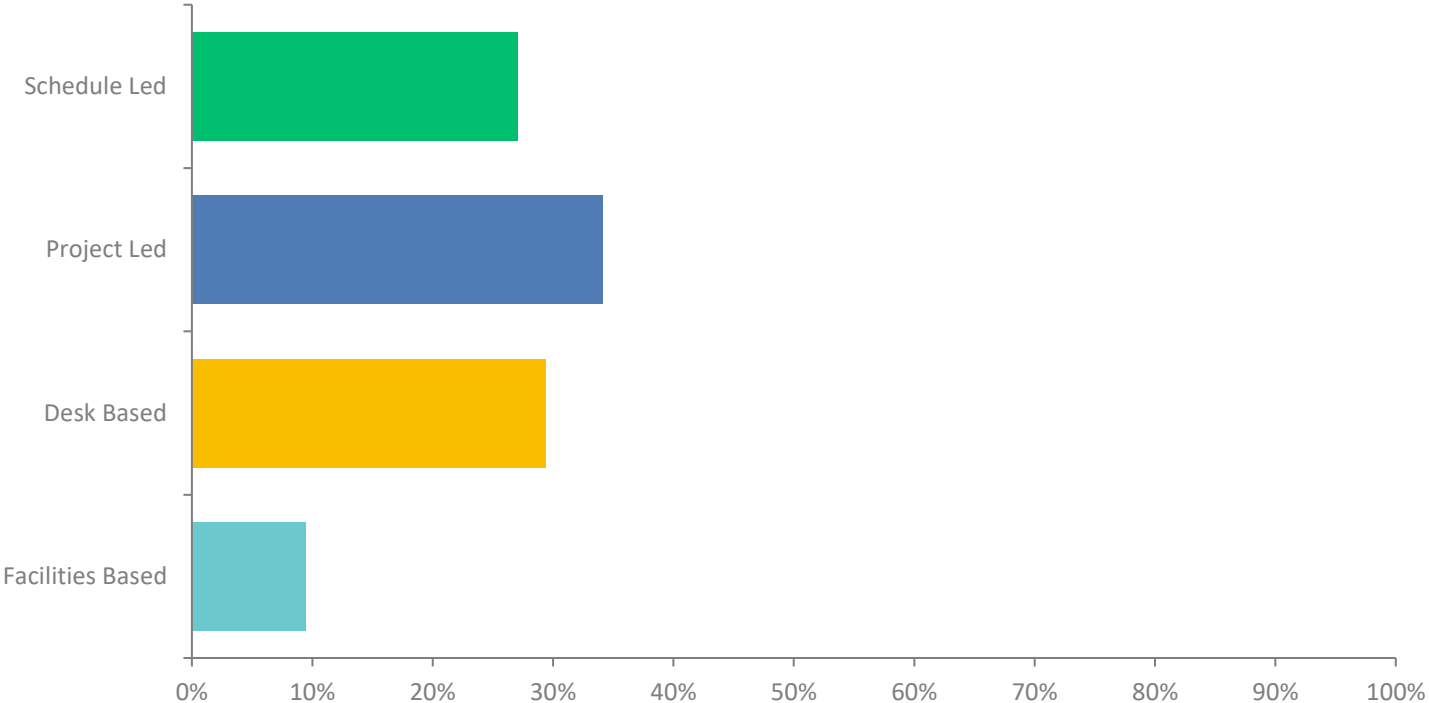


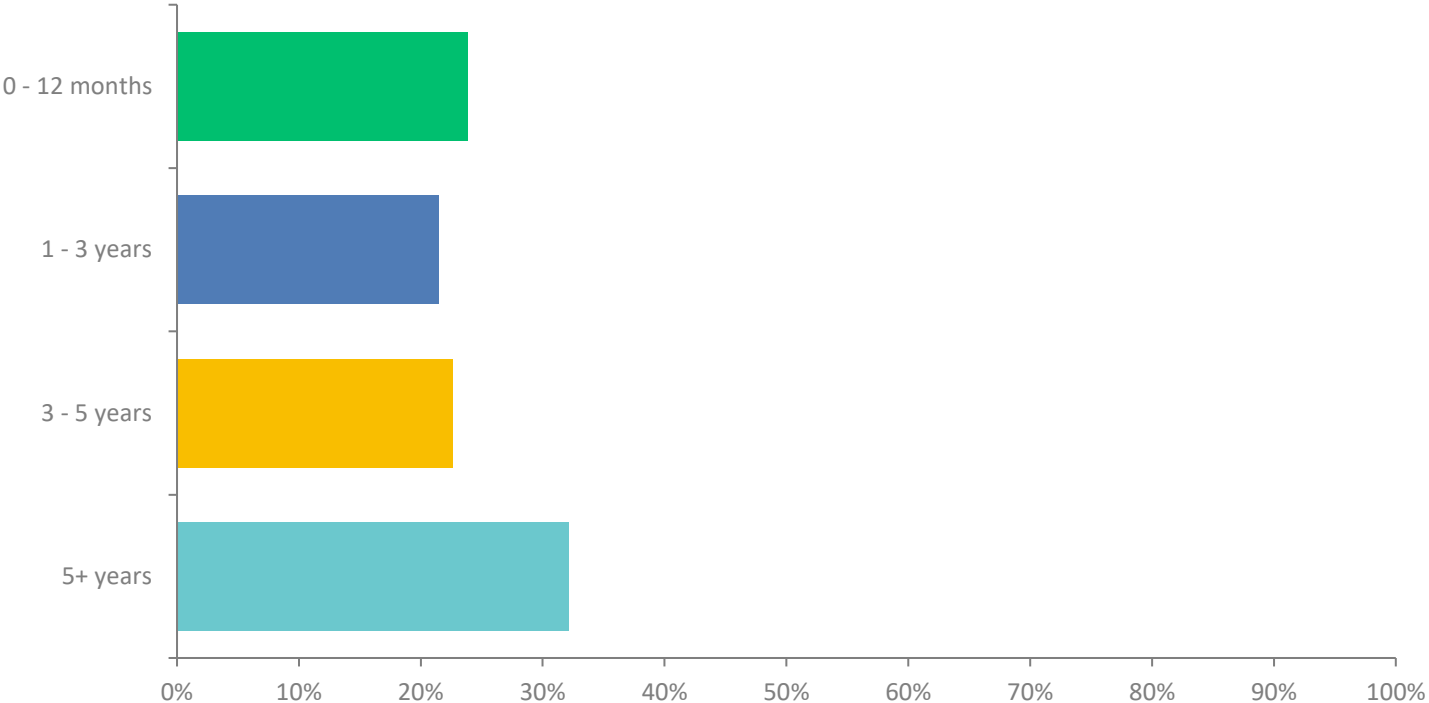
Q1: Which NIBRT Persona does your role belong to?

