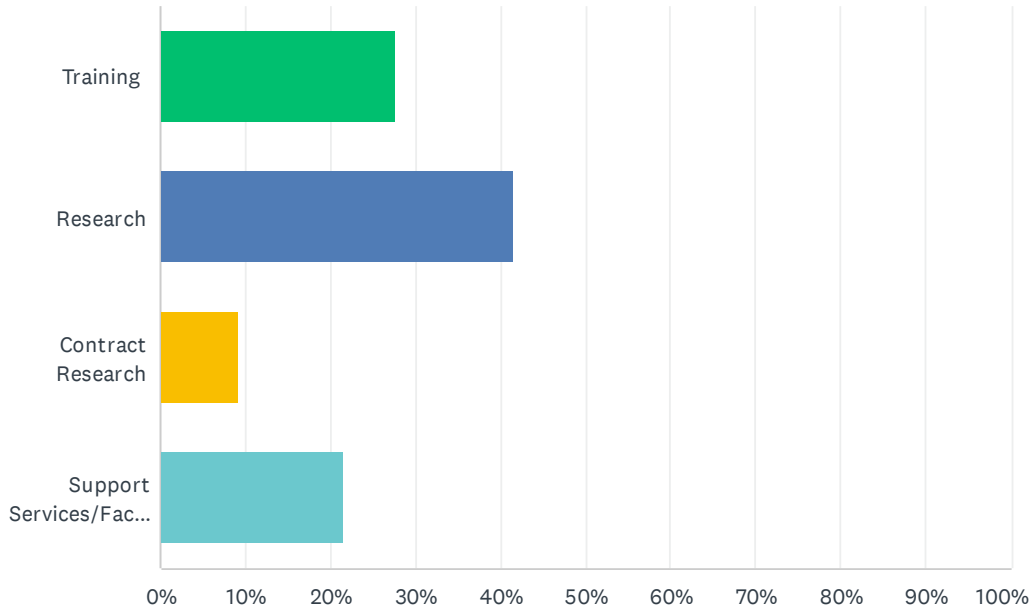


## Q1 In which NIBRT department do you work in?

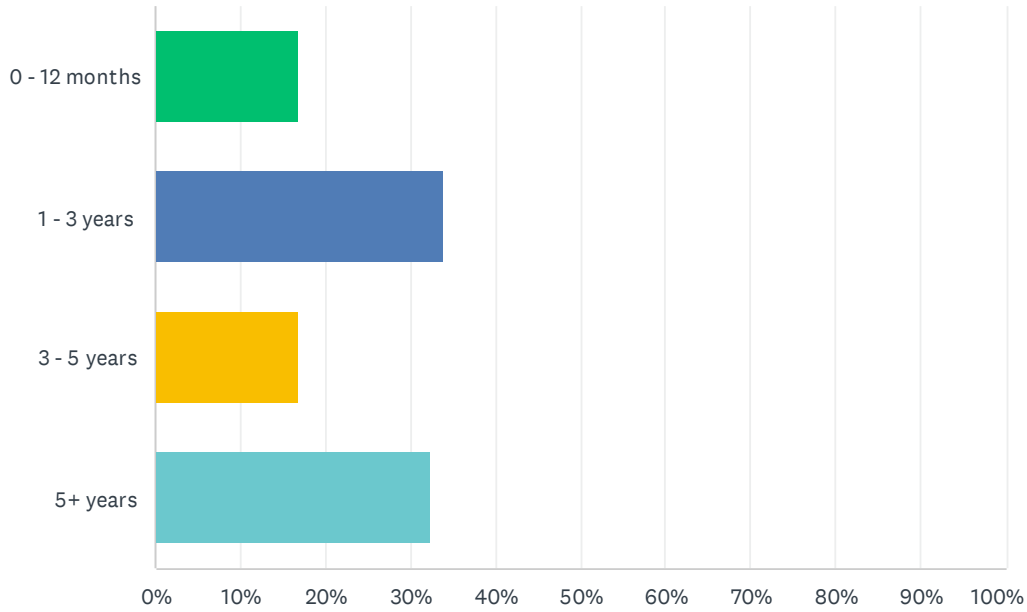
Answered: 65 Skipped: 0



ANSWER CHOICES	RESPONSES	
Training	27.69%	18
Research	41.54%	27
Contract Research	9.23%	6
Support Services/Facilities/Management	21.54%	14
<b>TOTAL</b>		<b>65</b>

## Q2 How long have you worked for NIBRT?

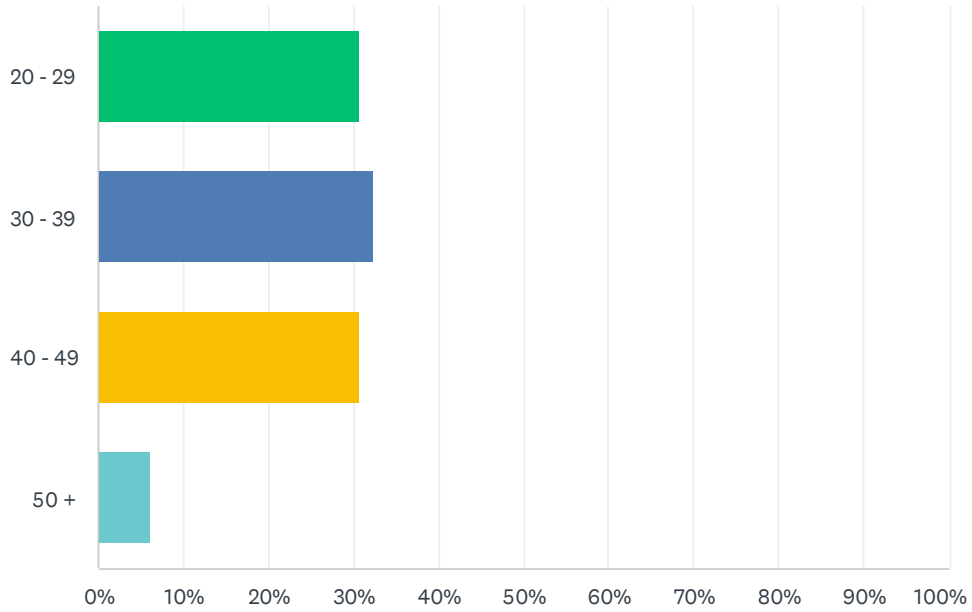
Answered: 65 Skipped: 0



ANSWER CHOICES	RESPONSES	
0 - 12 months	16.92%	11
1 - 3 years	33.85%	22
3 - 5 years	16.92%	11
5+ years	32.31%	21
<b>TOTAL</b>		<b>65</b>

### Q3 NEW: What age category are you a part of?

Answered: 65 Skipped: 0



ANSWER CHOICES	RESPONSES	
20 - 29	30.77%	20
30 - 39	32.31%	21
40 - 49	30.77%	20
50 +	6.15%	4
<b>TOTAL</b>		<b>65</b>

Q4 NEW: Gender (if you would rather not say, please type 'rather not say')

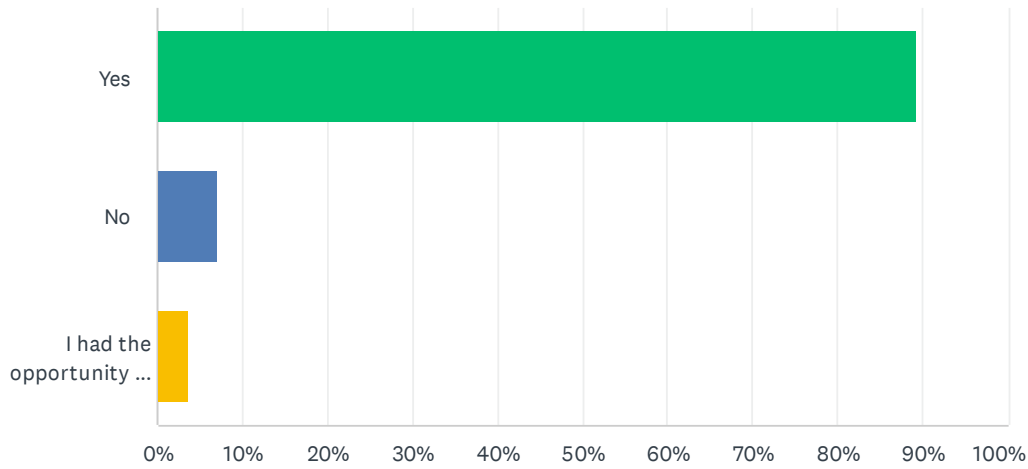
Answered: 65 Skipped: 0

Q5 NEW: Nationality (if you would rather not say, please type 'rather not say')

Answered: 65 Skipped: 0

## Q6 Have you received any training, development or mentoring over the last 12 months?

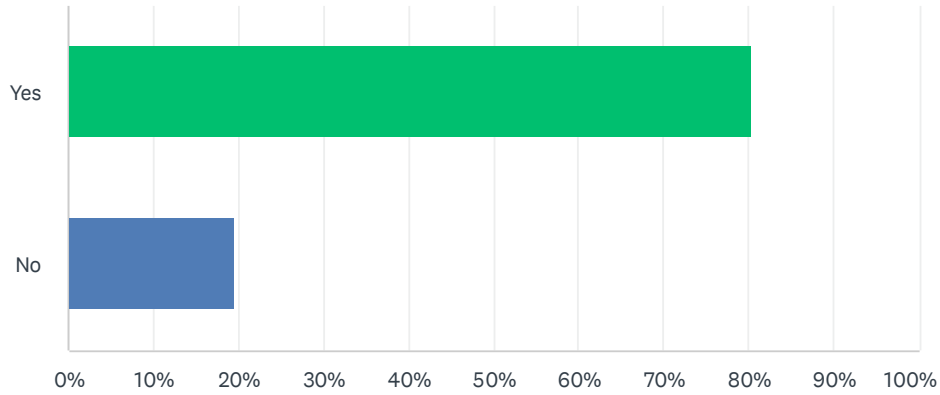
Answered: 56 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	89.29%	50
No	7.14%	4
I had the opportunity but I didn't avail of it	3.57%	2
<b>TOTAL</b>		<b>56</b>

### Q7 Did you have a training plan, agreed with your manager, in place covering the last 12 months?

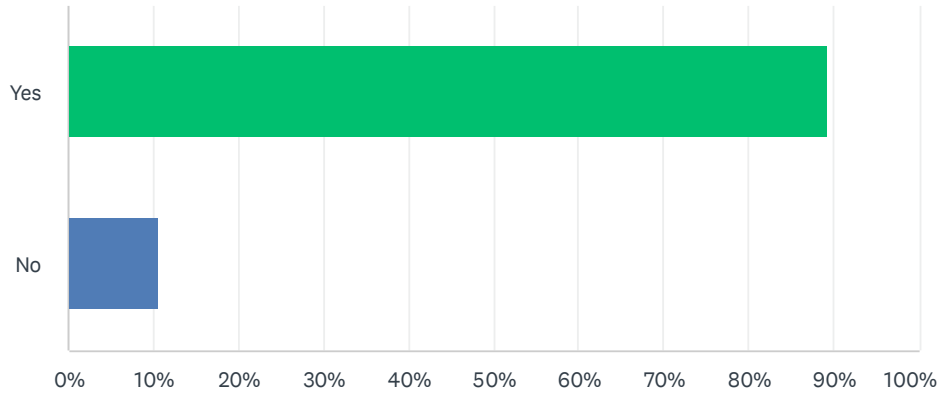
Answered: 56 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	80.36%	45
No	19.64%	11
TOTAL		56

### Q8 Are you clear on what training or development options are available and how to access them?

Answered: 56 Skipped: 9

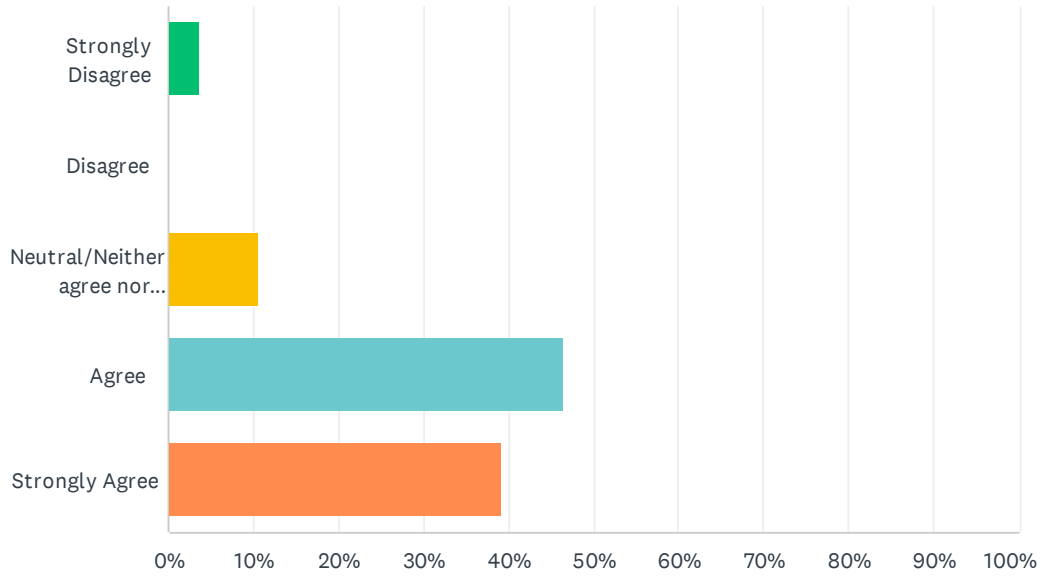


ANSWER CHOICES	RESPONSES	
Yes	89.29%	50
No	10.71%	6
<b>TOTAL</b>		<b>56</b>



## Q9 NIBRT is supportive of my professional development

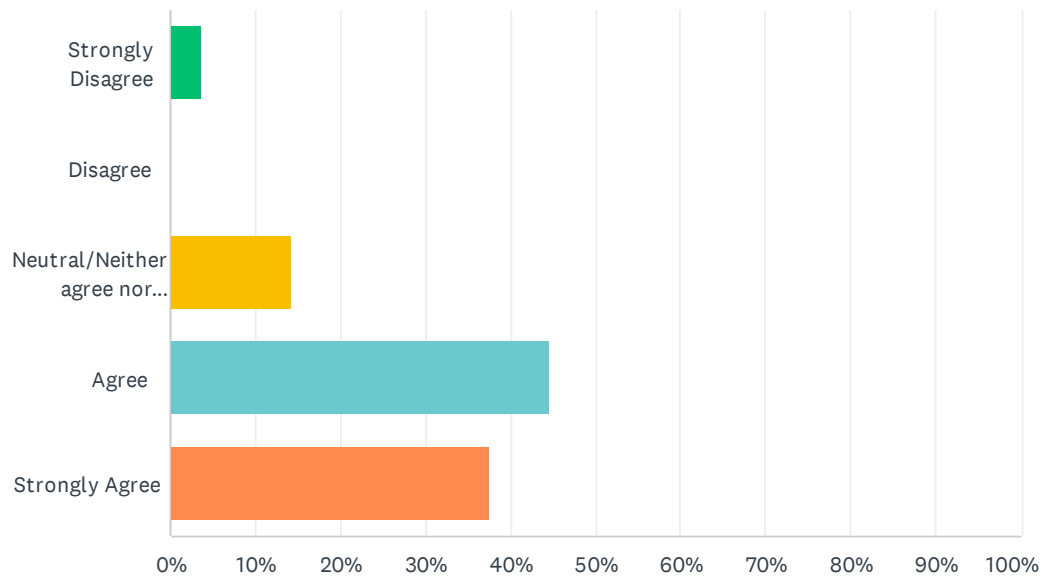
Answered: 56 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.57%	2
Disagree	0.00%	0
Neutral/Neither agree nor disagree	10.71%	6
Agree	46.43%	26
Strongly Agree	39.29%	22
<b>TOTAL</b>		<b>56</b>

