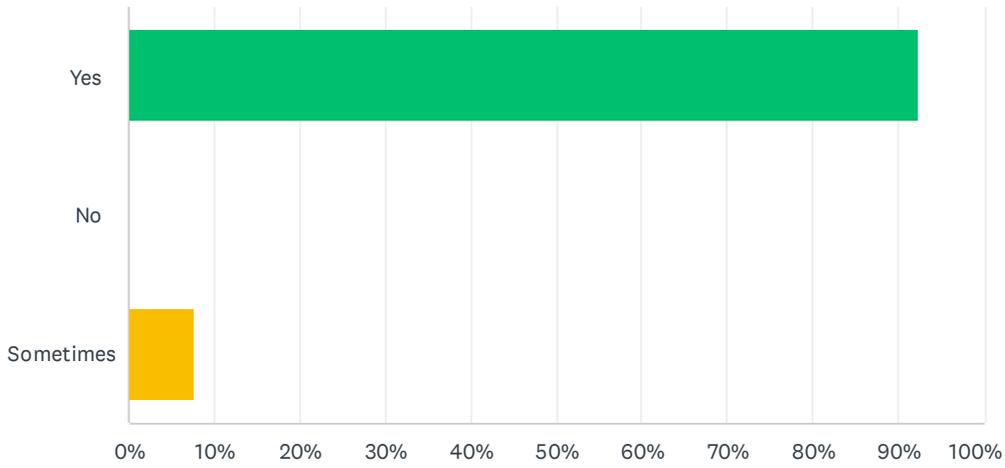


Q1 Are you encouraged to propose new ideas and use your freedom of expression during your research work in NIBRT?

Answered: 26 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		92.31%	24
No		0.00%	0
Sometimes		7.69%	2
TOTAL			26

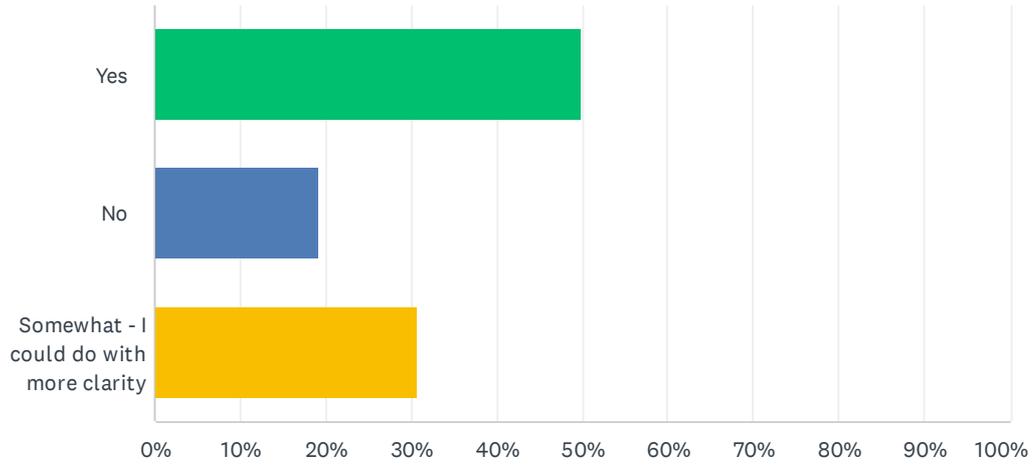
Q2 If yes, how? If no, why?

Answered: 22 Skipped: 4

ANSWER CHOICES	RESPONSES	
If yes, how?	100.00%	22
If no, why?	0.00%	0

Q3 Are you aware of the strategic and the financial aims of NIBRT?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	50.00%	13
No	19.23%	5
Somewhat - I could do with more clarity	30.77%	8
TOTAL		26

Q4 If yes, how are you made aware of this?

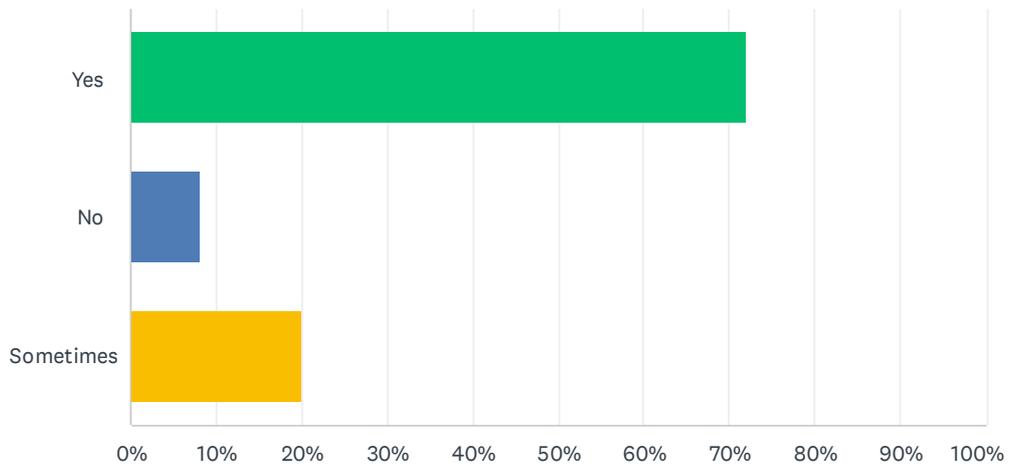
Answered: 15 Skipped: 11

Q5 Please briefly describe the ethical principles that govern your approach to your research.

Answered: 24 Skipped: 2

Q6 Does your PI/Supervisor check the results you generate in your research?