Answered: 85 Skipped: 2



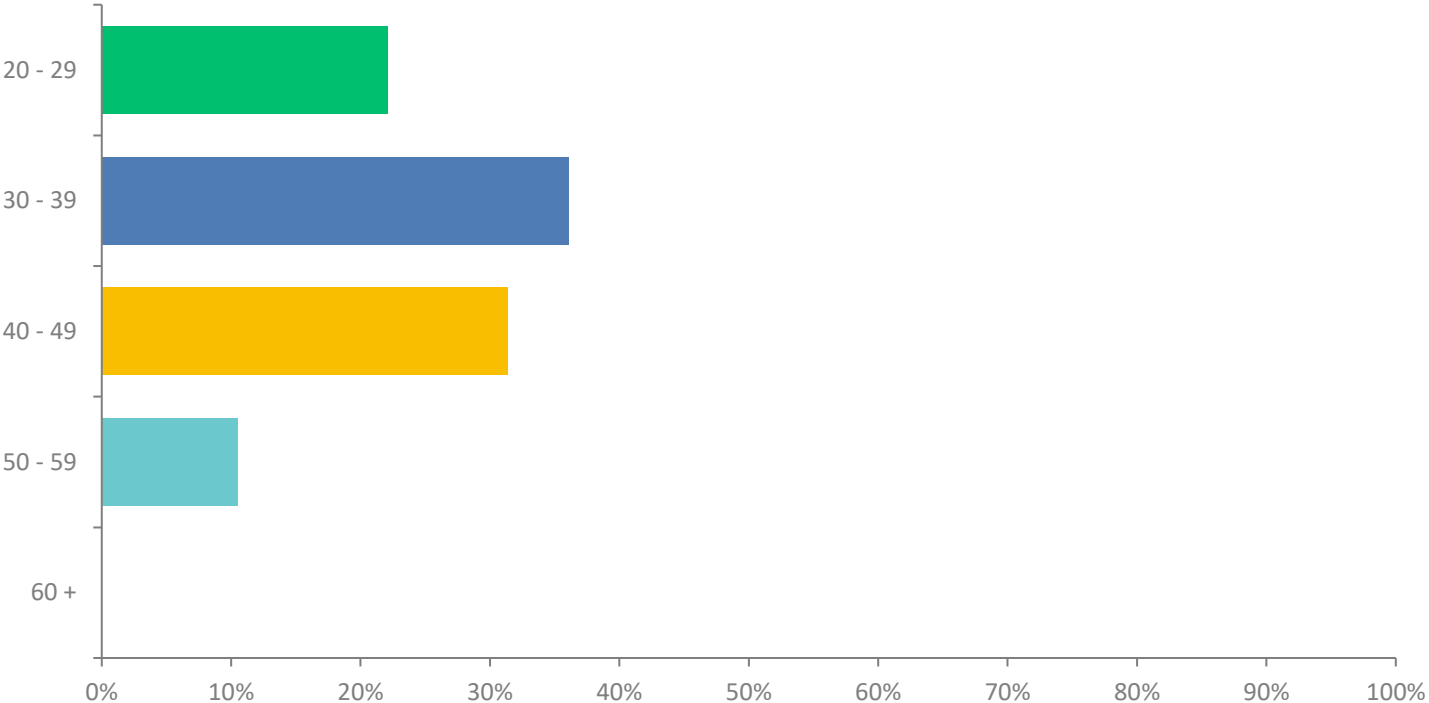
Q2: How long have you worked for NIBRT?