## Q10 I am satisfied with the investment NIBRT makes in training and education.

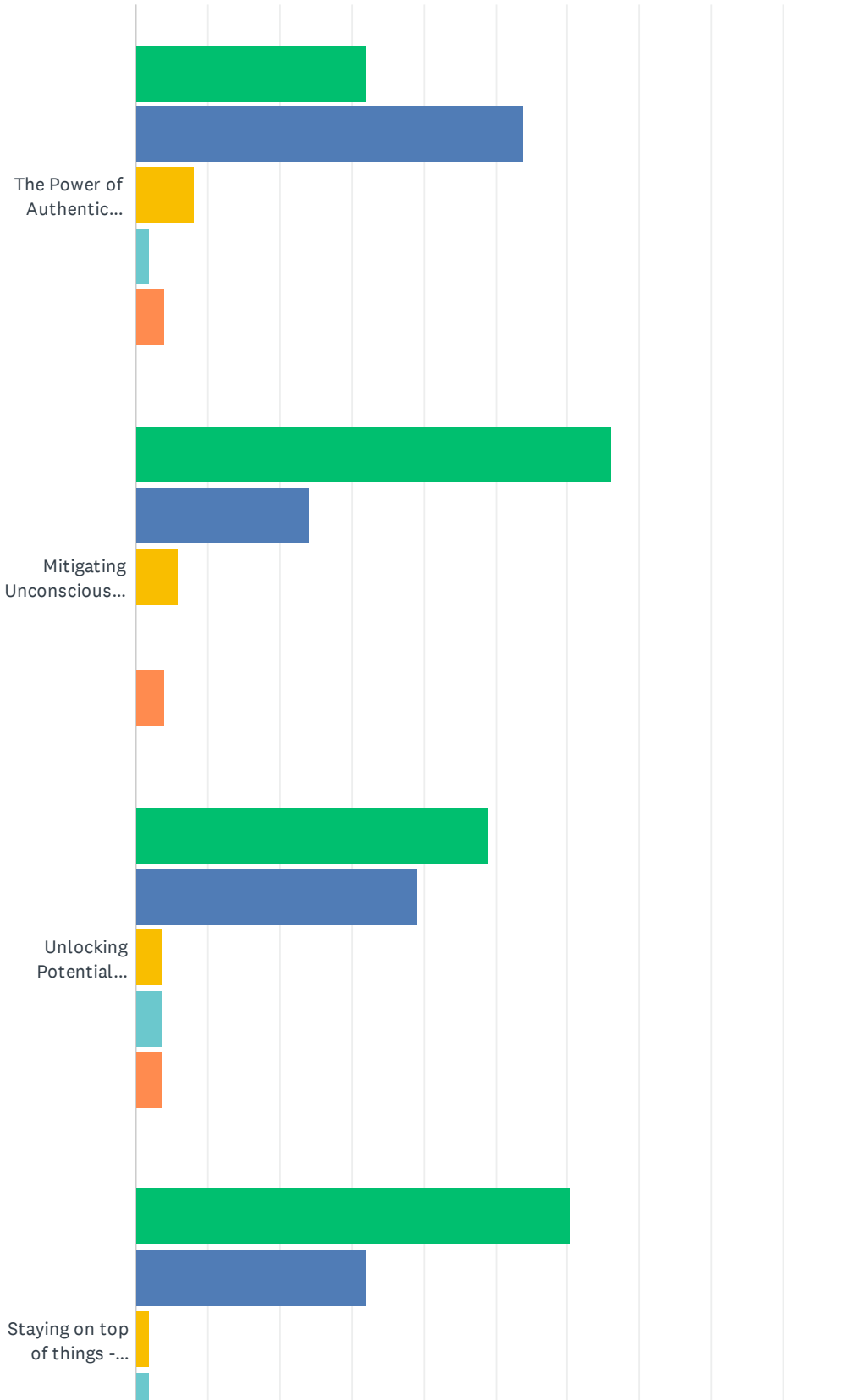
Answered: 56 Skipped: 9



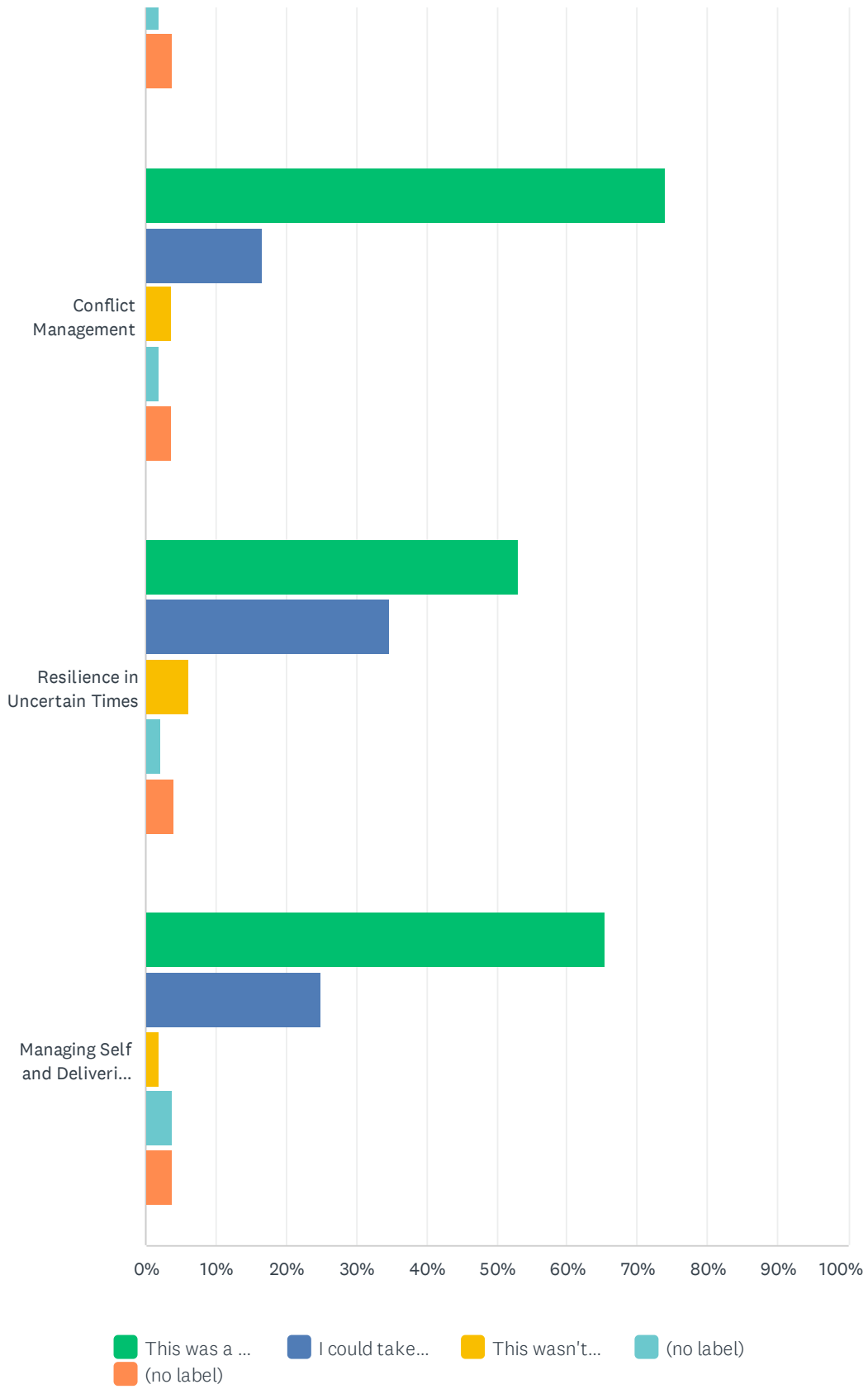
ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.57%	2
Disagree	0.00%	0
Neutral/Neither agree nor disagree	14.29%	8
Agree	44.64%	25
Strongly Agree	37.50%	21
<b>TOTAL</b>		<b>56</b>

Q11 General Skills training courses were offered to all employees during 2021. Please rate your satisfaction with the choice of courses offered. You do NOT need to have attended a course to comment on the choices of courses offered)

Answered: 56 Skipped: 9



# NIBRT 2021 Employee Engagement Survey



NIBRT 2021 Employee Engagement Survey

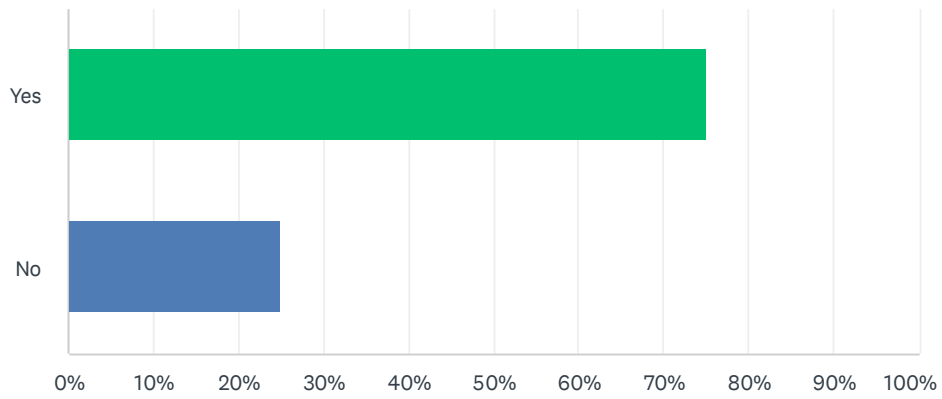
	THIS WAS A GREAT CHOICE - I WOULD LIKE TO SEE MORE OF THIS	I COULD TAKE IT OR LEAVE IT	THIS WASN'T USEFUL - SCRAP IT FOR 2022	(NO LABEL)	(NO LABEL)	TOTAL	WEIGHTED AVERAGE
The Power of Authentic Gratitude	32.00% 16	54.00% 27	8.00% 4	2.00% 1	4.00% 2	50	1.92
Mitigating Unconscious Bias	66.00% 33	24.00% 12	6.00% 3	0.00% 0	4.00% 2	50	1.52
Unlocking Potential through Self Awareness	49.02% 25	39.22% 20	3.92% 2	3.92% 2	3.92% 2	51	1.75
Staying on top of things - Wellbeing & Stress Management	60.38% 32	32.08% 17	1.89% 1	1.89% 1	3.77% 2	53	1.57
Conflict Management	74.07% 40	16.67% 9	3.70% 2	1.85% 1	3.70% 2	54	1.44
Resilience in Uncertain Times	53.06% 26	34.69% 17	6.12% 3	2.04% 1	4.08% 2	49	1.69
Managing Self and Delivering Results	65.38% 34	25.00% 13	1.92% 1	3.85% 2	3.85% 2	52	1.56

## Q12 How could Training and Development support for employees be improved for 2022?

Answered: 29 Skipped: 36

### Q13 Did you have a performance review in 2021?

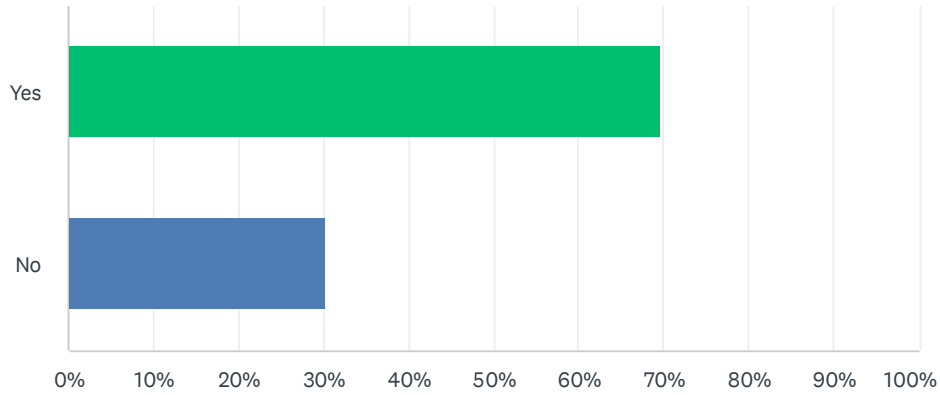
Answered: 56 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	75.00%	42
No	25.00%	14
<b>TOTAL</b>		<b>56</b>

## Q14 Did you have a mid-year performance check in conversation with your manager in 2021?

Answered: 56 Skipped: 9

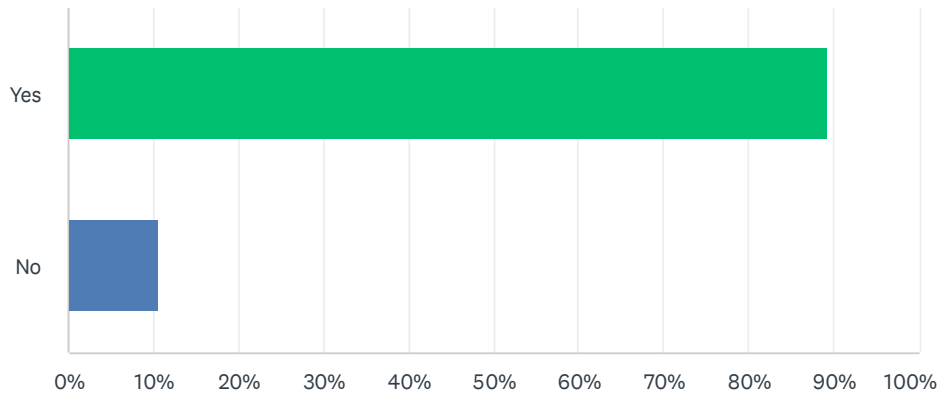


ANSWER CHOICES	RESPONSES	
Yes	69.64%	39
No	30.36%	17
TOTAL		56



## Q15 Did you have clear agreed objectives that you were responsible for achieving in 2021?

Answered: 56 Skipped: 9



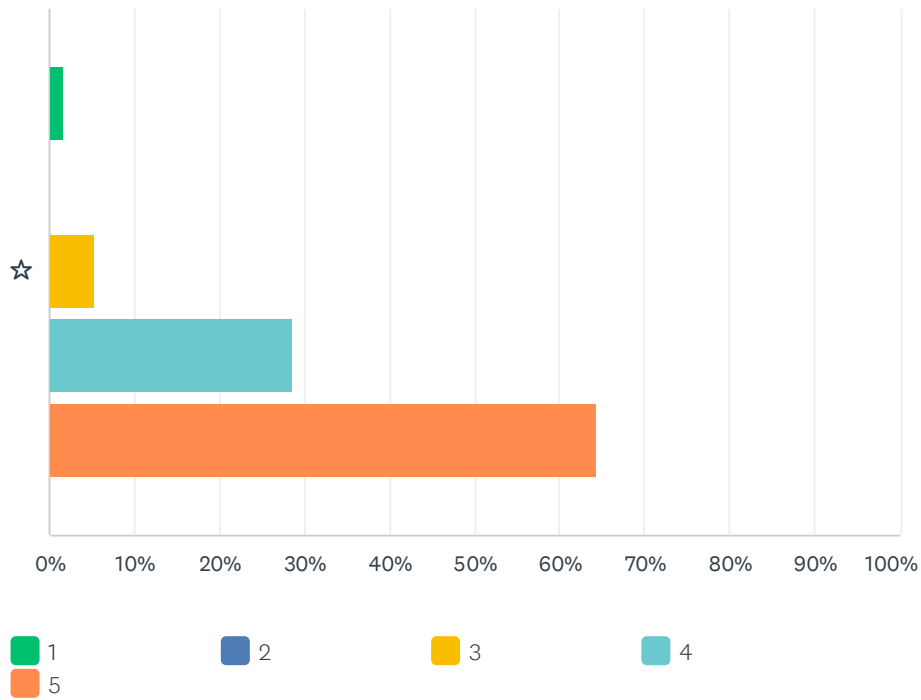
ANSWER CHOICES	RESPONSES	
Yes	89.29%	50
No	10.71%	6
<b>TOTAL</b>		<b>56</b>