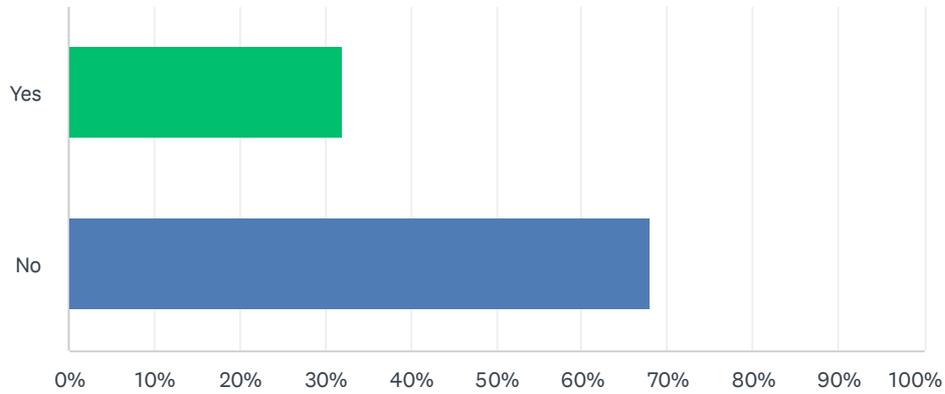
Answered: 25 Skipped: 1



ANSWER CHOICES		RESPONSES	
Yes		72.00%	18
No		8.00%	2
Sometimes		20.00%	5
TOTAL			25

Q7 In your view, would it be possible to plagiarise work and have it go undetected by NIBRT?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	32.00%	8
No	68.00%	17
TOTAL		25

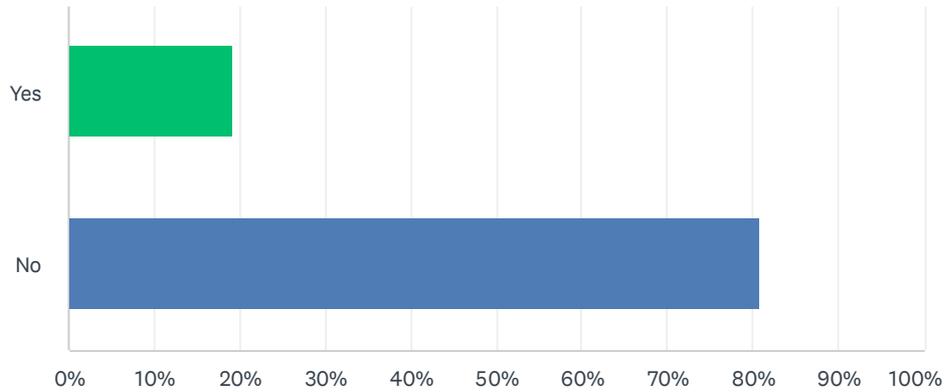
Q8 If yes, how? If no, how would it be detected?

Answered: 20 Skipped: 6

ANSWER CHOICES	RESPONSES	
If yes, how?	30.00%	6
If no, how would it be detected?	70.00%	14

Q9 Have you ever worked alongside a research colleague in NIBRT who you believed was unsuitably qualified or experienced to carry out the work they were doing?

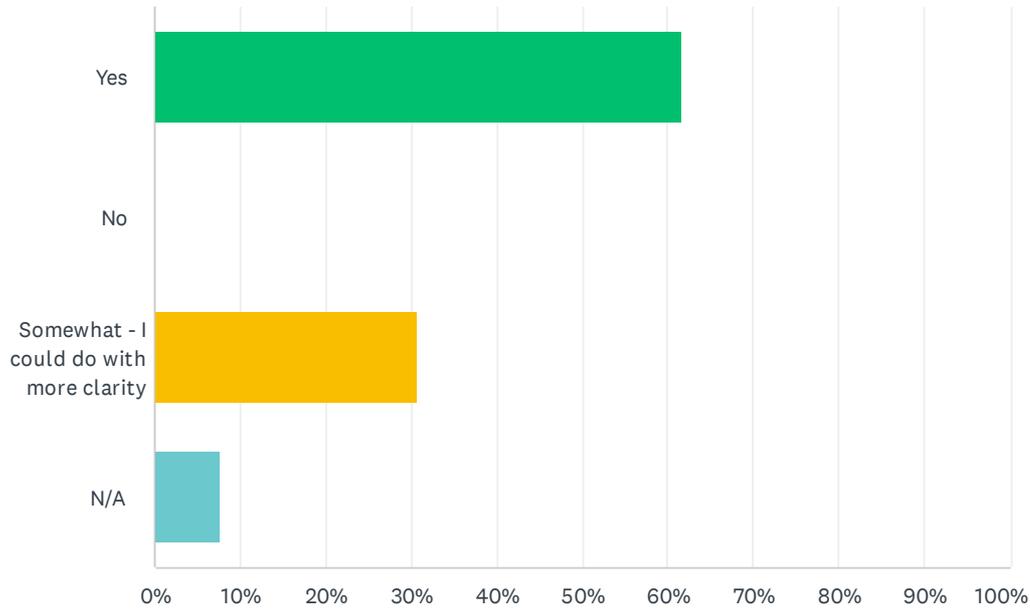
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	19.23%	5
No	80.77%	21
TOTAL		26

Q10 Are you aware/do you understand the conditions of the grant you are working on and any limitations or restrictions this imposes on your work?

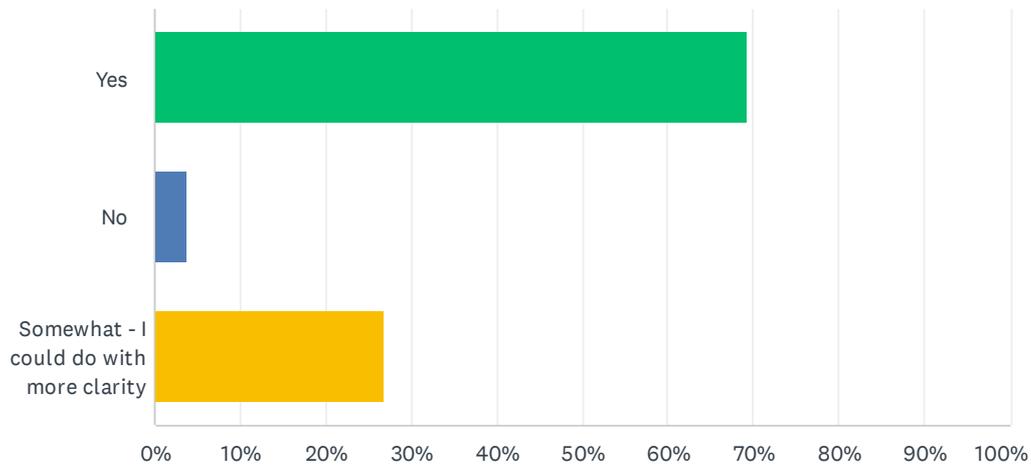
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	61.54%	16
No	0.00%	0
Somewhat - I could do with more clarity	30.77%	8
N/A	7.69%	2
TOTAL		26

Q11 Are you aware of your Intellectual Property rights and obligations in NIBRT?