Answered: 84 Skipped: 3



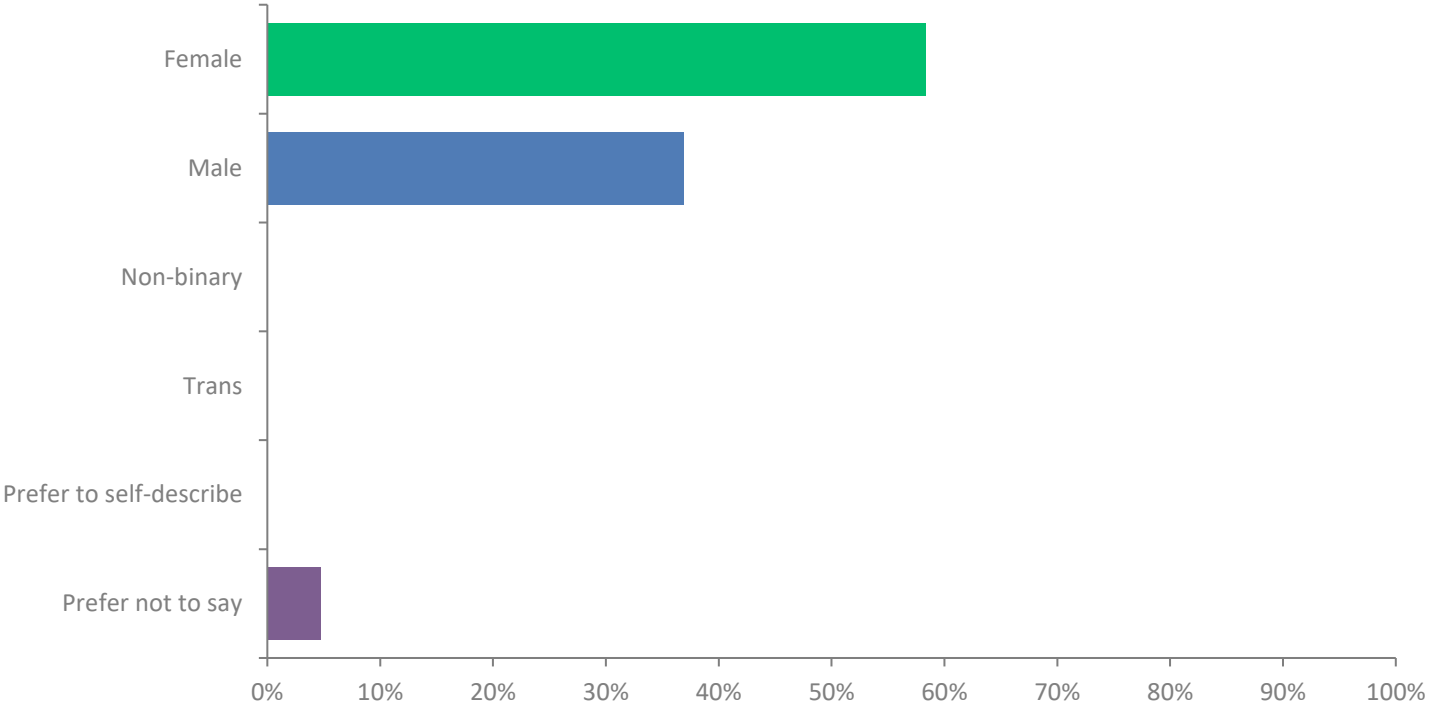
Q3: What age category are you a part of?

Answered: 86 Skipped: 1



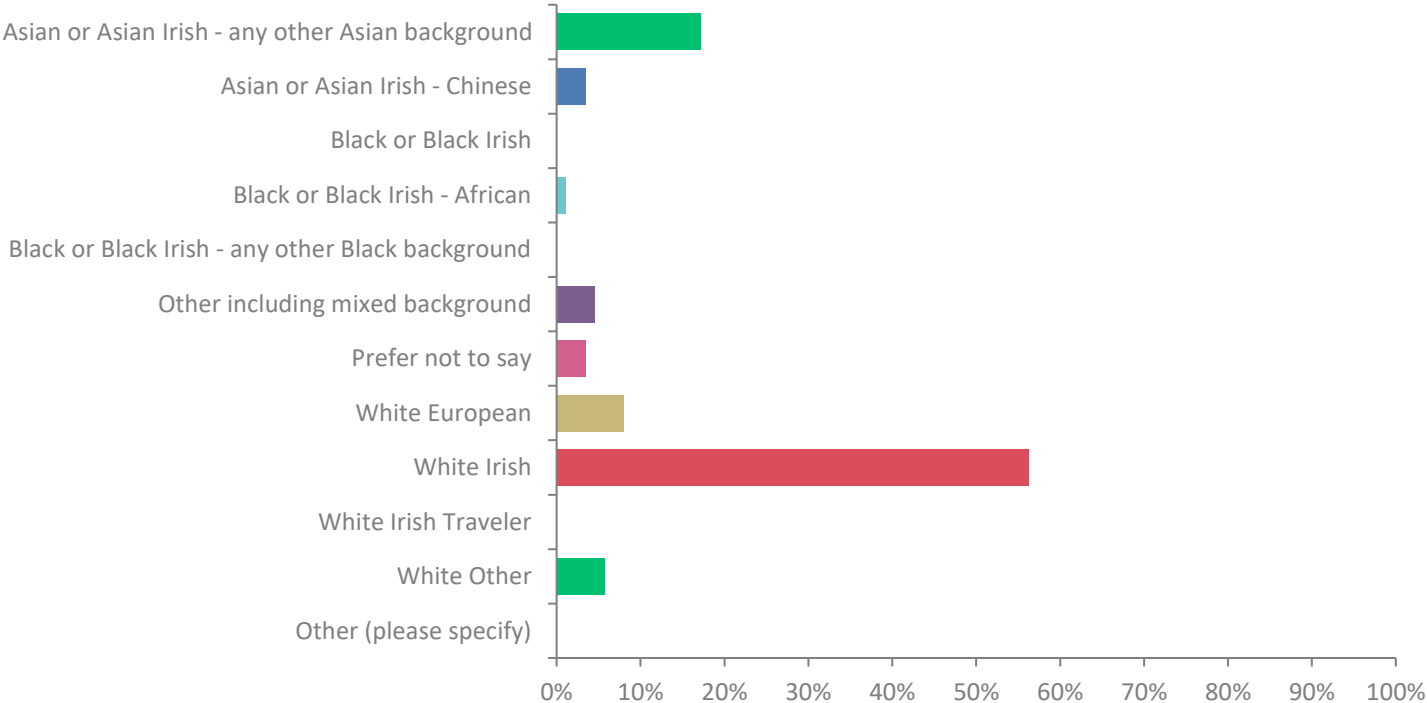
Q4: How would you describe your gender?