## Q16 How could the Performance Review process be improved for employees in 2022?

Answered: 28 Skipped: 37

## Q17 Hours of Work (NIBRT's working week is 35 hours)

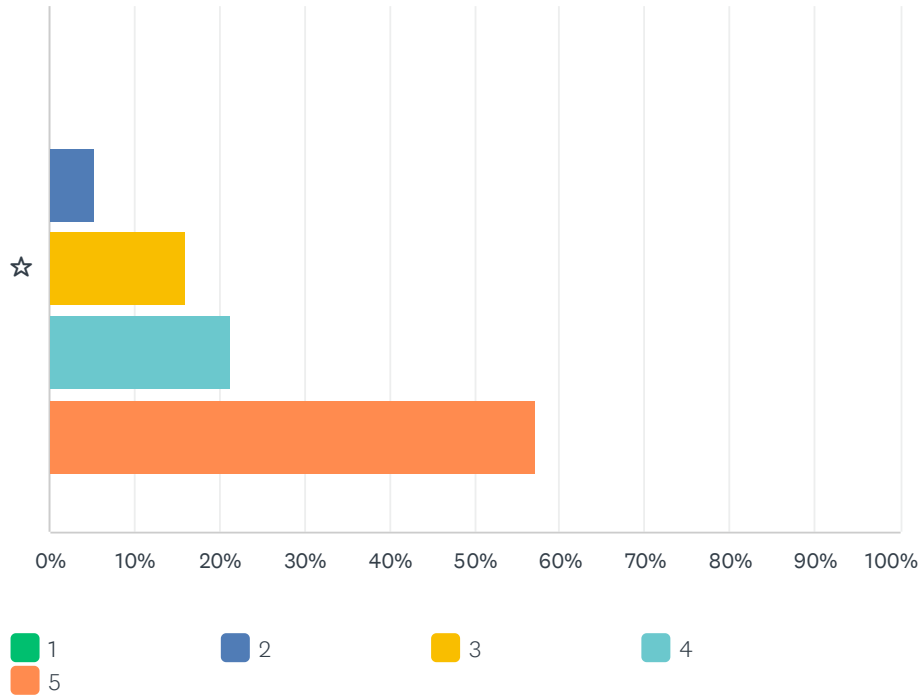
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	1.79%	0.00%	5.36%	28.57%	64.29%	56	4.54
	1	0	3	16	36		

## Q18 Flexitime

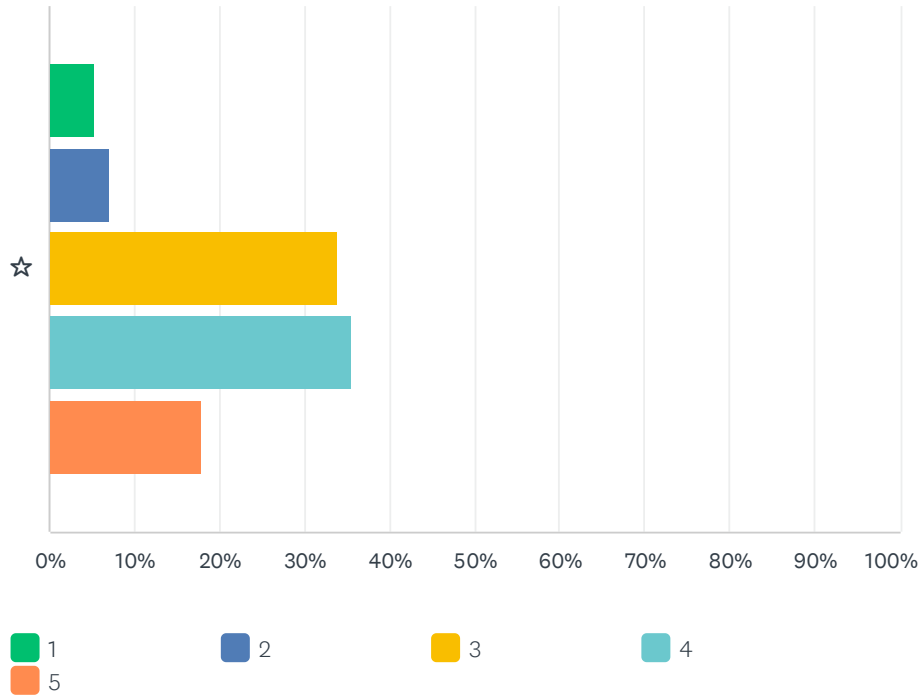
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	5.36% 3	16.07% 9	21.43% 12	57.14% 32	56	4.30

## Q19 Salary

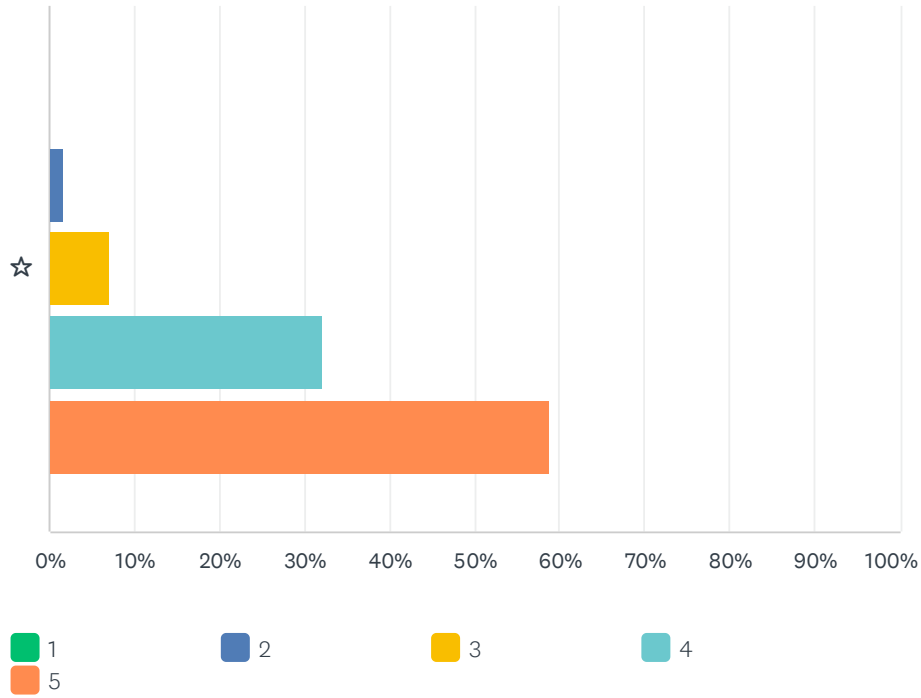
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	5.36%	7.14%	33.93%	35.71%	17.86%	56	3.54
	3	4	19	20	10		

## Q20 Holidays (NIBRT's standard holiday policy is 25 days per annum plus 3 company days)

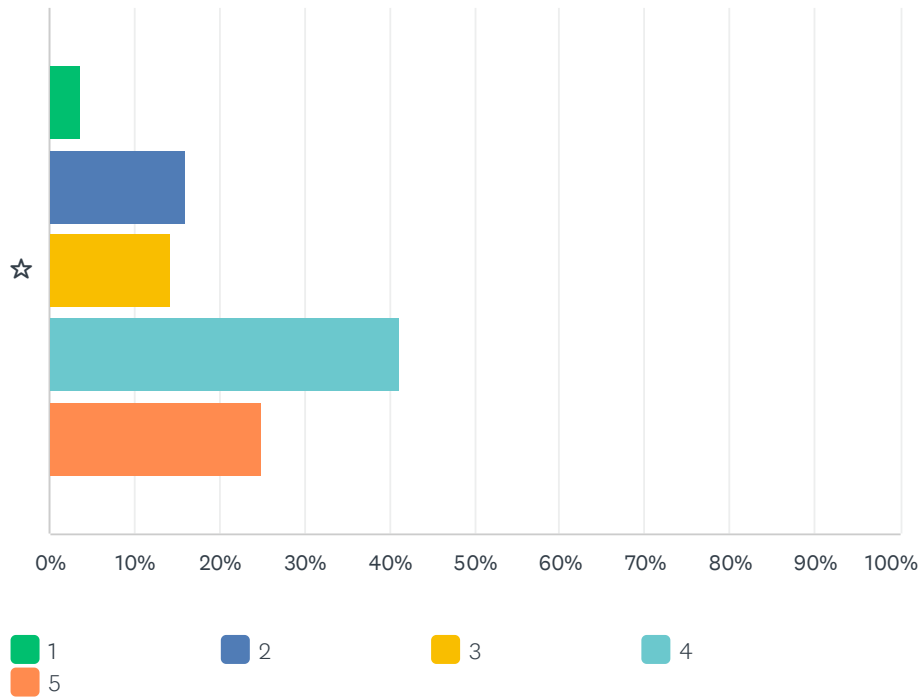
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	1.79% 1	7.14% 4	32.14% 18	58.93% 33	56	4.48

## Q21 Pension (NIBRT's pension contribution is 5% employee matched with 5% employer contribution)

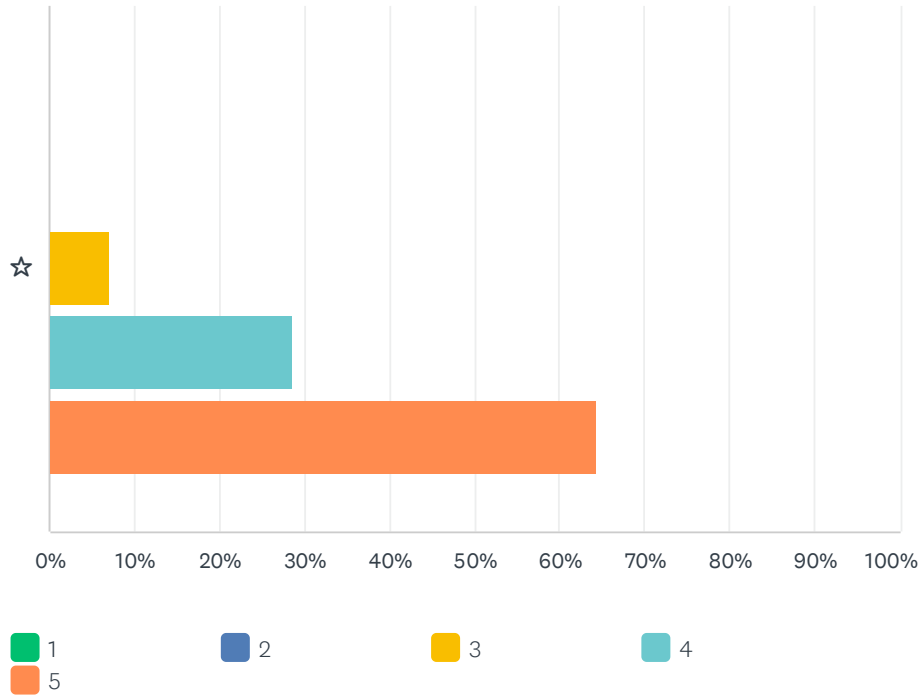
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	3.57% 2	16.07% 9	14.29% 8	41.07% 23	25.00% 14	56	3.68

## Q22 Life Assurance (full cover for all employees from day 1 of employment)

Answered: 56 Skipped: 9

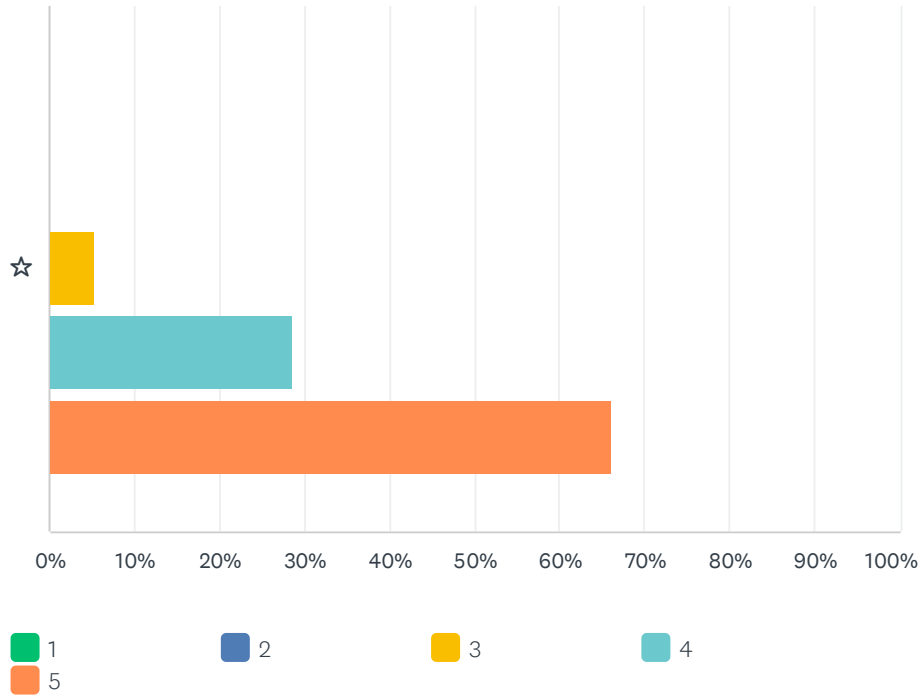


	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	7.14% 4	28.57% 16	64.29% 36	56	4.57



### Q23 Income Protection Insurance (protection of pay for long term illnesses, cover commences from day 1 of employment)

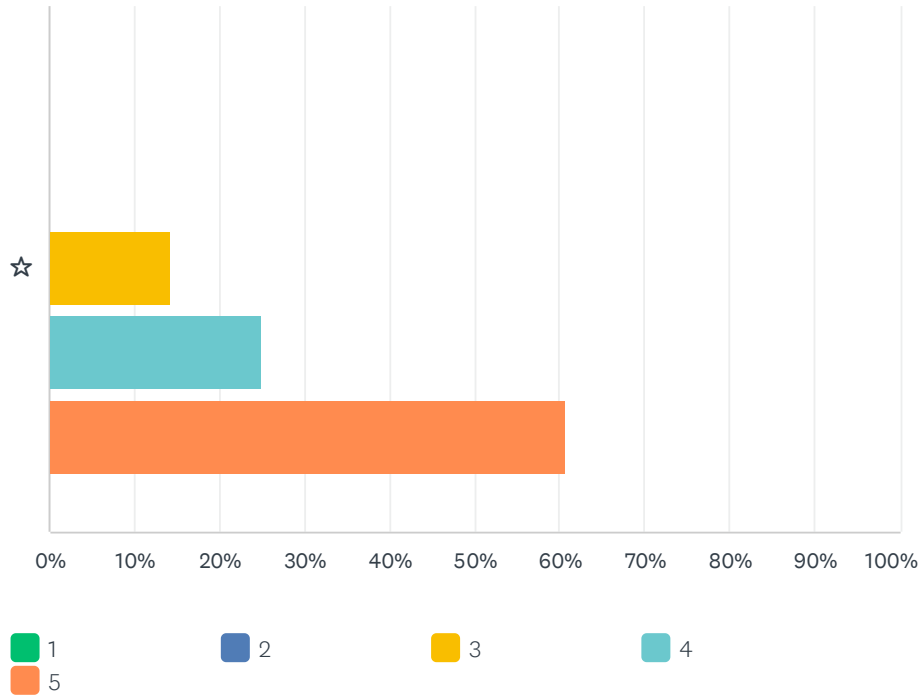
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	5.36% 3	28.57% 16	66.07% 37	56	4.61