Answered: 26 Skipped: 0



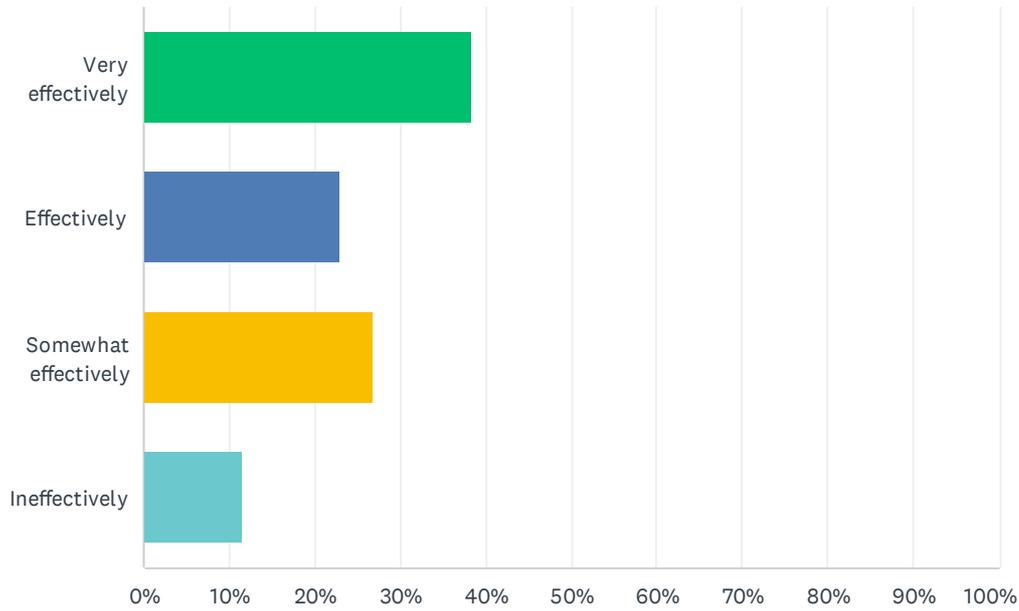
ANSWER CHOICES	RESPONSES	
Yes	69.23%	18
No	3.85%	1
Somewhat - I could do with more clarity	26.92%	7
TOTAL		26

Q12 Who do you believe you are accountable to in relation to your research results? (List as many stakeholders as you feel relevant)

Answered: 23 Skipped: 3

Q13 In your view, how effectively does NIBRT implement safe working practices in research?

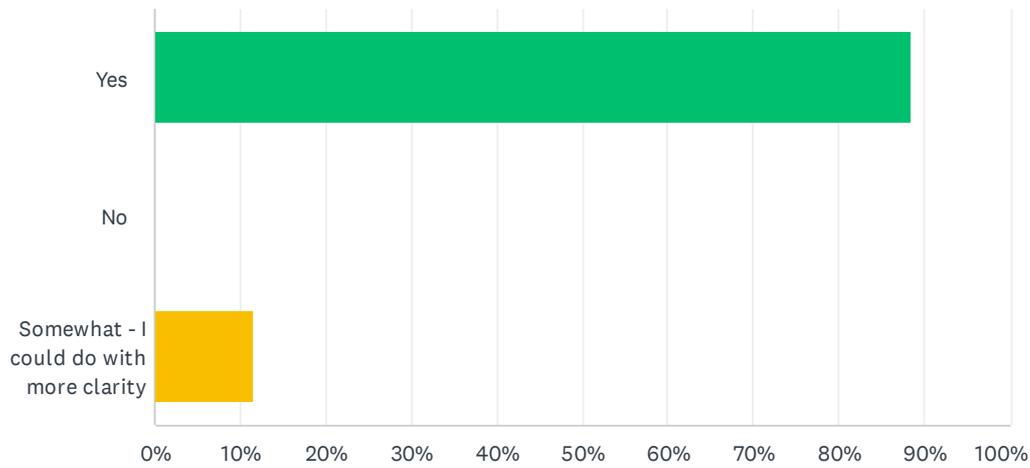
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very effectively	38.46%	10
Effectively	23.08%	6
Somewhat effectively	26.92%	7
Ineffectively	11.54%	3
TOTAL		26

Q14 Do you understand your responsibilities around confidentiality and data protection when handling your research data?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	88.46%	23
No	0.00%	0
Somewhat - I could do with more clarity	11.54%	3
TOTAL		26

Q15 Please briefly describe how you and/or NIBRT disseminate, communicate, apply or translate research results generated through our research work in NIBRT?