Answered: 84 Skipped: 3



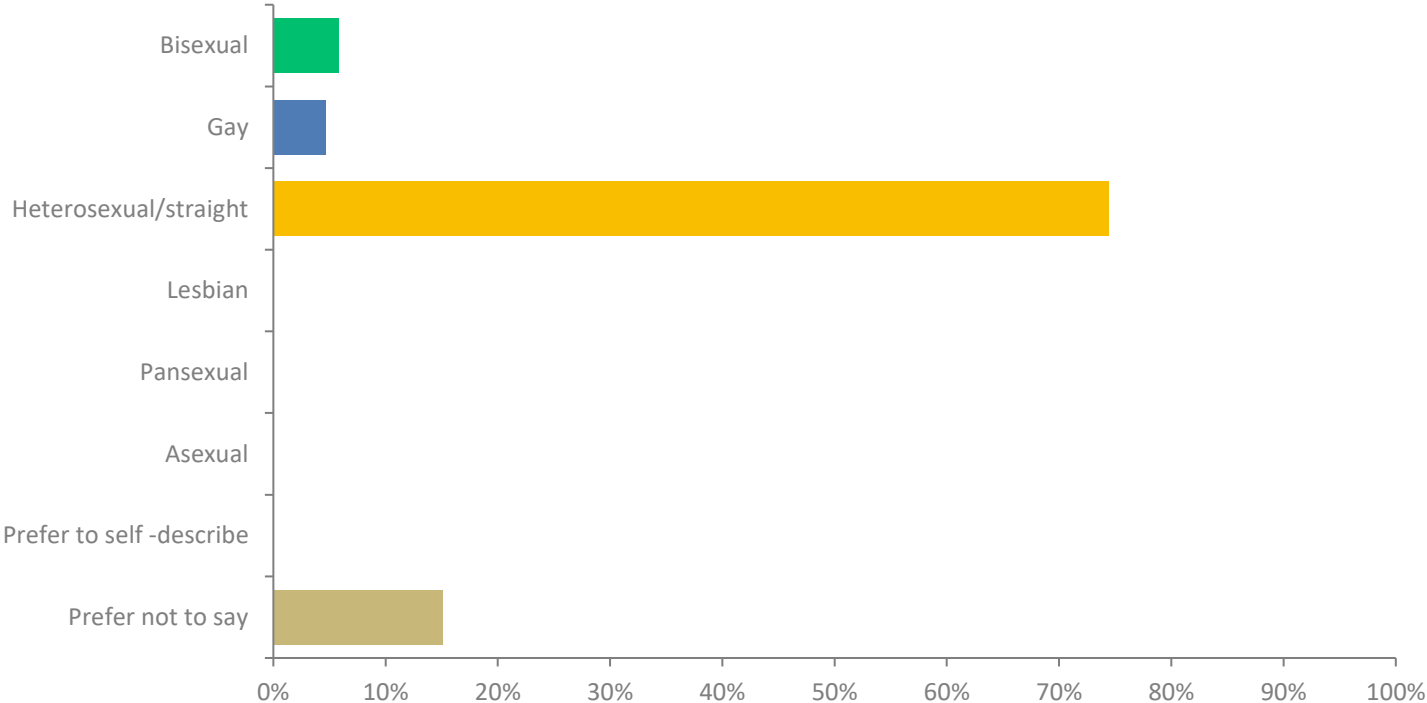
Q5: What is your ethnic group?

Answered: 87 Skipped: 0



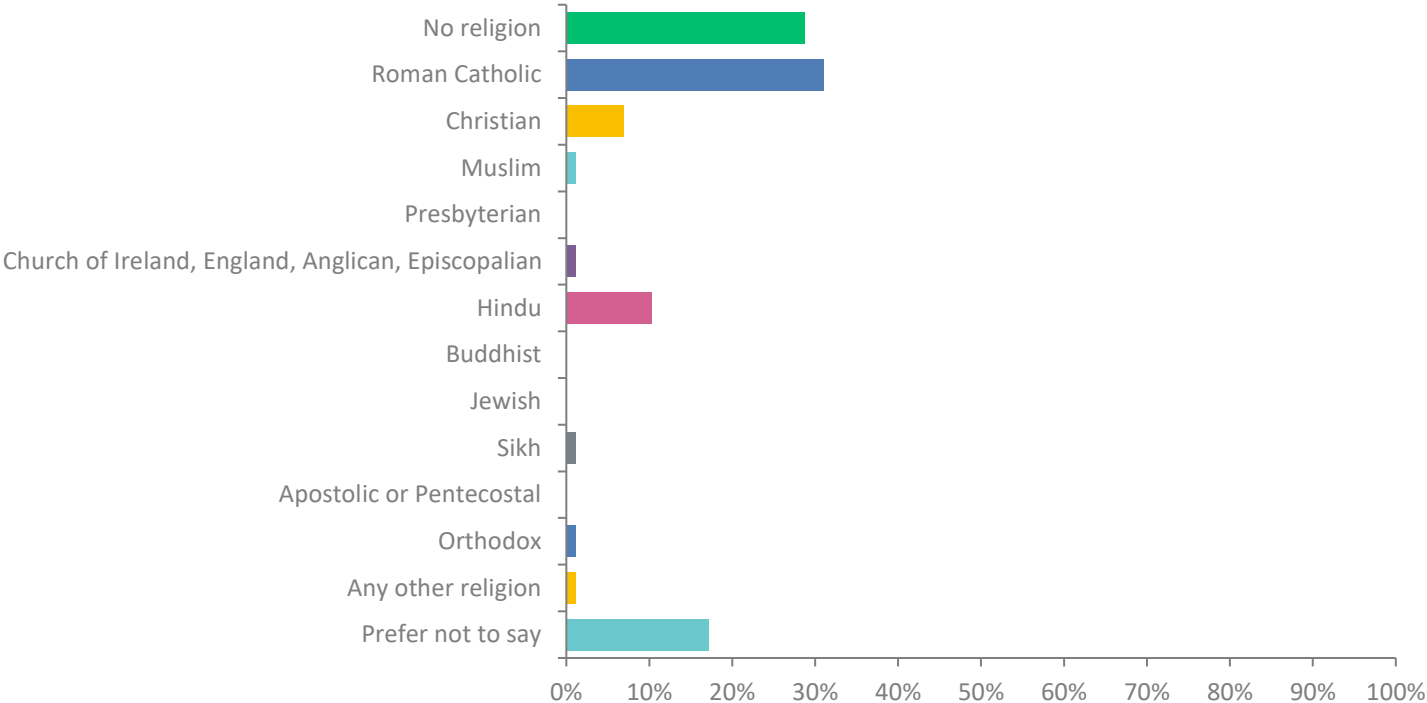
Q6: How would you describe your sexual orientation?