## Q24 Sick Pay

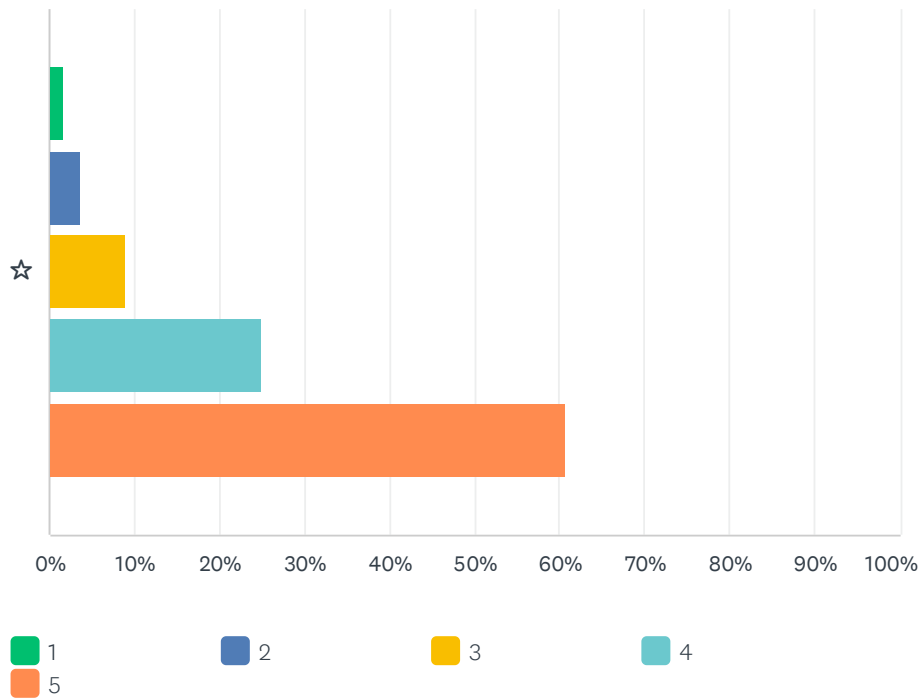
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	14.29% 8	25.00% 14	60.71% 34	56	4.46

## Q25 Maternity/Paternity Pay (full pay for statutory ordinary leave)

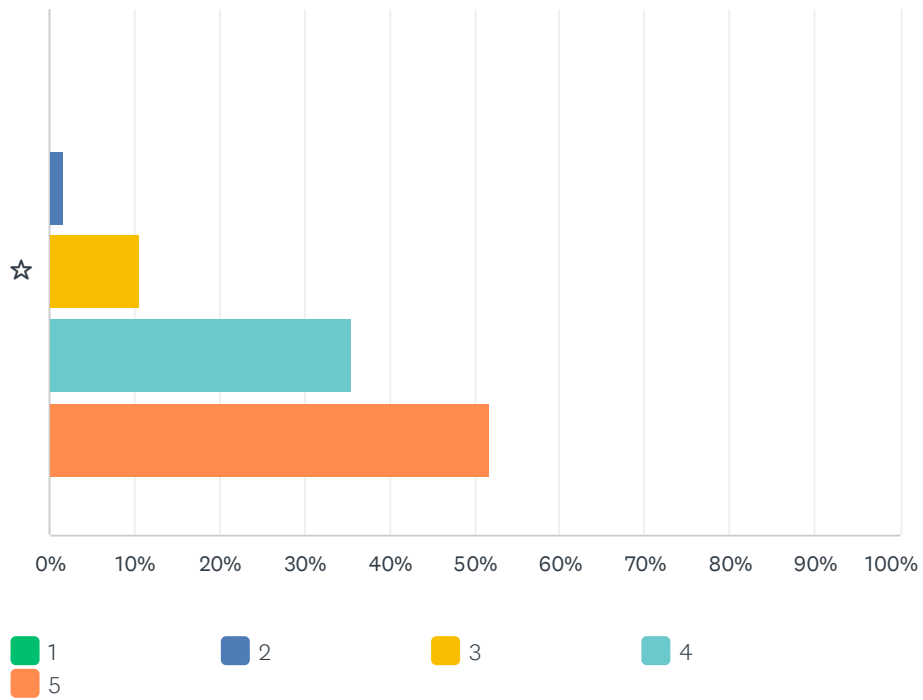
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	1.79%	3.57%	8.93%	25.00%	60.71%	56	4.39
	1	2	5	14	34		

## Q26 Employee Assistance Programme (provided by Laya Healthcare)

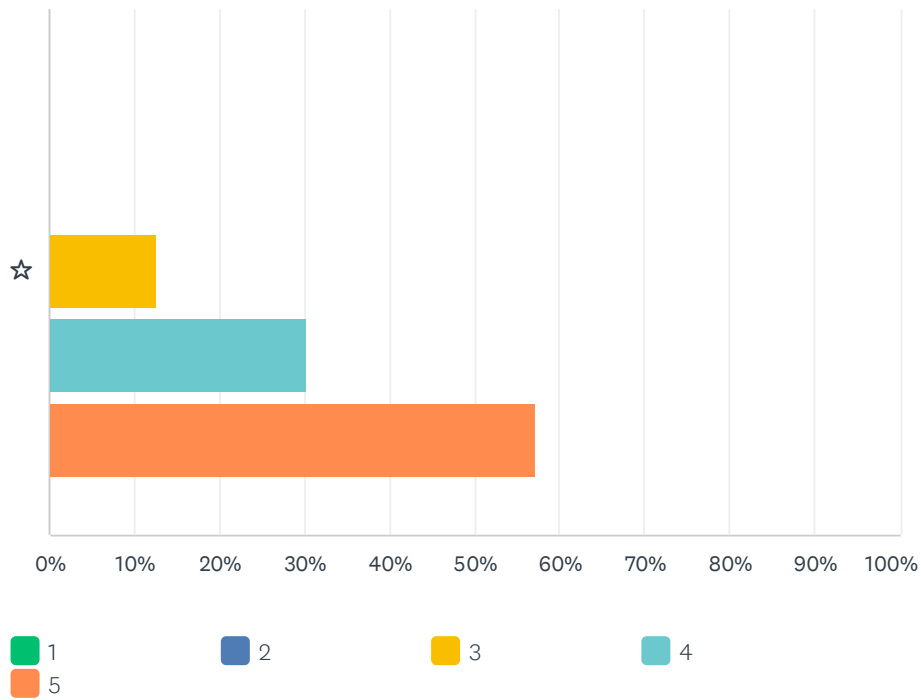
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	1.79% 1	10.71% 6	35.71% 20	51.79% 29	56	4.38

## Q27 Private Health Insurance (provided by Laya Healthcare)

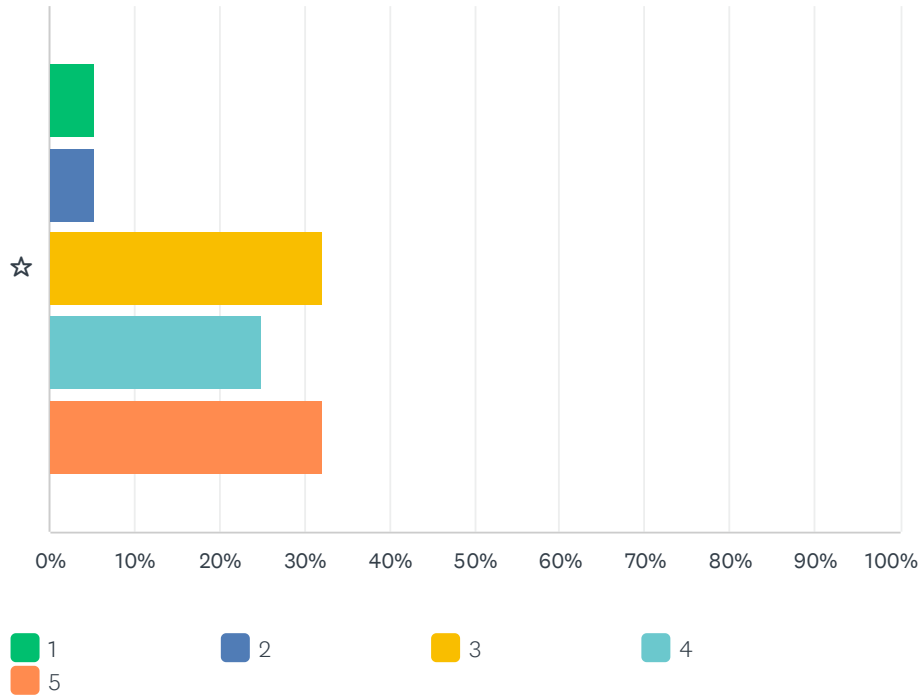
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	0.00% 0	12.50% 7	30.36% 17	57.14% 32	56	4.45

## Q28 Subsidised Sports & Social Club

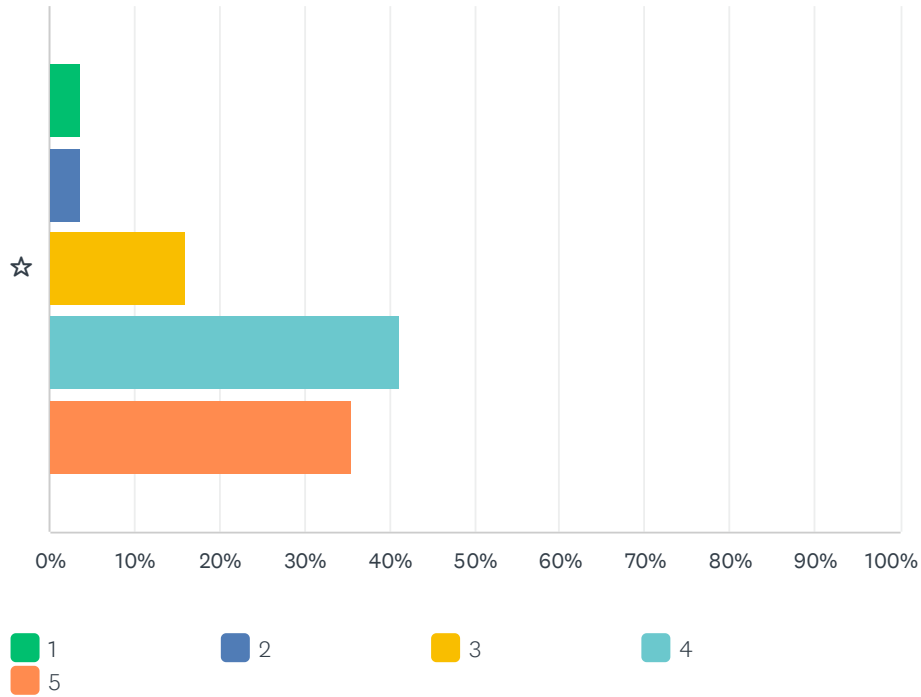
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	5.36% 3	5.36% 3	32.14% 18	25.00% 14	32.14% 18	56	3.73

## Q29 Fully covered Social events (e.g. Christmas party, Summer BBQ)

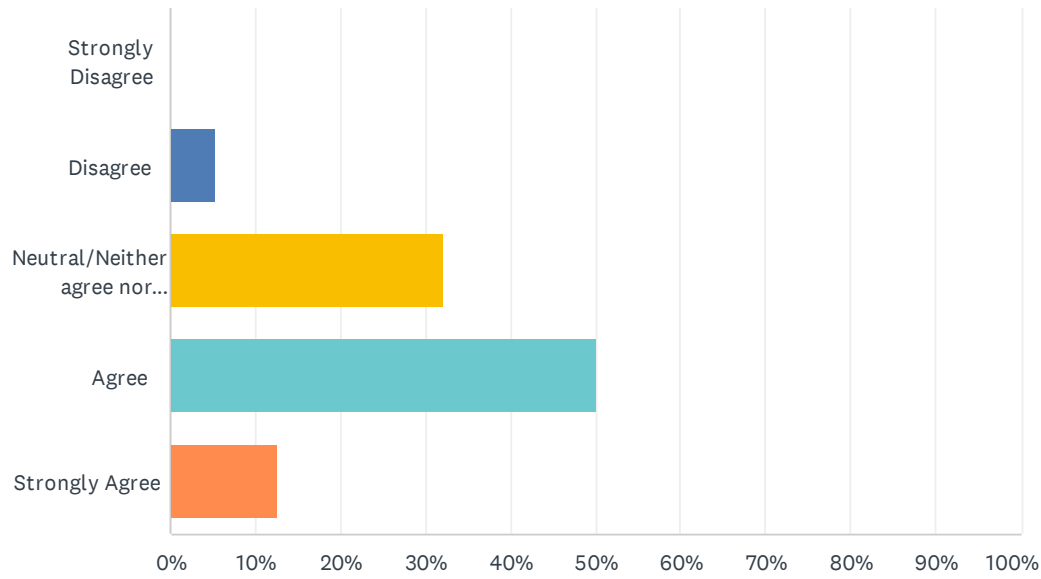
Answered: 56 Skipped: 9



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	3.57% 2	3.57% 2	16.07% 9	41.07% 23	35.71% 20	56	4.02

### Q30 My total package inclusive of compensation and benefits is fair relative to the market.

Answered: 56 Skipped: 9

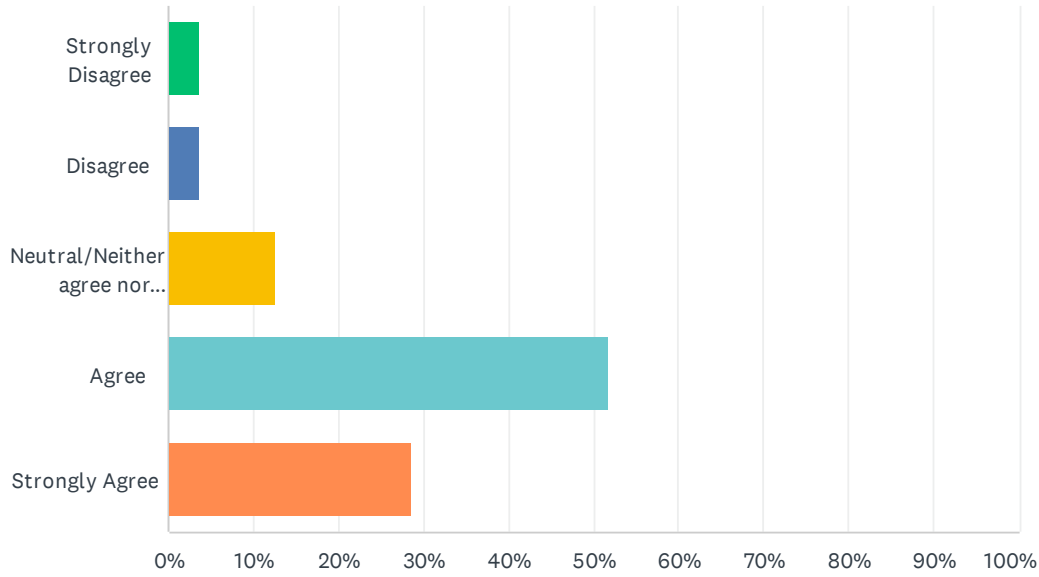


ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.36%	3
Neutral/Neither agree nor disagree	32.14%	18
Agree	50.00%	28
Strongly Agree	12.50%	7
<b>TOTAL</b>		<b>56</b>