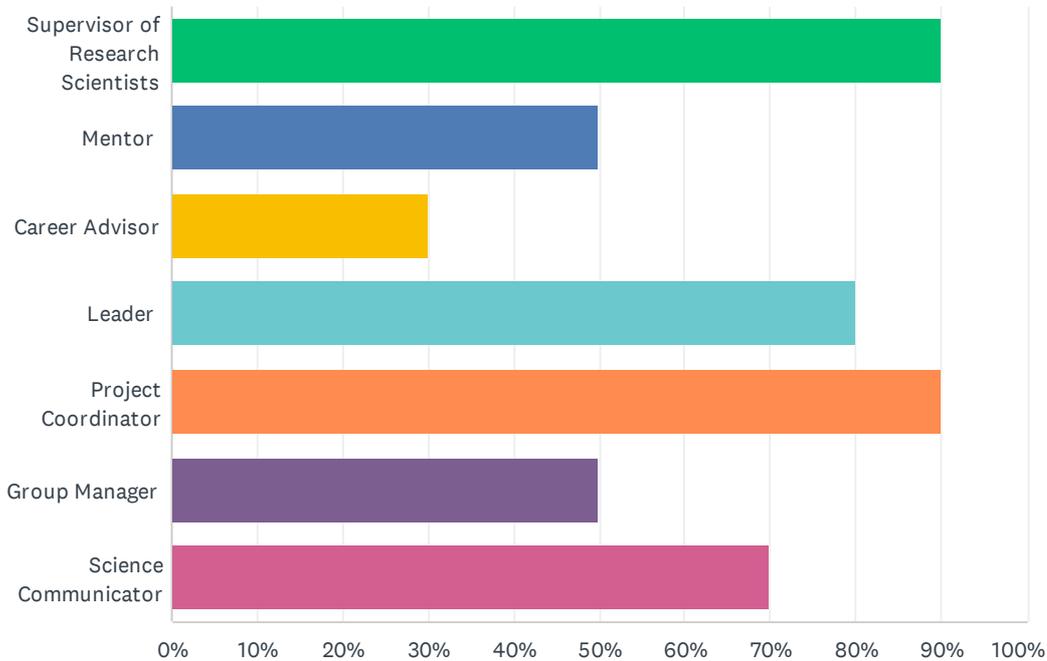
Answered: 22 Skipped: 4

Q16 As a researcher, how do you ensure that your work is communicated to the wider public in a way that is accessible to non-specialists and helps improve public understanding of biopharma?

Answered: 22 Skipped: 4

Q17 For SENIOR RESEARCHERS only; please select from the list below which duties you believe are part of your role as a Senior Researcher in NIBRT?

Answered: 10 Skipped: 16



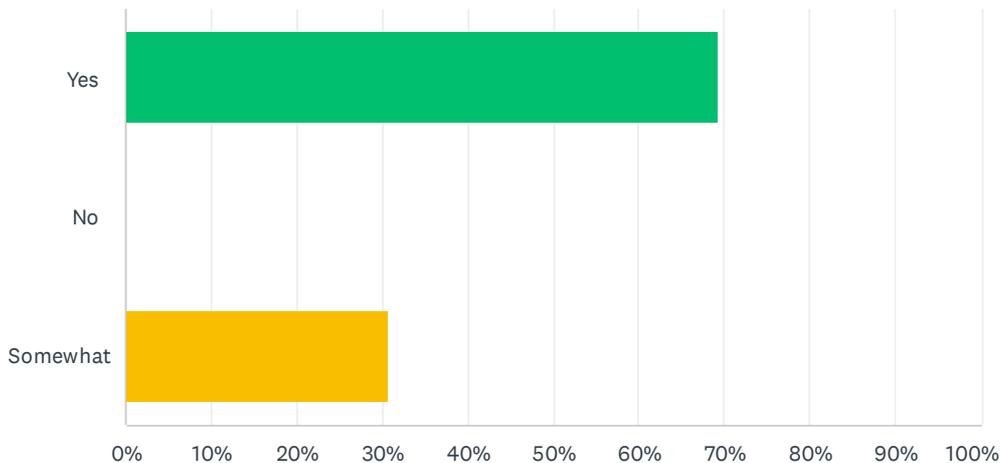
ANSWER CHOICES	RESPONSES	
Supervisor of Research Scientists	90.00%	9
Mentor	50.00%	5
Career Advisor	30.00%	3
Leader	80.00%	8
Project Coordinator	90.00%	9
Group Manager	50.00%	5
Science Communicator	70.00%	7
Total Respondents: 10		

Q18 Please briefly describe your relationship with your supervisor including their accessibility to you, how often you meet, the kind of feedback you receive etc.

Answered: 23 Skipped: 3

Q19 Do you believe your continued professional development (CPD) is supported by NIBRT?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	69.23%	18
No	0.00%	0
Somewhat	30.77%	8
TOTAL		26

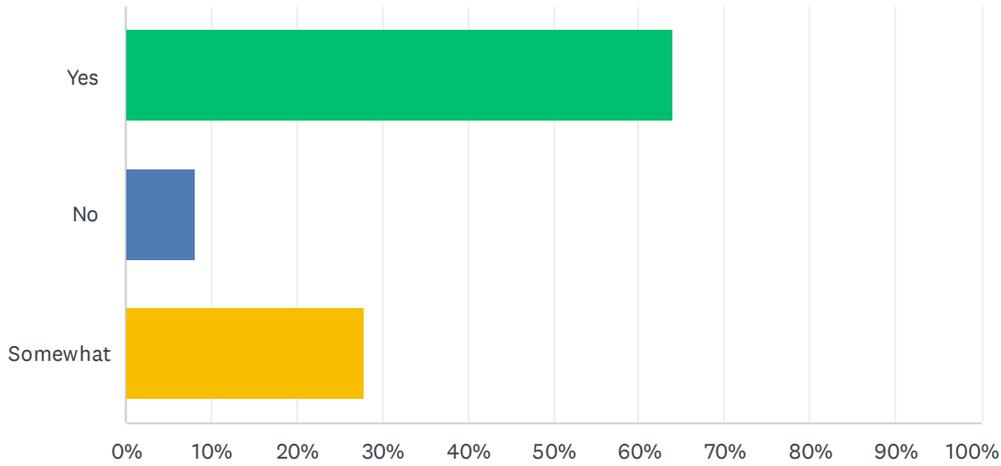
Q20 If yes, how? If no or somewhat, how could this be improved to better support your career development?

Answered: 20 Skipped: 6

ANSWER CHOICES	RESPONSES	
If yes, how?	90.00%	18
If no or somewhat how could this be improved?	20.00%	4

Q21 Do you have access to enough support in NIBRT (e.g. career advice from PI, training, mentors etc) to assist you to confidently plan a career development strategy for your career in research?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	64.00%	16
No	8.00%	2
Somewhat	28.00%	7
TOTAL		25

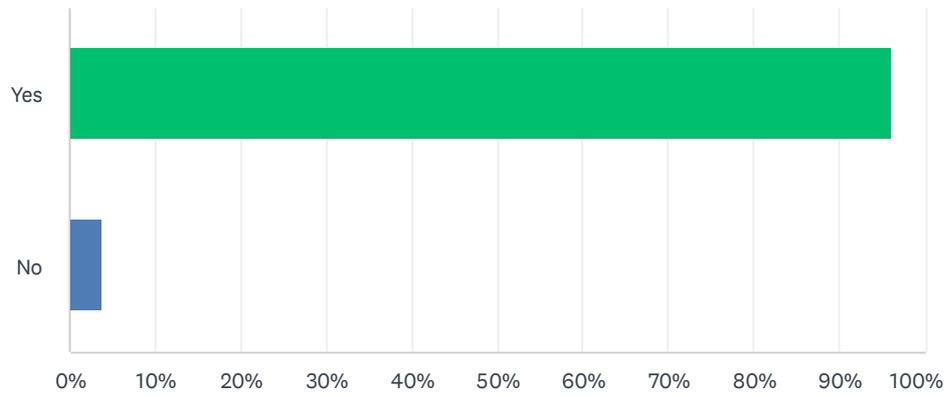
Q22 If yes, how? If no or somewhat, how could this be improved to better support your career development?