Answered: 86 Skipped: 1



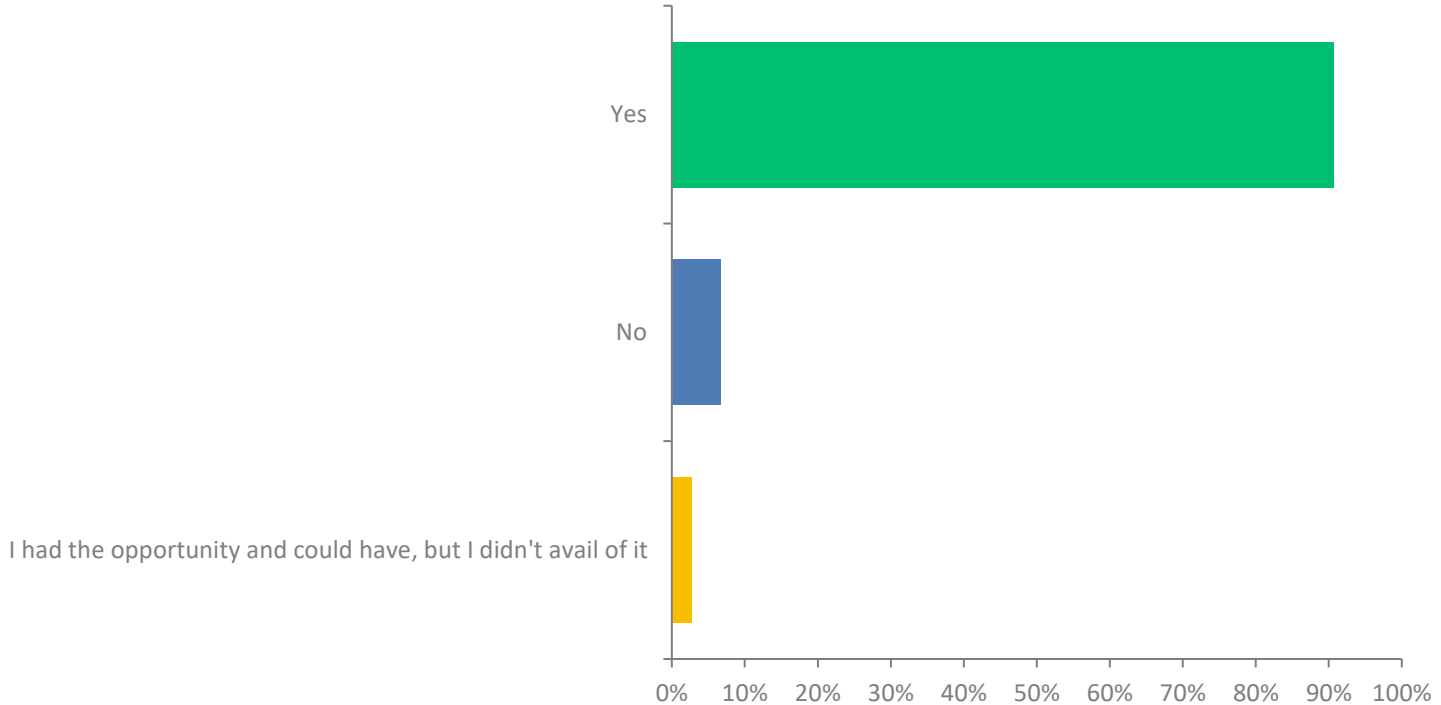
Q7: What are your religious beliefs?