### Q31 I am satisfied with the work-life flexibility offered by NIBRT and can manage my work/life balance well

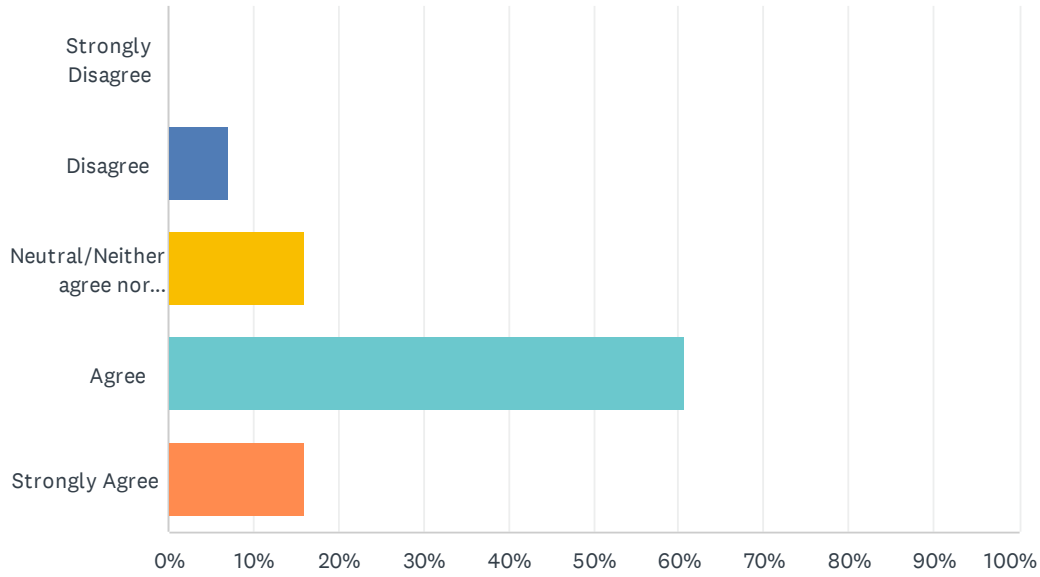
Answered: 56 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.57%	2
Disagree	3.57%	2
Neutral/Neither agree nor disagree	12.50%	7
Agree	51.79%	29
Strongly Agree	28.57%	16
TOTAL		56

### Q32 All things considered, I am generally satisfied with my total compensation and all the benefits offered here.

Answered: 56 Skipped: 9



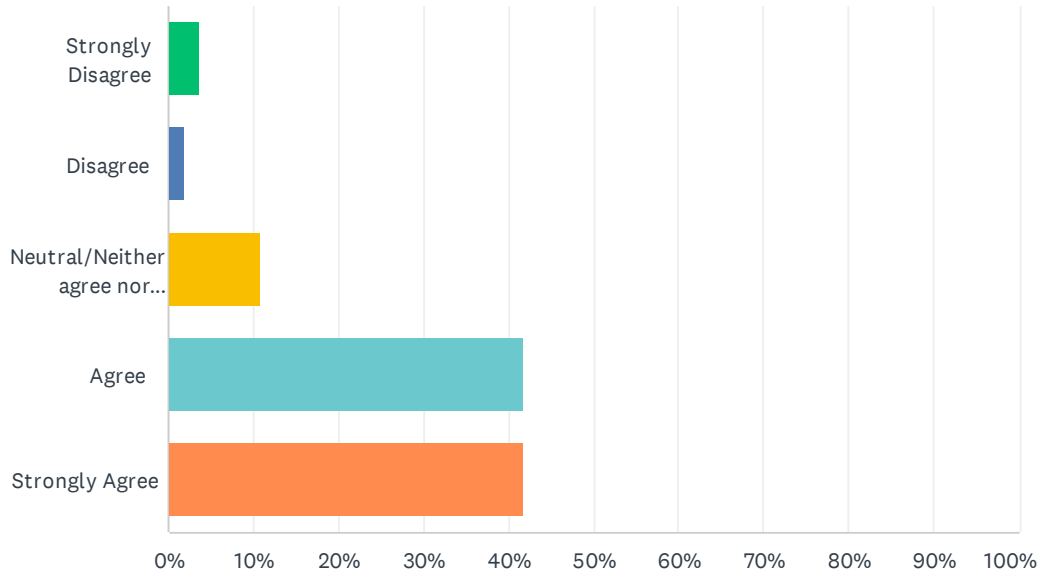
ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.14%	4
Neutral/Neither agree nor disagree	16.07%	9
Agree	60.71%	34
Strongly Agree	16.07%	9
<b>TOTAL</b>		<b>56</b>

**Q33 Please comment with any suggestions you have on how any of the  
aforementioned areas could be improved in 2022.**

Answered: 26 Skipped: 39

### Q34 My manager and I have an effective working relationship.

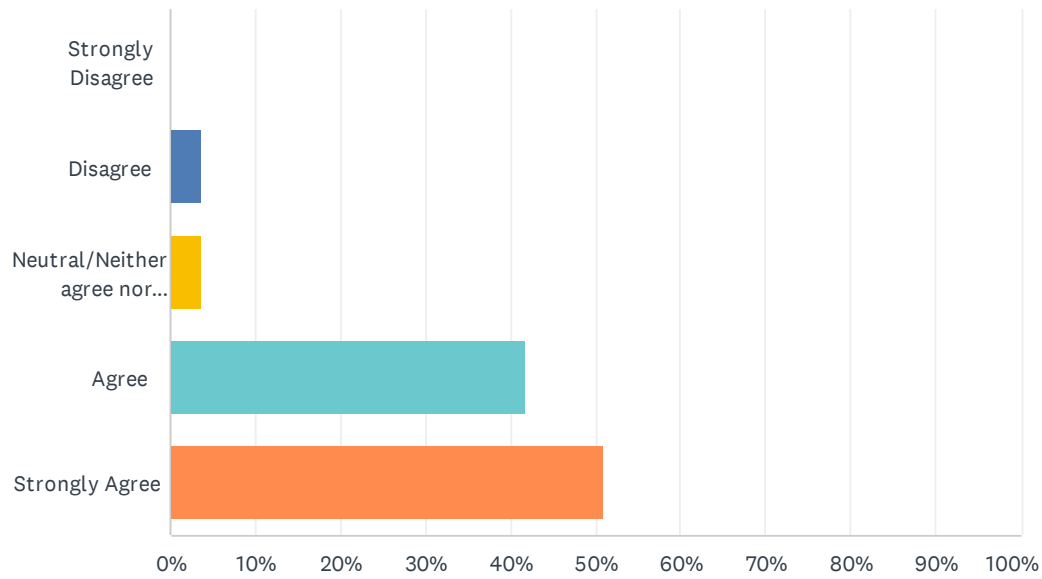
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.64%	2
Disagree	1.82%	1
Neutral/Neither agree nor disagree	10.91%	6
Agree	41.82%	23
Strongly Agree	41.82%	23
<b>TOTAL</b>		<b>55</b>

### Q35 My coworkers and I have a good working relationship.

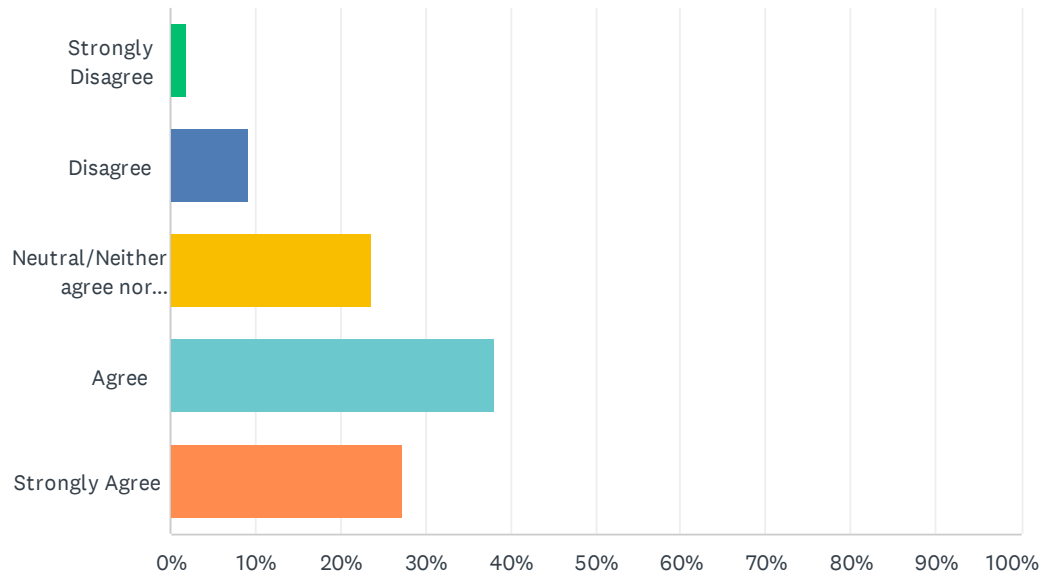
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	3.64%	2
Neutral/Neither agree nor disagree	3.64%	2
Agree	41.82%	23
Strongly Agree	50.91%	28
<b>TOTAL</b>		<b>55</b>

### Q36 Communication between senior leaders and employees is good in NIBRT.

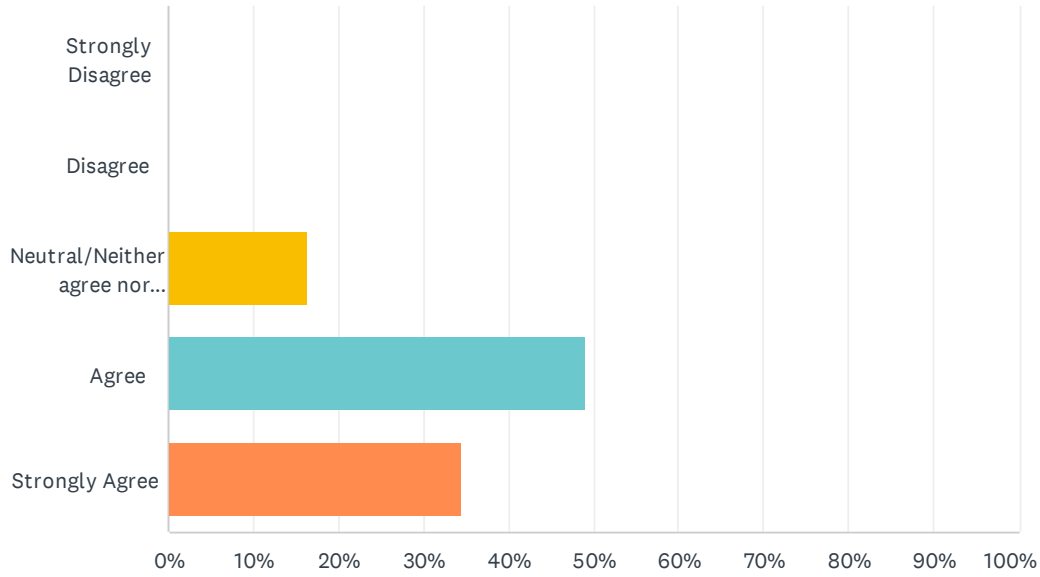
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.82%	1
Disagree	9.09%	5
Neutral/Neither agree nor disagree	23.64%	13
Agree	38.18%	21
Strongly Agree	27.27%	15
<b>TOTAL</b>		<b>55</b>

### Q37 I have the opportunity to influence and make decisions that affect my work.

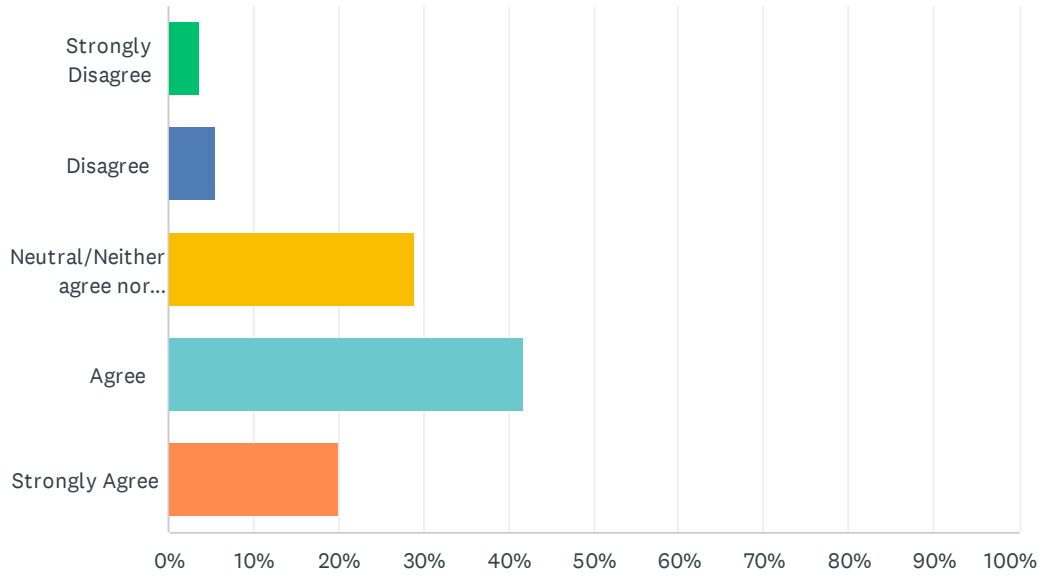
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral/Neither agree nor disagree	16.36%	9
Agree	49.09%	27
Strongly Agree	34.55%	19
<b>TOTAL</b>		<b>55</b>

### Q38 Management in NIBRT recognise strong job performance.

Answered: 55 Skipped: 10

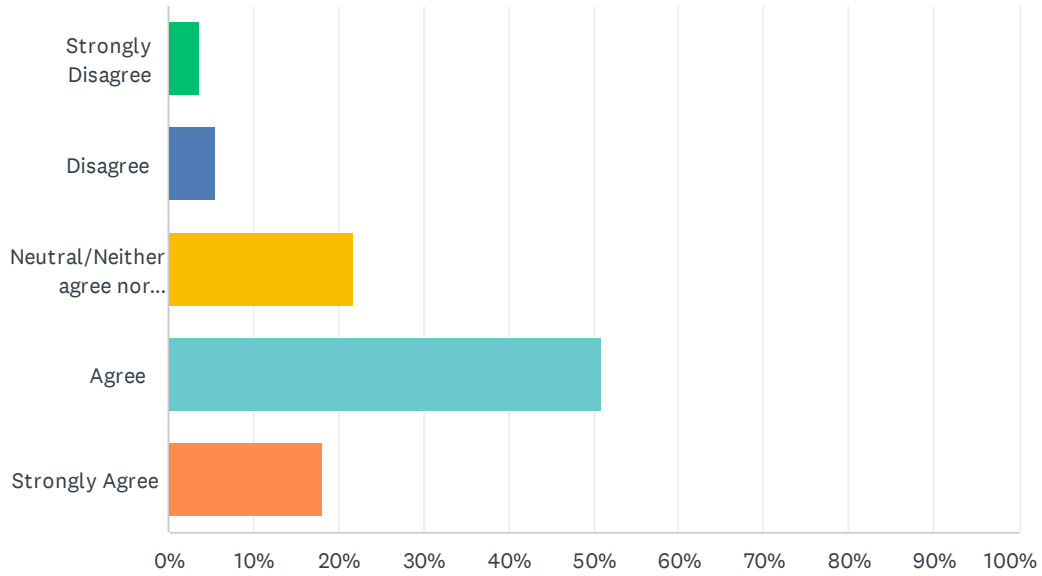


ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.64%	2
Disagree	5.45%	3
Neutral/Neither agree nor disagree	29.09%	16
Agree	41.82%	23
Strongly Agree	20.00%	11
<b>TOTAL</b>		<b>55</b>