Answered: 19 Skipped: 7

ANSWER CHOICES	RESPONSES	
If yes, how?	73.68%	14
If no or somewhat how could this be improved?	31.58%	6

Q23 Do you believe you are treated like a professional in NIBRT?

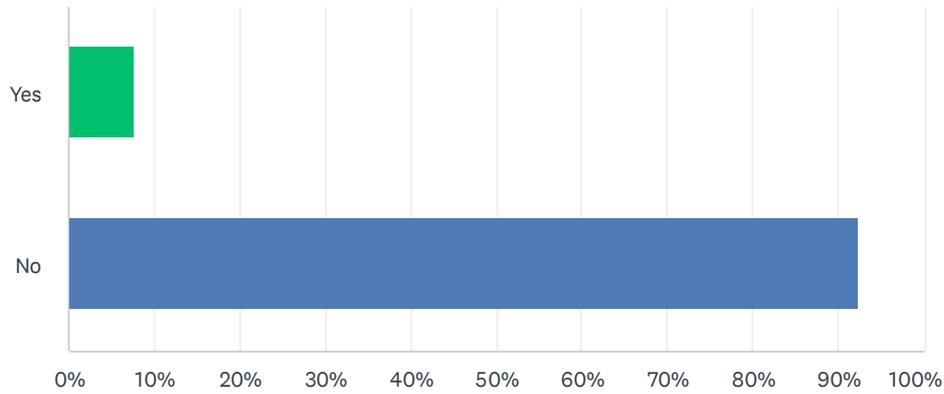
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.15%	25
No	3.85%	1
TOTAL		26

Q24 Have you ever witnessed a researcher at NIBRT being treated unfairly or differently because of their gender, age, ethnicity, nationality, social background, religion or belief, sexual orientation, language, disability, political views, or economic situation?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	7.69%	2
No	92.31%	24
TOTAL		26

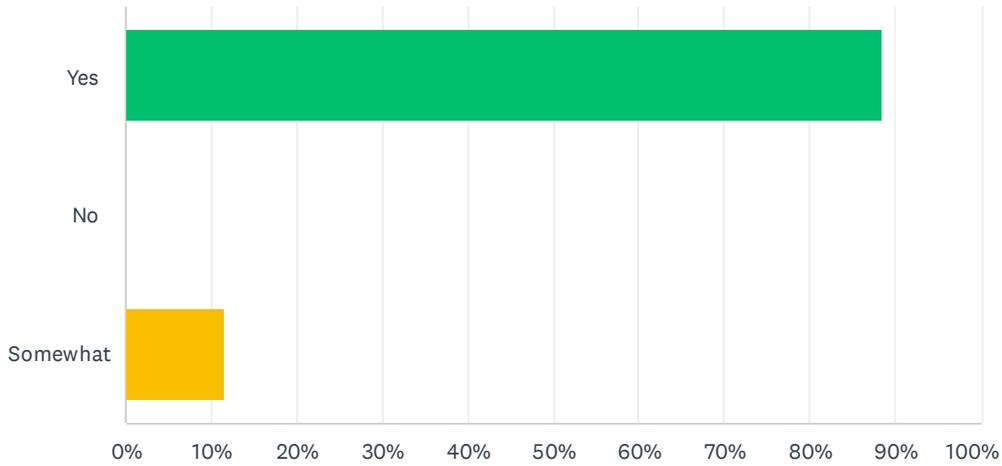
Q25 If yes, how? If no or somewhat, what is missing?

Answered: 9 Skipped: 17

ANSWER CHOICES	RESPONSES	
If yes, how?	11.11%	1
If no or somewhat, what is missing?	88.89%	8

Q26 Is NIBRT a stimulating research environment to work in, one that offers appropriate facilities, equipment and opportunity for researchers?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	88.46%	23
No	0.00%	0
Somewhat	11.54%	3
TOTAL		26

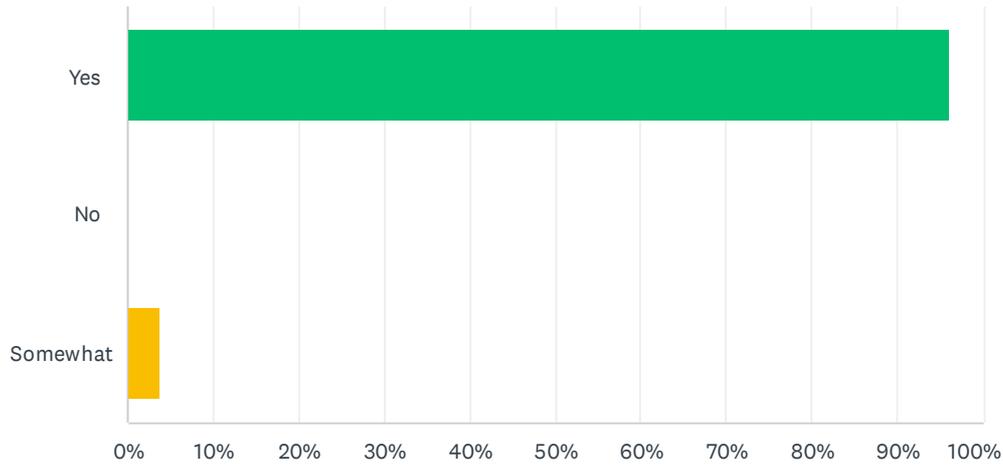
Q27 If yes, how? If no or somewhat, why not?