Answered: 87 Skipped: 0



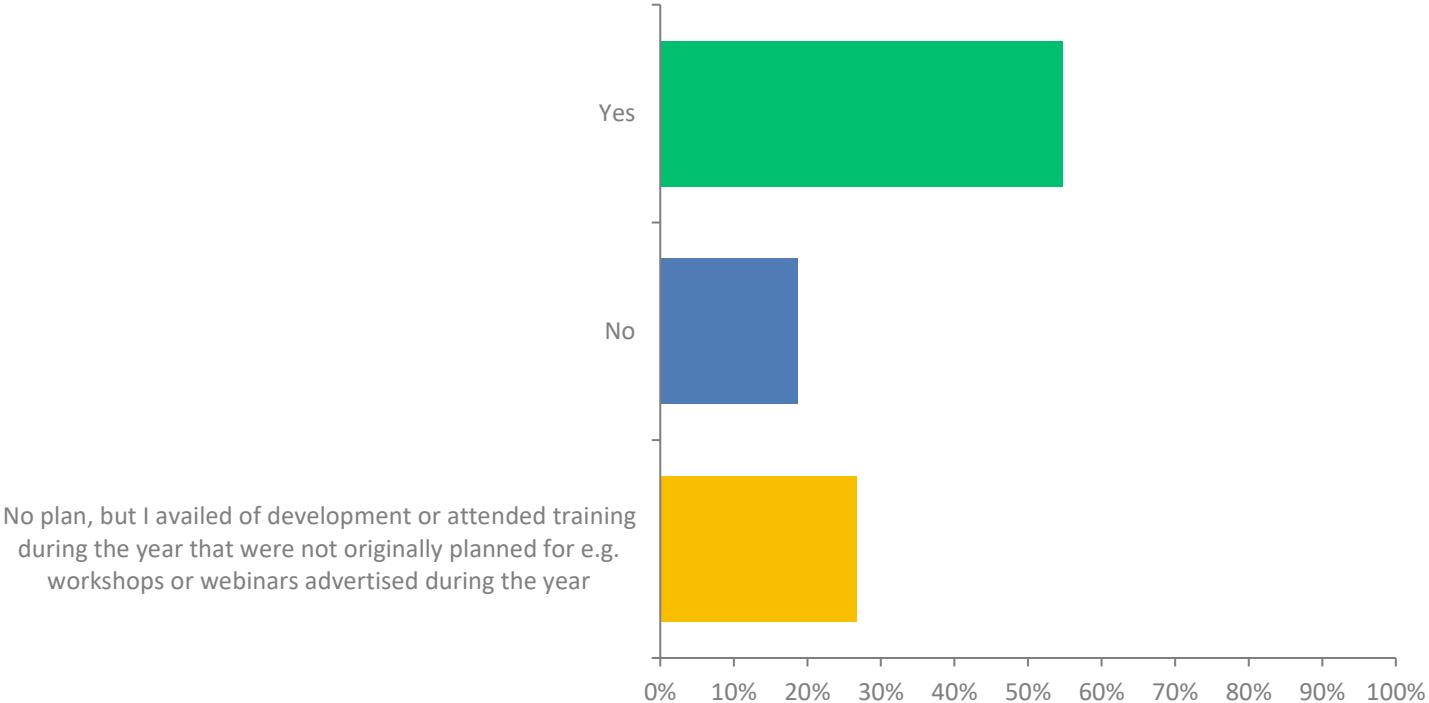
Q8. In the past 12 months, have you taken part in any training, development programs, workshops, mentoring, or gained new skills or competencies (either internally or externally)?

Answered: 75 Skipped: 12



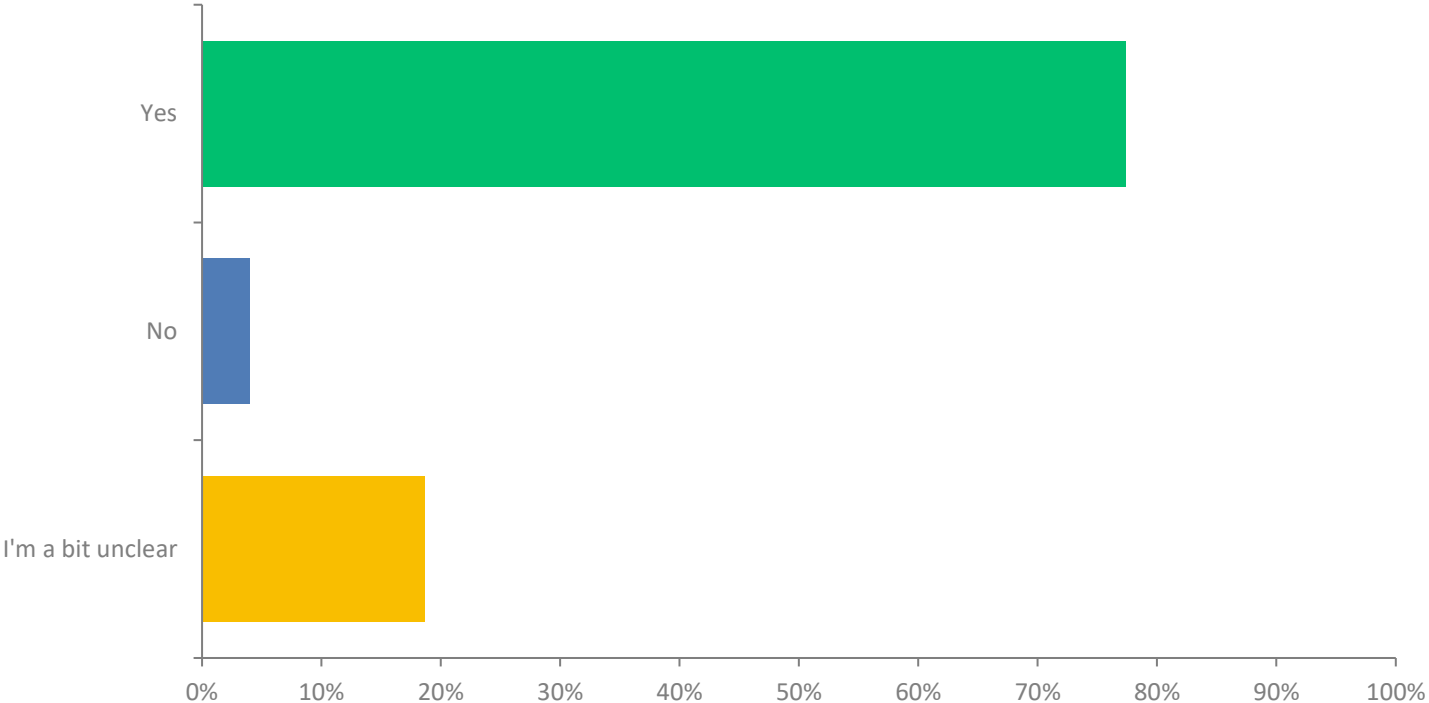
Q9: Did you have a training or development plan agreed with your manager during 2025? If yes, please share any details about how it worked for you.