### Q39 Senior management and employees trust each other.

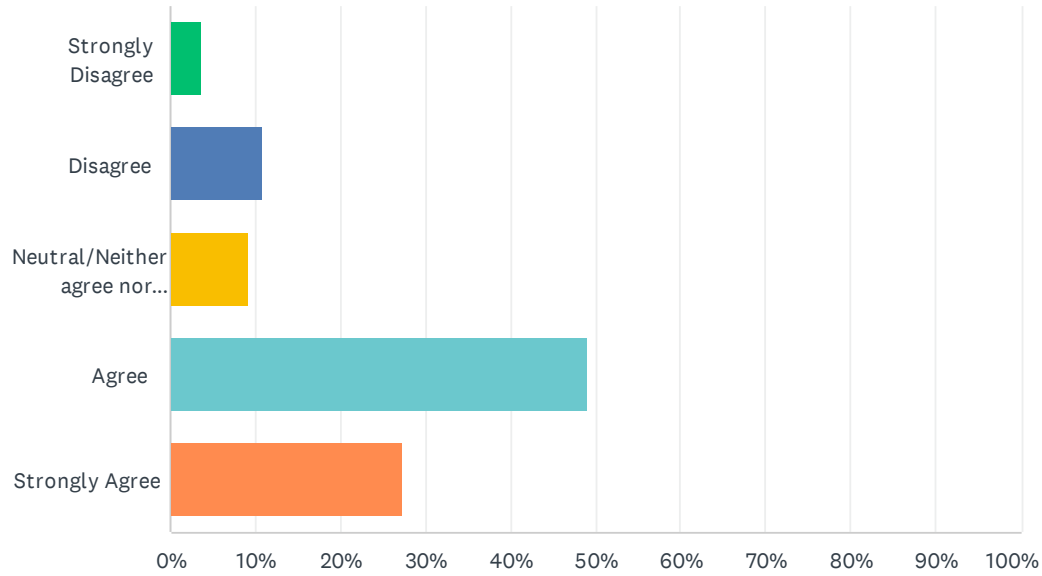
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.64%	2
Disagree	5.45%	3
Neutral/Neither agree nor disagree	21.82%	12
Agree	50.91%	28
Strongly Agree	18.18%	10
<b>TOTAL</b>		<b>55</b>

### Q40 I am satisfied with my overall job security.

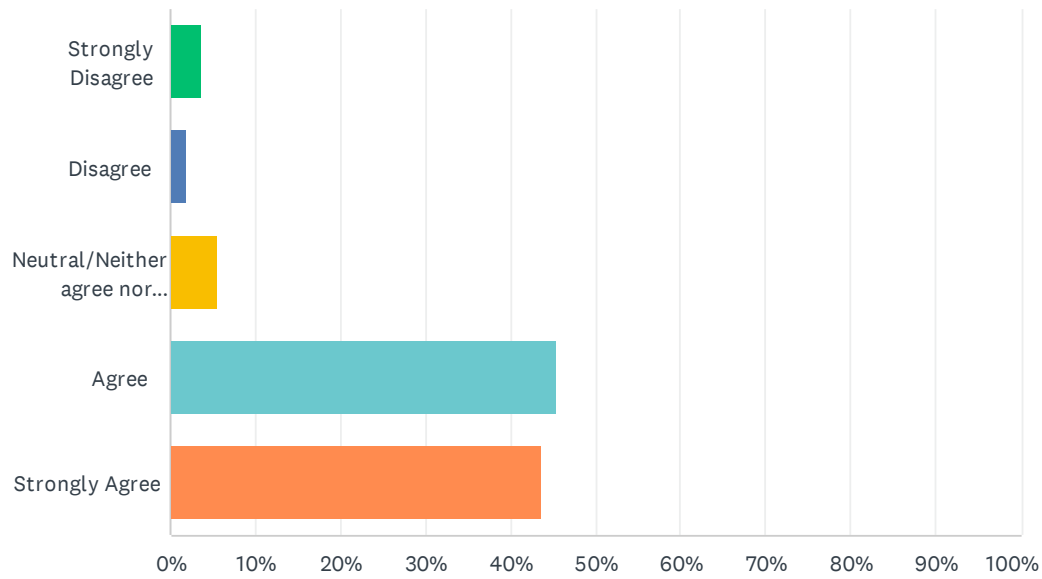
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.64%	2
Disagree	10.91%	6
Neutral/Neither agree nor disagree	9.09%	5
Agree	49.09%	27
Strongly Agree	27.27%	15
<b>TOTAL</b>		<b>55</b>

## Q41 NIBRT has a safe work environment.

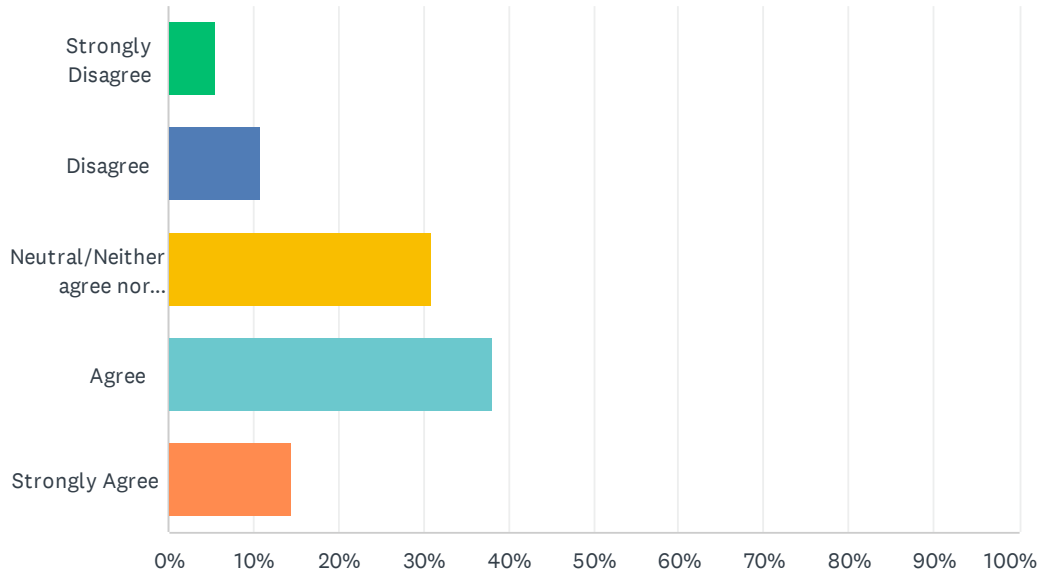
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.64%	2
Disagree	1.82%	1
Neutral/Neither agree nor disagree	5.45%	3
Agree	45.45%	25
Strongly Agree	43.64%	24
<b>TOTAL</b>		<b>55</b>

## Q42 NIBRT is strong on supporting a Green Agenda

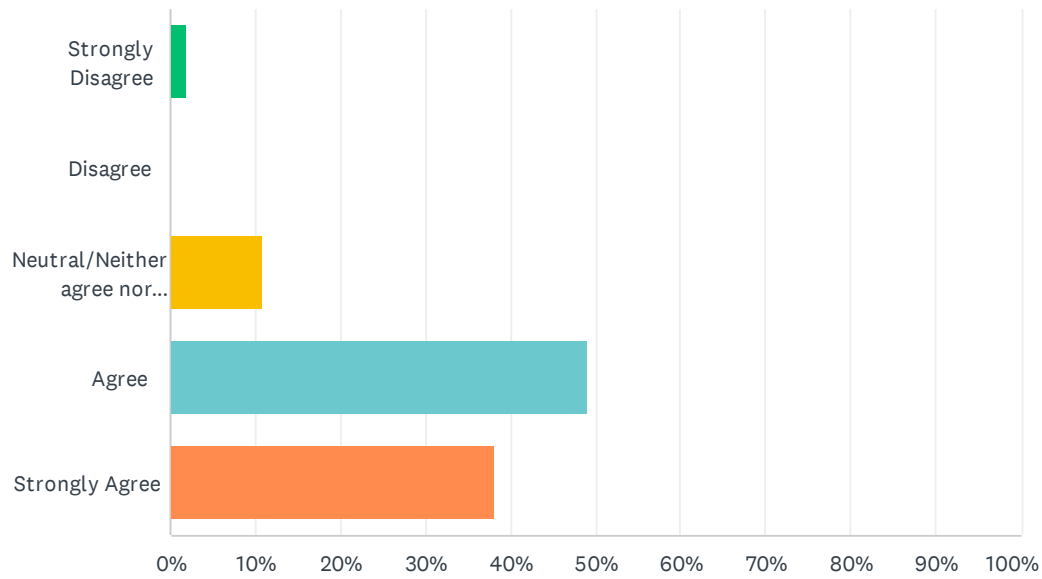
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	5.45%	3
Disagree	10.91%	6
Neutral/Neither agree nor disagree	30.91%	17
Agree	38.18%	21
Strongly Agree	14.55%	8
<b>TOTAL</b>		<b>55</b>

## Q43 NIBRT is committed to supporting employee Wellbeing

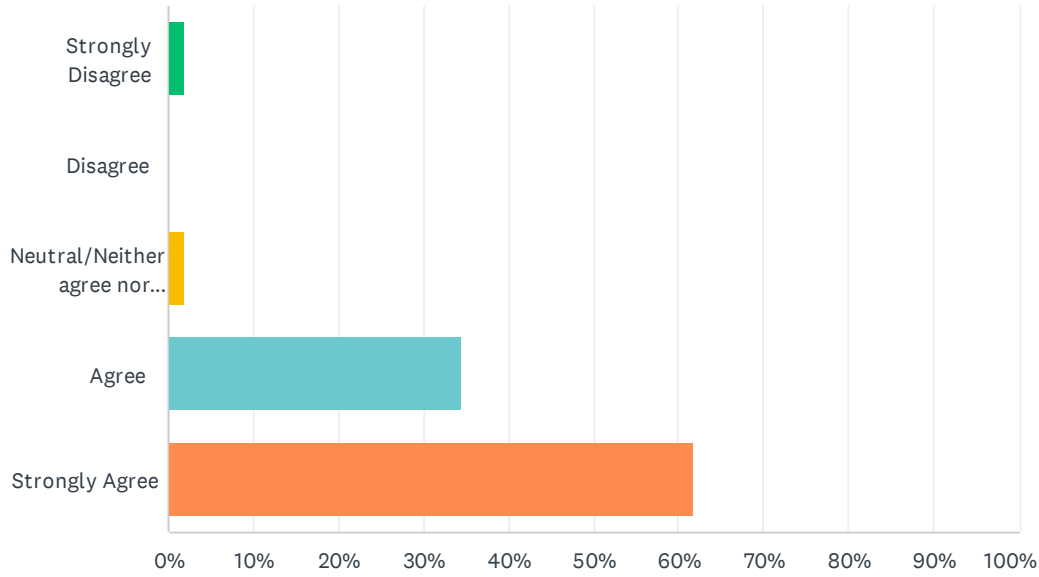
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.82%	1
Disagree	0.00%	0
Neutral/Neither agree nor disagree	10.91%	6
Agree	49.09%	27
Strongly Agree	38.18%	21
<b>TOTAL</b>		<b>55</b>

### Q44 I am satisfied that NIBRT manage the Covid-19 crisis protecting employees as much as possible.

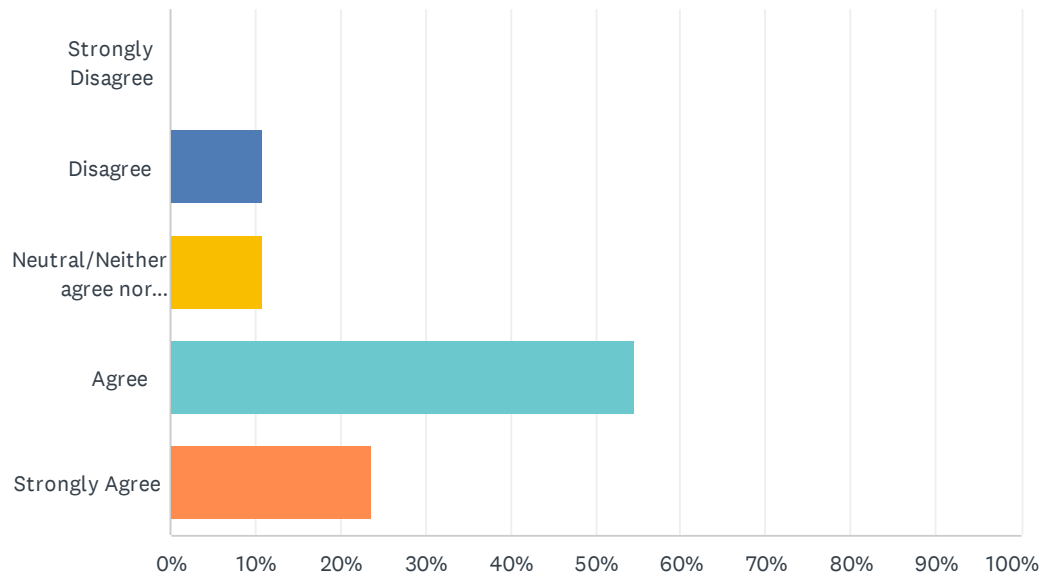
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.82%	1
Disagree	0.00%	0
Neutral/Neither agree nor disagree	1.82%	1
Agree	34.55%	19
Strongly Agree	61.82%	34
<b>TOTAL</b>		<b>55</b>

## Q45 I am satisfied with the culture of my workplace.

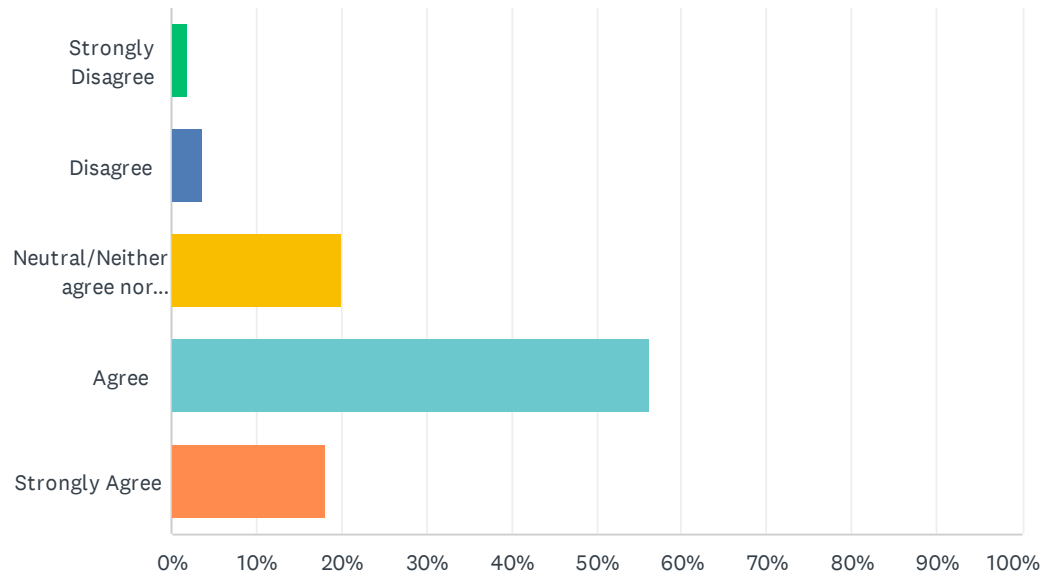
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	10.91%	6
Neutral/Neither agree nor disagree	10.91%	6
Agree	54.55%	30
Strongly Agree	23.64%	13
<b>TOTAL</b>		<b>55</b>