Answered: 20 Skipped: 6

ANSWER CHOICES	RESPONSES	
If yes, how?	90.00%	18
If no or somewhat, why not?	15.00%	3

Q28 In your view, does NIBRT offer flexible working conditions that enable researchers of all genders to effectively balance work and family commitments?

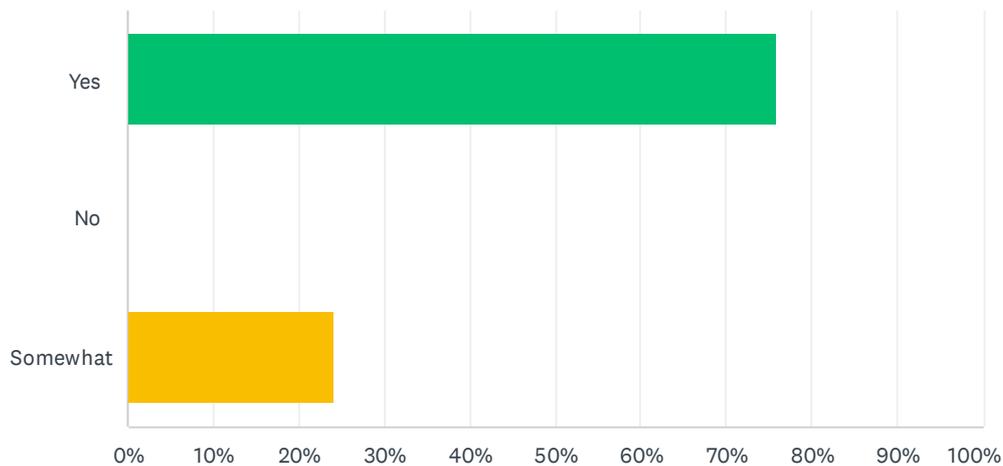
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.15%	25
No	0.00%	0
Somewhat	3.85%	1
TOTAL		26

Q29 As far as you are aware, does NIBRT follow the EU Directive on Fixed-Term Work to help ensure fair and stable employment conditions for researchers?

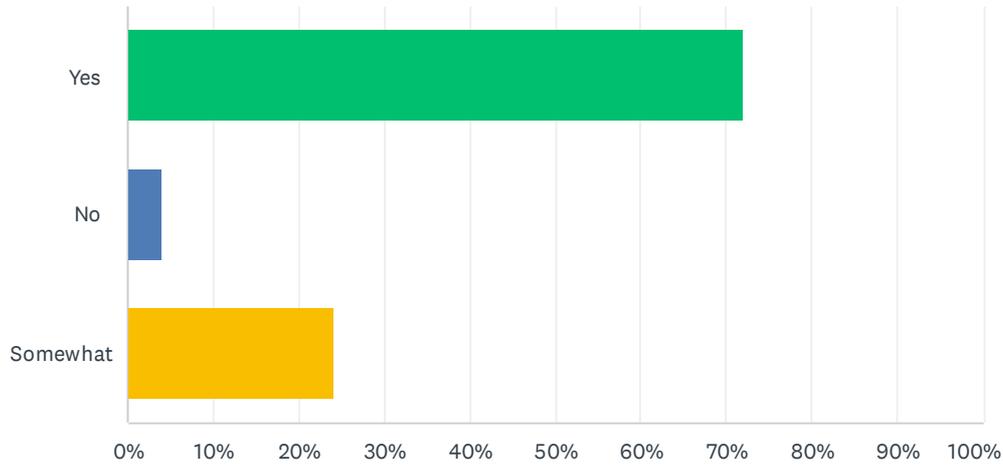
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	76.00%	19
No	0.00%	0
Somewhat	24.00%	6
TOTAL		25

Q30 Do you believe that for your stage of career, NIBRT provides you with fair and attractive salaries and equitable social security benefits (i.e. pension, sick pay, parental benefits, health care)?

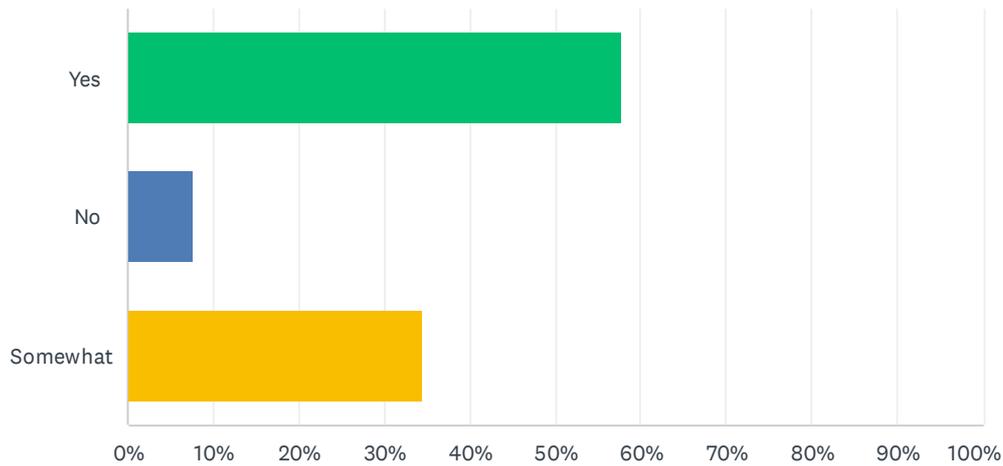
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	72.00%	18
No	4.00%	1
Somewhat	24.00%	6
TOTAL		25

Q31 Geographical, inter sectoral, inter and transdisciplinary, virtual mobility as well as mobility between public and private sectors can add significant value to the professional development of a researcher. Do you think NIBRT adequately values mobility in the hiring, progression or promotion of researchers?