Answered: 75 Skipped: 12



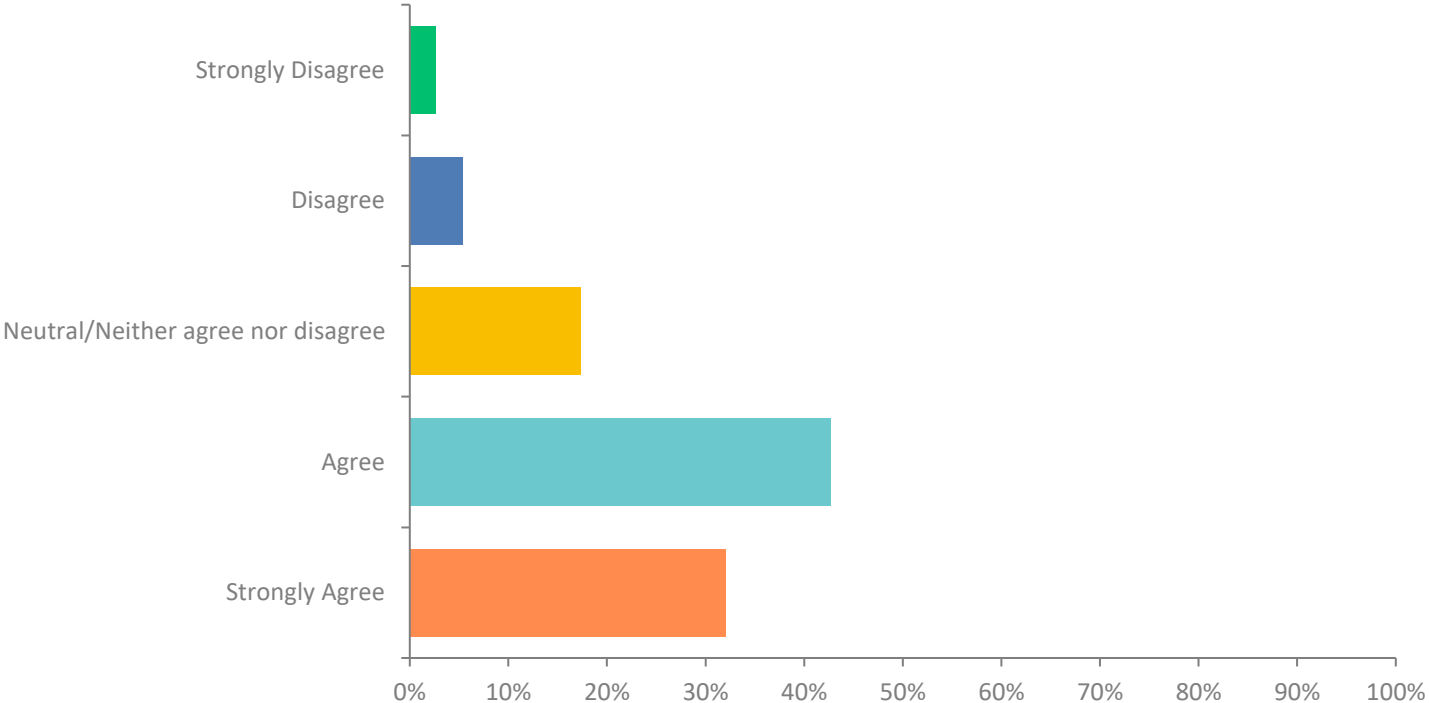
Q10: Are you clear on what training or development options are available to you and how to access them?