### Q46 I am aware of and understand NIBRT's Culture value statements(CIRCLES).

Answered: 55 Skipped: 10

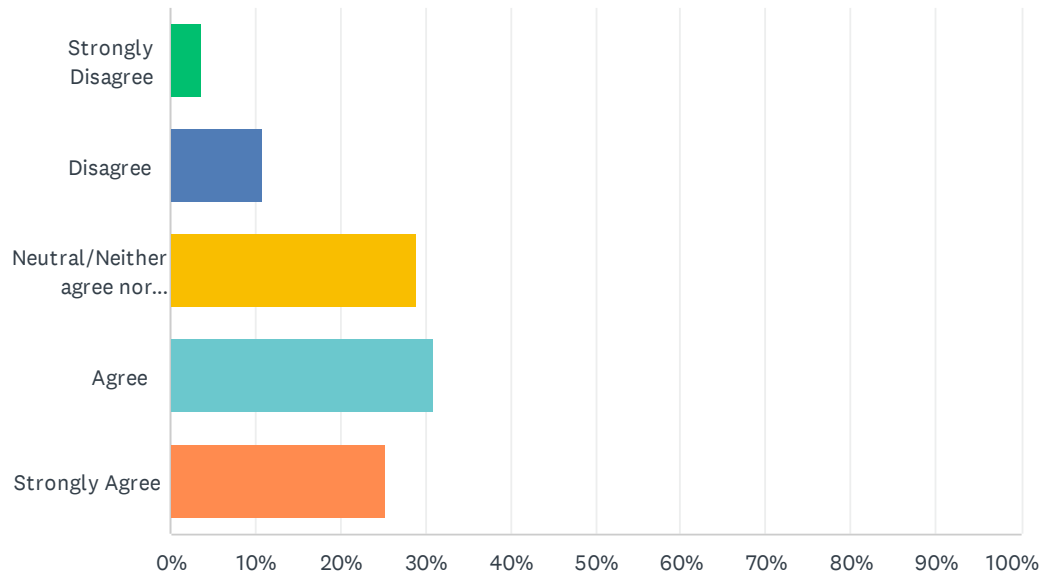


ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.82%	1
Disagree	3.64%	2
Neutral/Neither agree nor disagree	20.00%	11
Agree	56.36%	31
Strongly Agree	18.18%	10
<b>TOTAL</b>		<b>55</b>



## Q47 The move to hybrid working has enhanced the culture of my workplace

Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.64%	2
Disagree	10.91%	6
Neutral/Neither agree nor disagree	29.09%	16
Agree	30.91%	17
Strongly Agree	25.45%	14
<b>TOTAL</b>		<b>55</b>

**Q48 What if anything would you like to see NIBRT and the Culture Team implement to strengthen our Culture in 2022?**

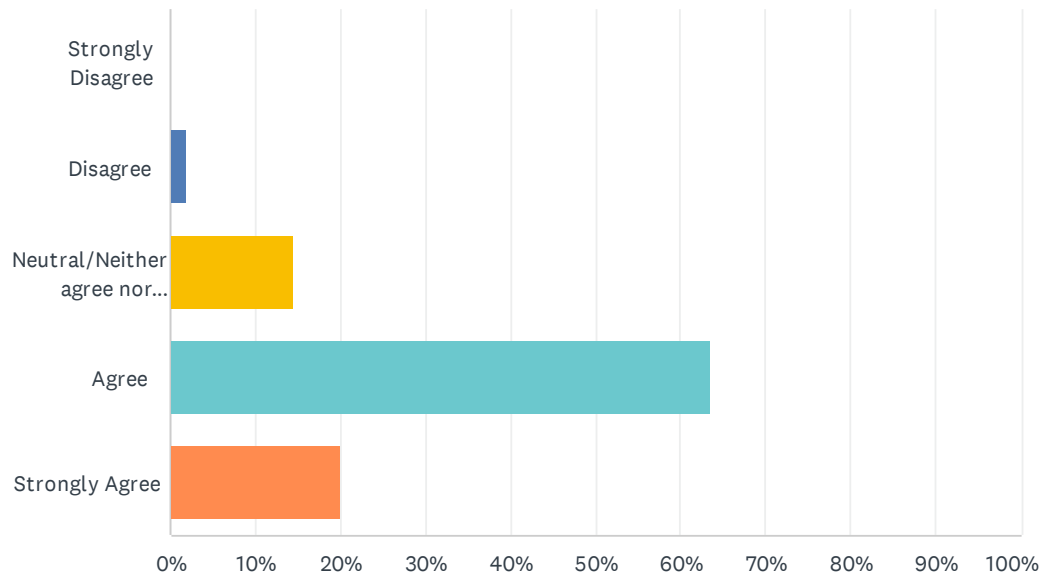
Answered: 29 Skipped: 36

**Q49 Please comment with any suggestions you have on how any of the  
aforementioned areas could be improved for 2022?**

Answered: 20 Skipped: 45

## Q50 NIBRT fosters diversity and inclusiveness.

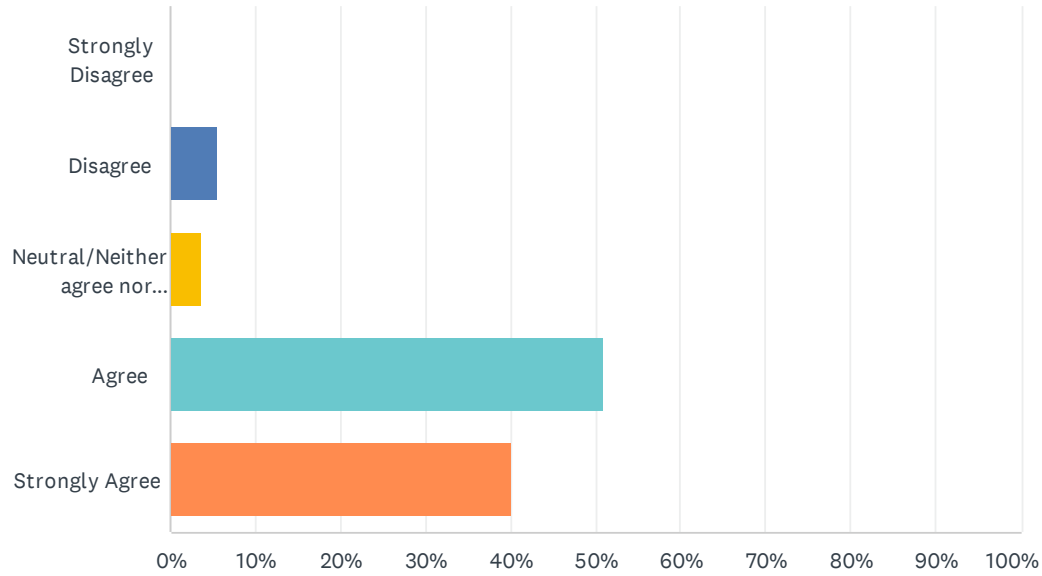
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	1.82%	1
Neutral/Neither agree nor disagree	14.55%	8
Agree	63.64%	35
Strongly Agree	20.00%	11
<b>TOTAL</b>		<b>55</b>

## Q51 Employees treat each other with respect.

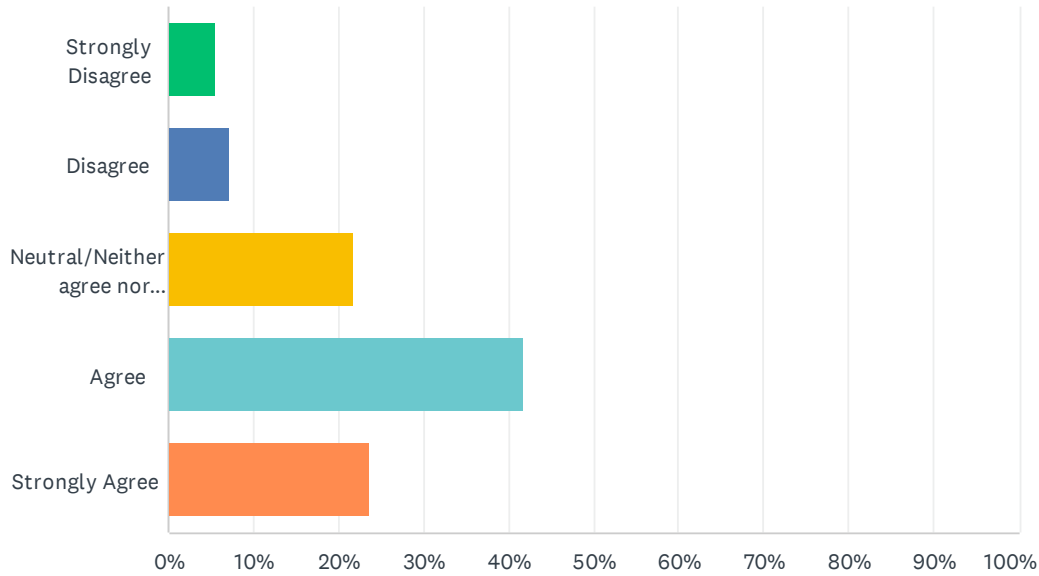
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	5.45%	3
Neutral/Neither agree nor disagree	3.64%	2
Agree	50.91%	28
Strongly Agree	40.00%	22
<b>TOTAL</b>		<b>55</b>

Q52 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.

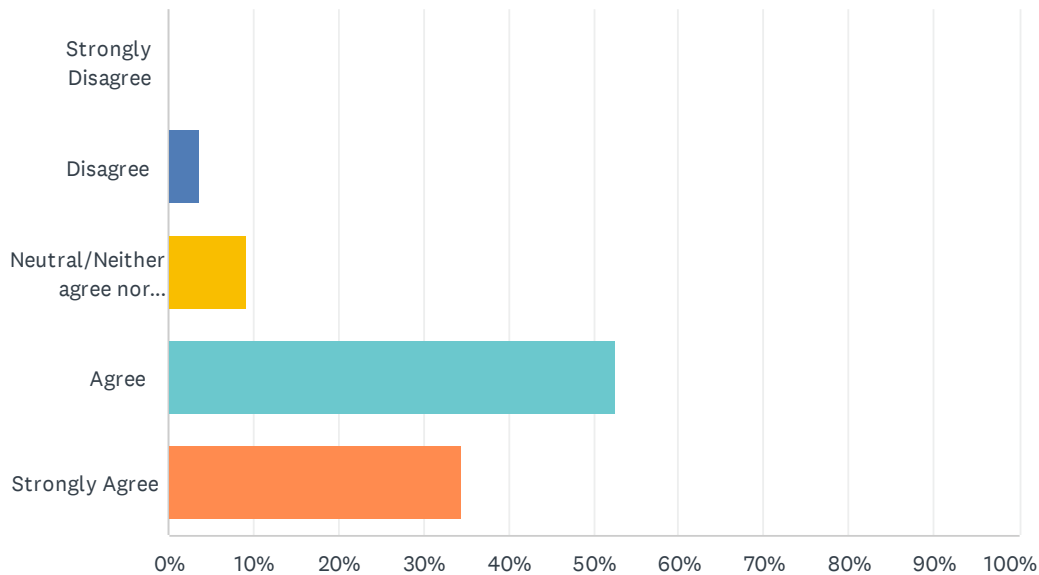
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	5.45%	3
Disagree	7.27%	4
Neutral/Neither agree nor disagree	21.82%	12
Agree	41.82%	23
Strongly Agree	23.64%	13
<b>TOTAL</b>		<b>55</b>

**Q53 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.**

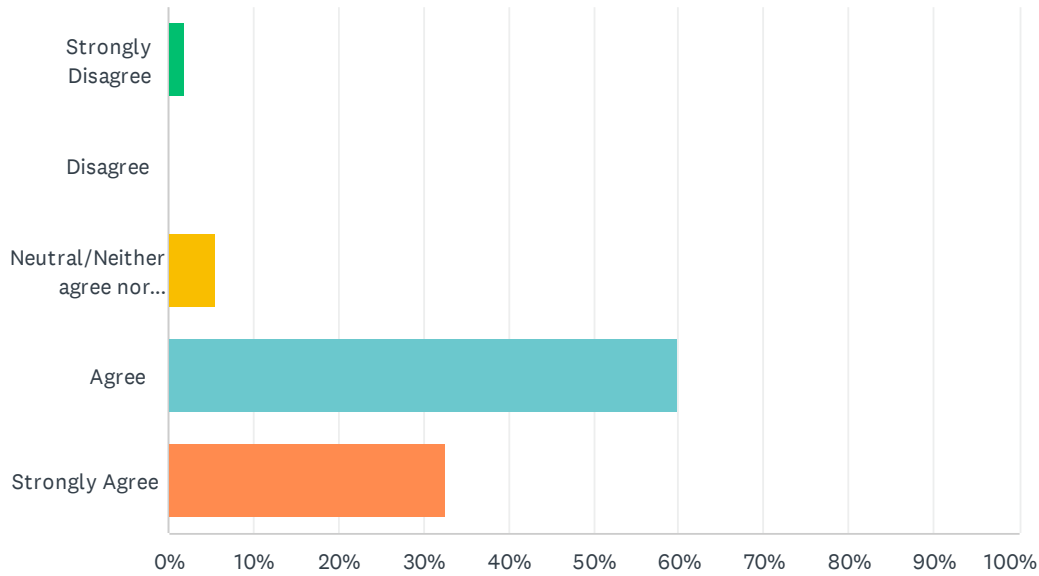
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	3.64%	2
Neutral/Neither agree nor disagree	9.09%	5
Agree	52.73%	29
Strongly Agree	34.55%	19
<b>TOTAL</b>		<b>55</b>

**Q54 Diversity can be defined as the visible and non visible differences between individuals e.g. race, ethnicity, religion, age, disability, sexualorientation 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: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.82%	1
Disagree	0.00%	0
Neutral/Neither agree nor disagree	5.45%	3
Agree	60.00%	33
Strongly Agree	32.73%	18
<b>TOTAL</b>		<b>55</b>

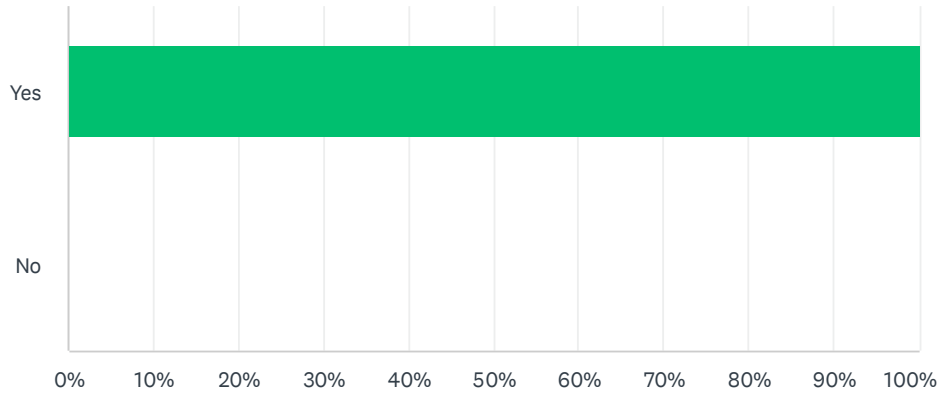


## Q55 How could NIBRT be improved from an EDI perspective in 2022?

Answered: 20 Skipped: 45

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

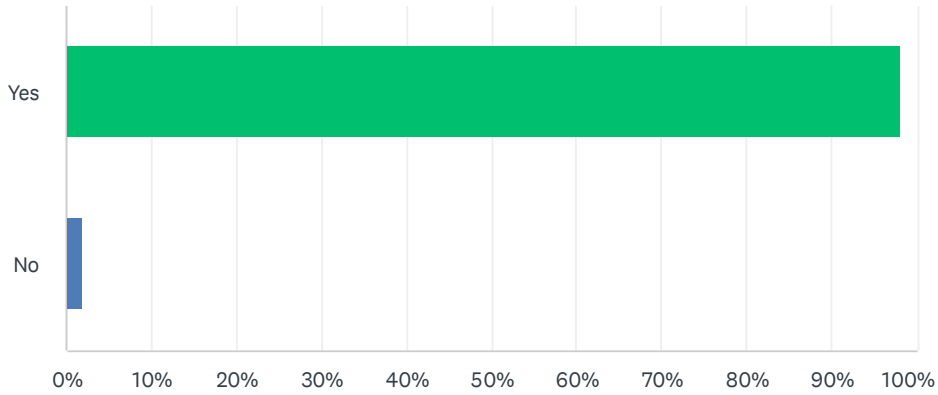
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	100.00%	55
No	0.00%	0
TOTAL		55