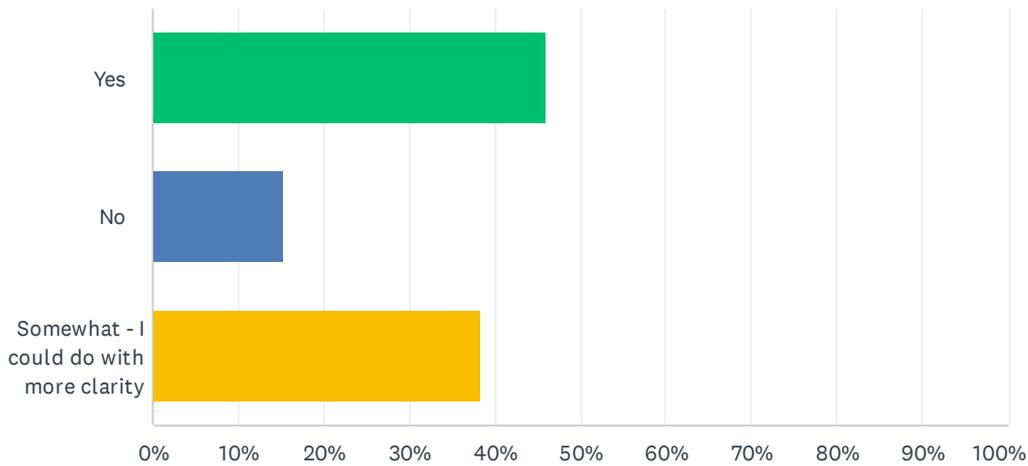
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.69%	15
No	7.69%	2
Somewhat	34.62%	9
TOTAL		26

Q32 Are you clear on how co-authorship is managed in NIBRT? For example, are you aware of a NIBRT policy on this, do you feel there is consistency on how co-authors are recognised on NIBRT publications, would you know who to contact if you felt authorship was not being recognised fairly?

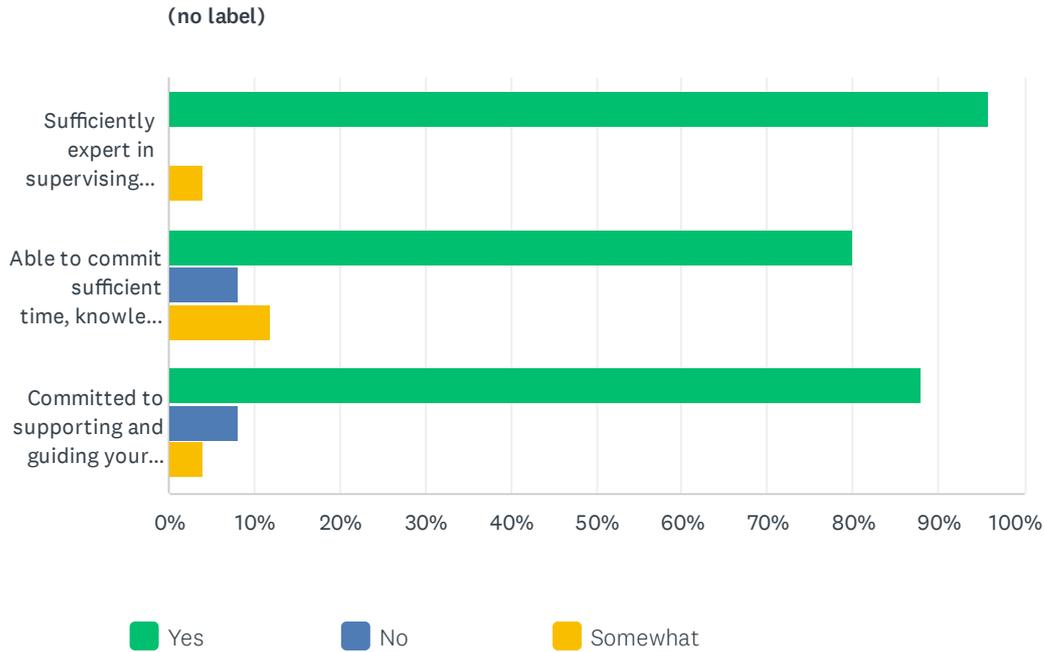
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	46.15%	12
No	15.38%	4
Somewhat - I could do with more clarity	38.46%	10
TOTAL		26

Q33 Is your supervisor...

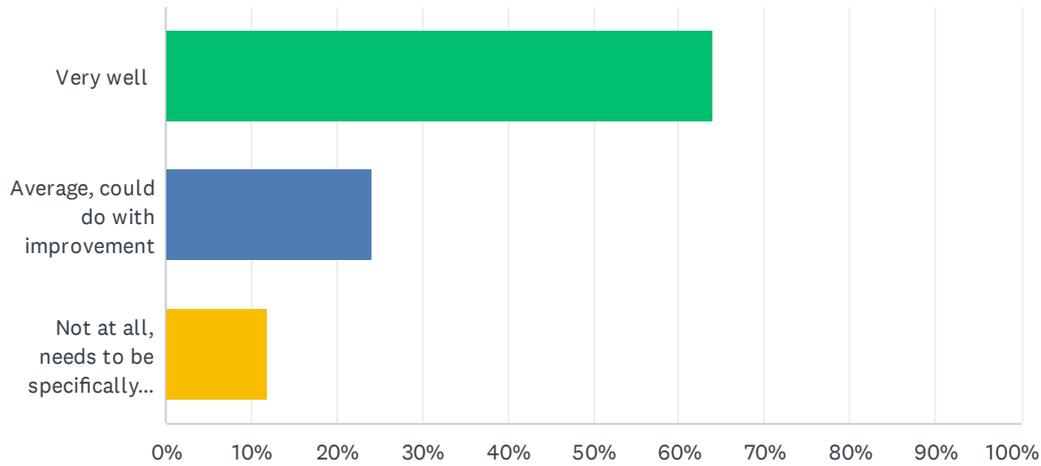
Answered: 25 Skipped: 1



(no label)				
	YES	NO	SOMEWHAT	TOTAL
Sufficiently expert in supervising research	96.00% 24	0.00% 0	4.00% 1	25
Able to commit sufficient time, knowledge and experience to review your work and give you necessary feedback	80.00% 20	8.00% 2	12.00% 3	25
Committed to supporting and guiding your progress	88.00% 22	8.00% 2	4.00% 1	25

Q34 How well do you believe NIBRT's annual Performance Review process takes account of researchers creativity and research results e.g. publications, patents, supervision, mentoring, administrative duties, public engagement activities and mobility?