### Q57 Is there always a HR team member available to you when you needthem?

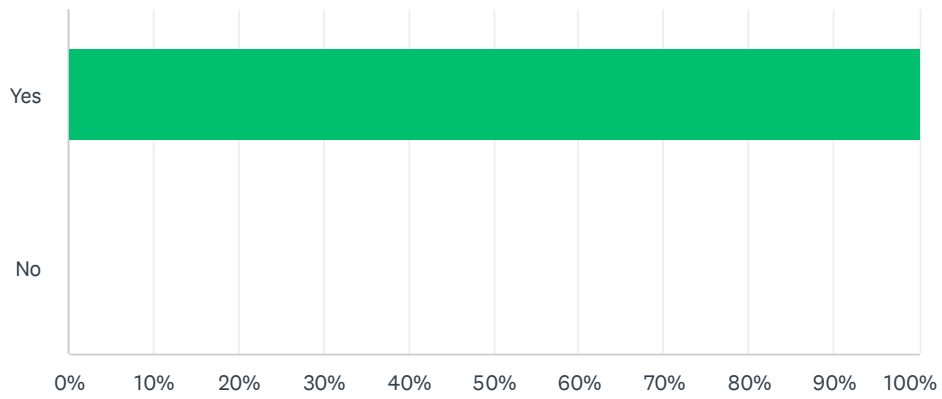
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	98.18%	54
No	1.82%	1
TOTAL		55

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

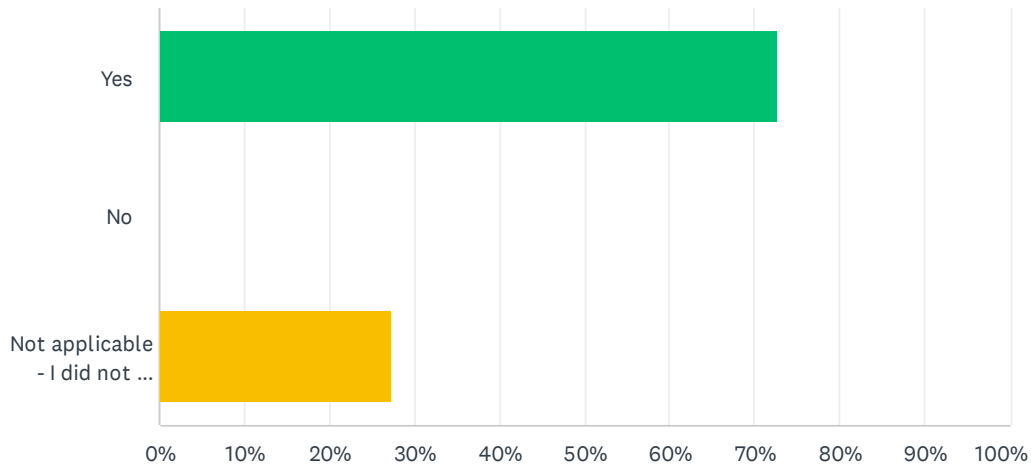
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	100.00%	55
No	0.00%	0
TOTAL		55

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

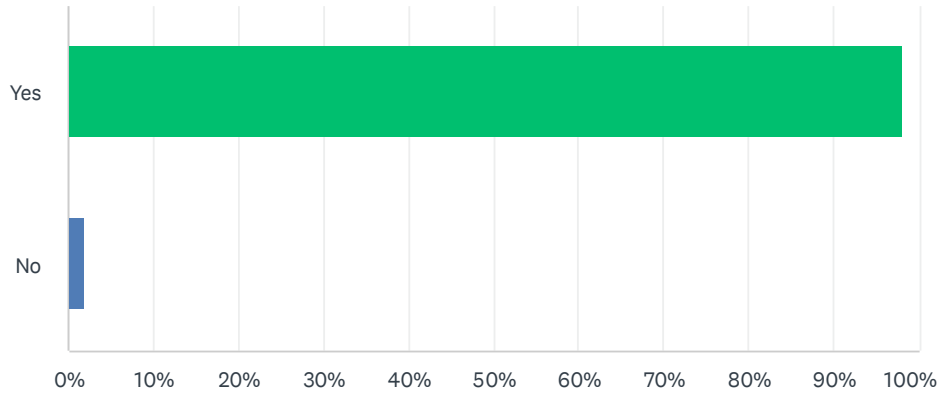
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	72.73%	40
No	0.00%	0
Not applicable - I did not go to HR with a query	27.27%	15
<b>TOTAL</b>		<b>55</b>

## Q60 Do you know how to access HR Policies?

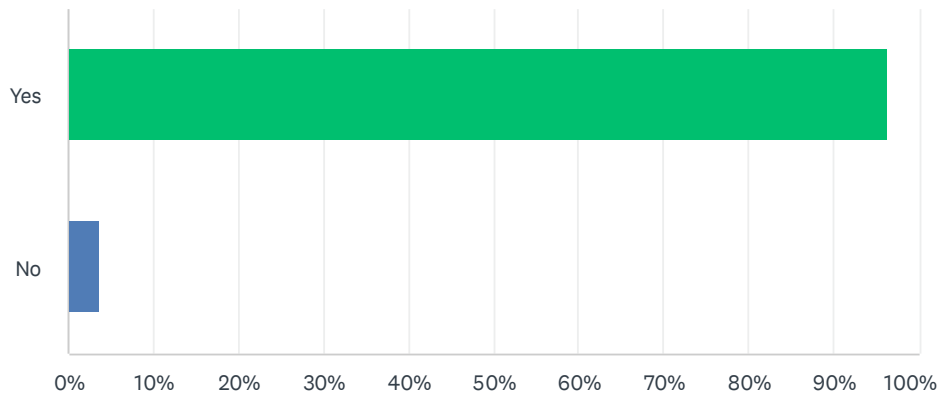
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	98.18%	54
No	1.82%	1
TOTAL		55

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

Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	96.36%	53
No	3.64%	2
TOTAL		55

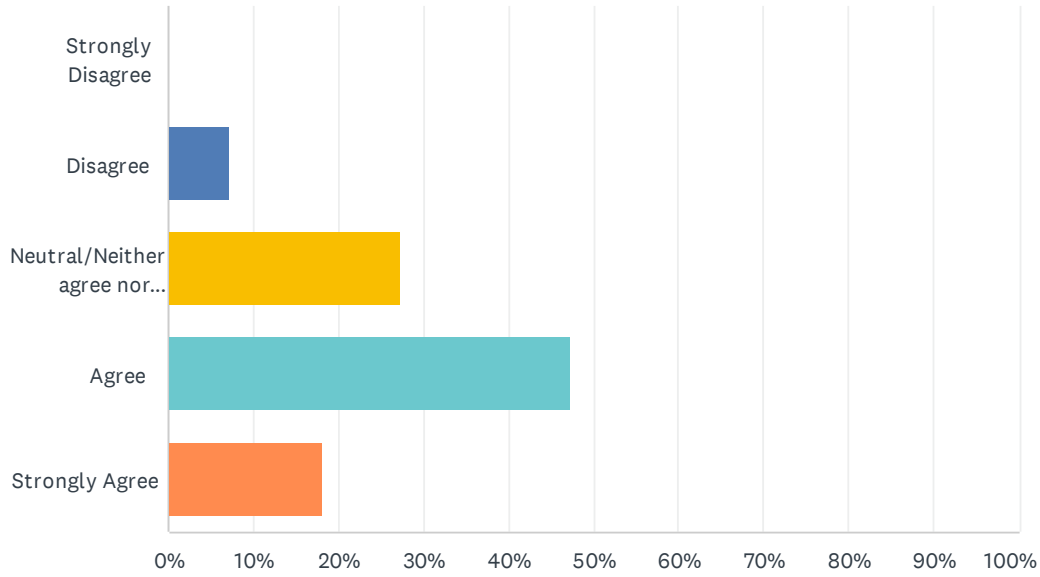
Q62 Would could HR start doing in 2022 that would have a positive impact for you?

Answered: 19 Skipped: 46



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

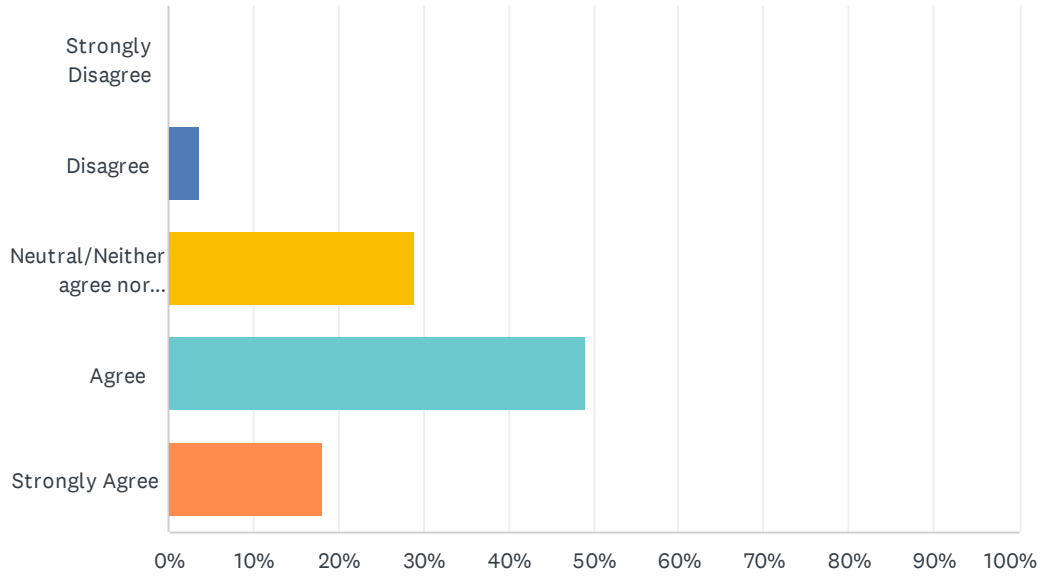
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	7.27%	4
Neutral/Neither agree nor disagree	27.27%	15
Agree	47.27%	26
Strongly Agree	18.18%	10
<b>TOTAL</b>		<b>55</b>

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

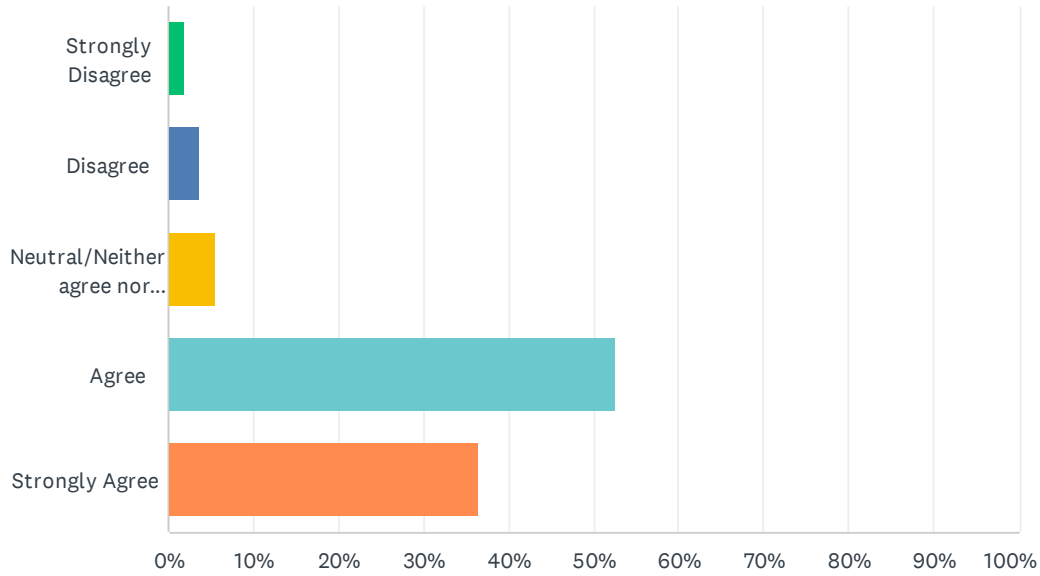
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.00%	0
Disagree	3.64%	2
Neutral/Neither agree nor disagree	29.09%	16
Agree	49.09%	27
Strongly Agree	18.18%	10
<b>TOTAL</b>		<b>55</b>

## Q65 NIBRT is a great place to work

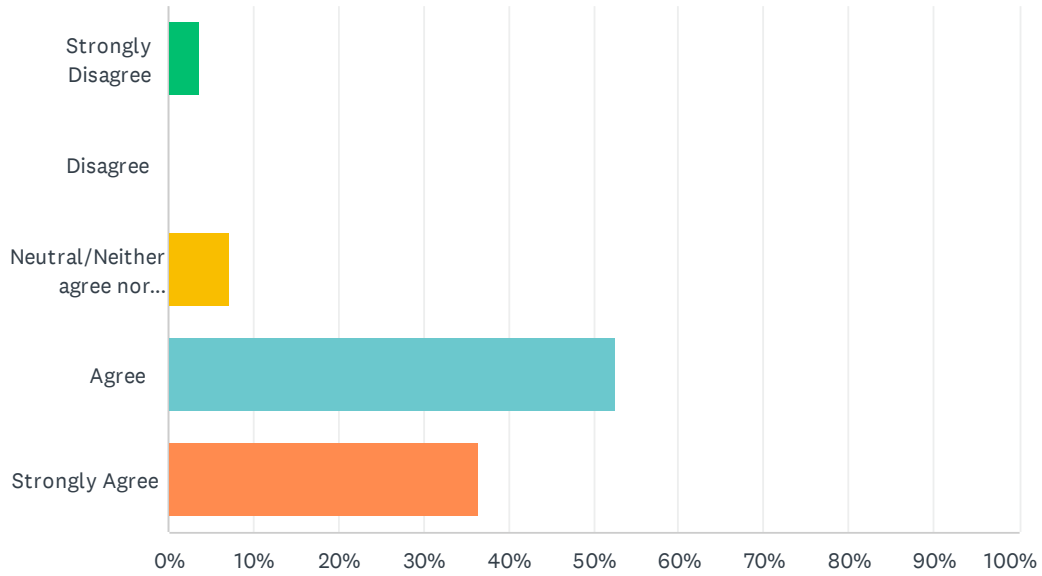
Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.82%	1
Disagree	3.64%	2
Neutral/Neither agree nor disagree	5.45%	3
Agree	52.73%	29
Strongly Agree	36.36%	20
<b>TOTAL</b>		<b>55</b>

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

Answered: 55 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.64%	2
Disagree	0.00%	0
Neutral/Neither agree nor disagree	7.27%	4
Agree	52.73%	29
Strongly Agree	36.36%	20
<b>TOTAL</b>		<b>55</b>

Q67 Please use this space to make any other comments you have.

Answered: 19 Skipped: 46