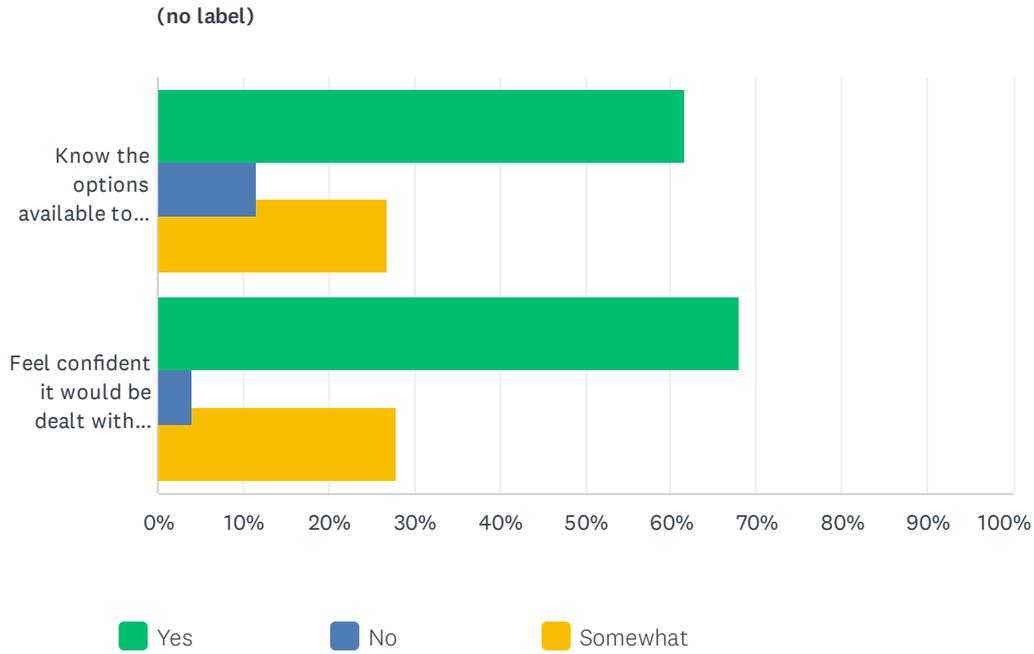
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very well	64.00%	16
Average, could do with improvement	24.00%	6
Not at all, needs to be specifically tailored to suit research needs	12.00%	3
TOTAL		25

Q35 If you had a complaint in NIBRT, do you...

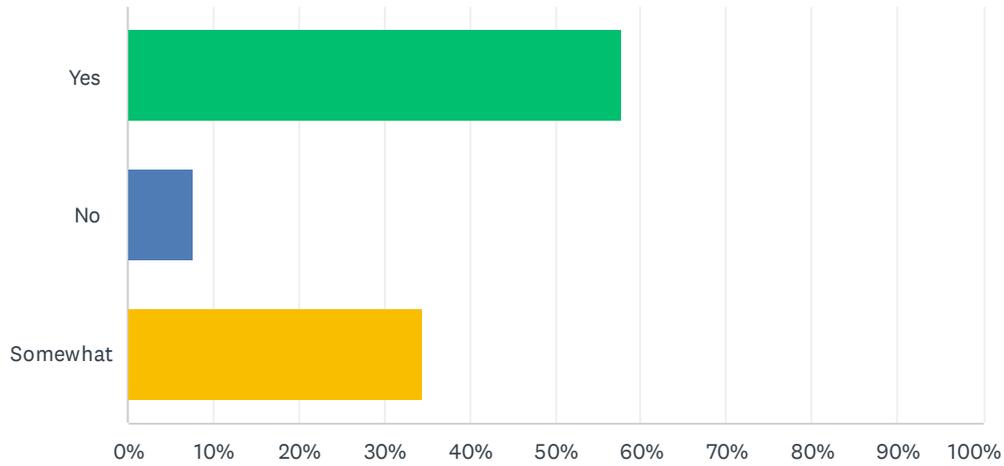
Answered: 26 Skipped: 0



(no label)				
	YES	NO	SOMEWHAT	TOTAL
Know the options available to you to have it addressed	61.54% 16	11.54% 3	26.92% 7	26
Feel confident it would be dealt with fairly and equitably	68.00% 17	4.00% 1	28.00% 7	25

Q36 Do you believe the view of researchers is adequately considered in decision making in NIBRT?

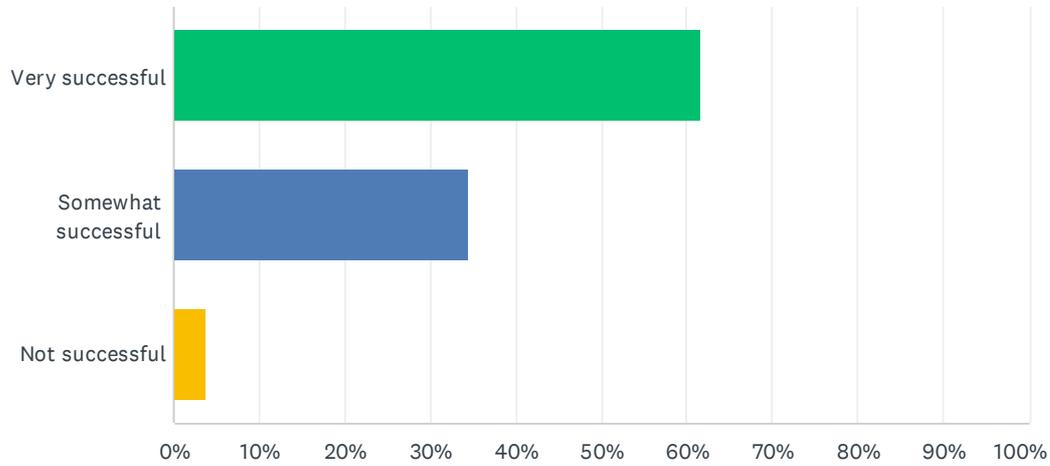
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.69%	15
No	7.69%	2
Somewhat	34.62%	9
TOTAL		26

Q37 How successful is NIBRT's recruitment process at setting fair selection criteria for research roles?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very successful	61.54%	16
Somewhat successful	34.62%	9
Not successful	3.85%	1
TOTAL		26