Answered: 75 Skipped: 12



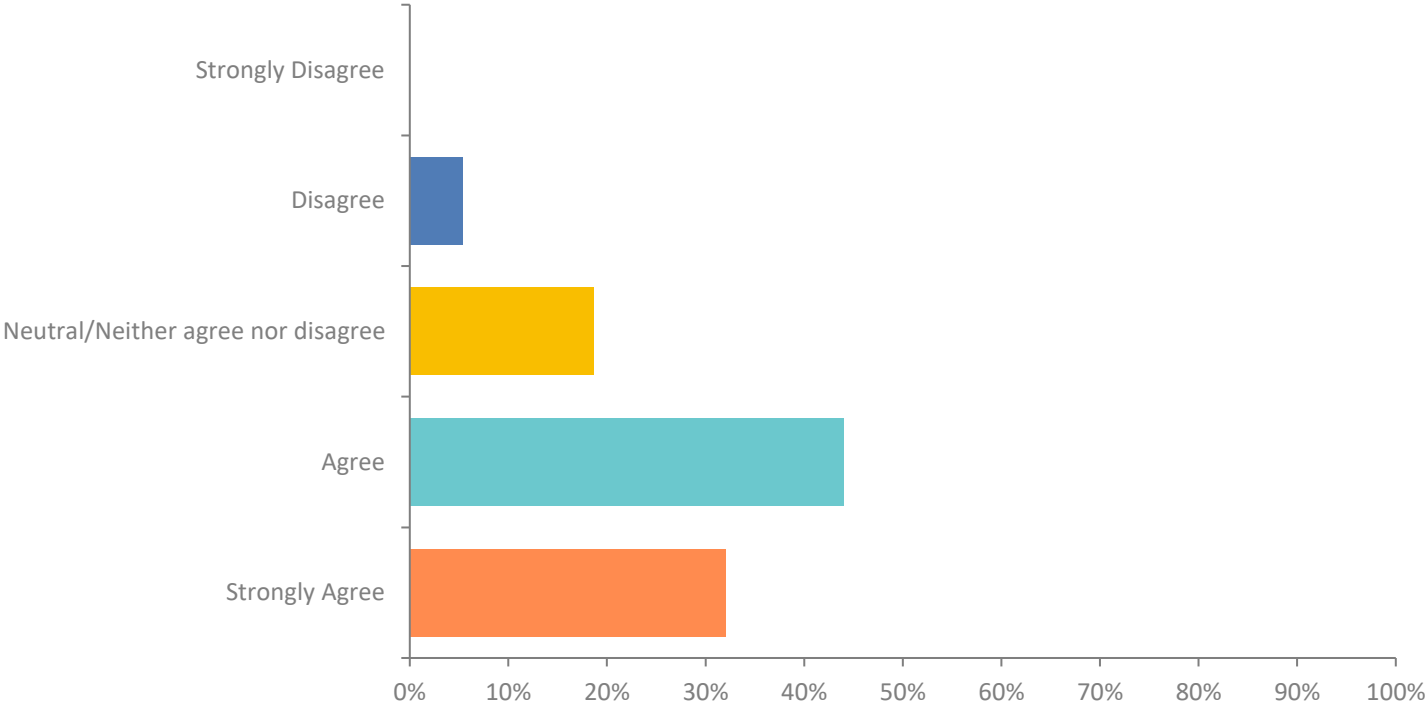
Q11: NIBRT is supportive of my professional development

Answered: 75 Skipped: 12



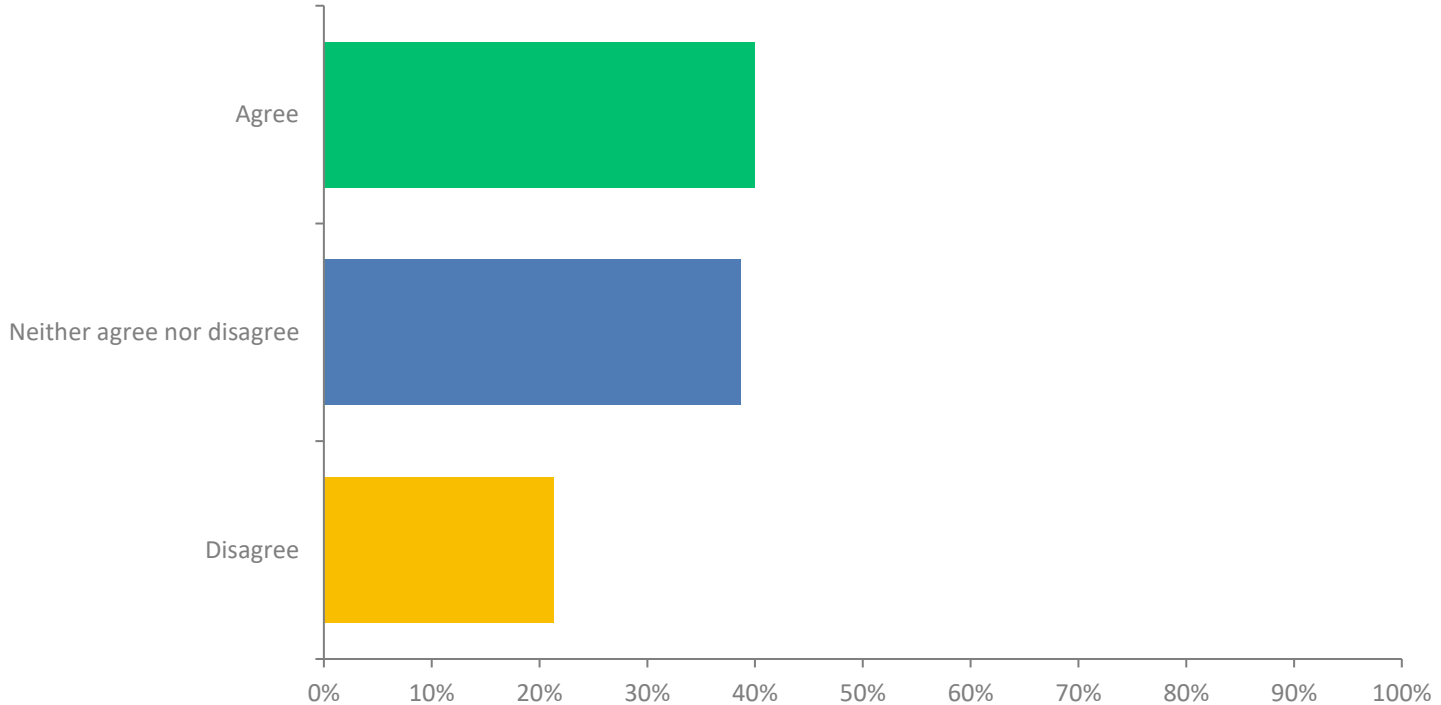
Q12: I am satisfied with the investment NIBRT makes in training and education.

Answered: 75 Skipped: 12



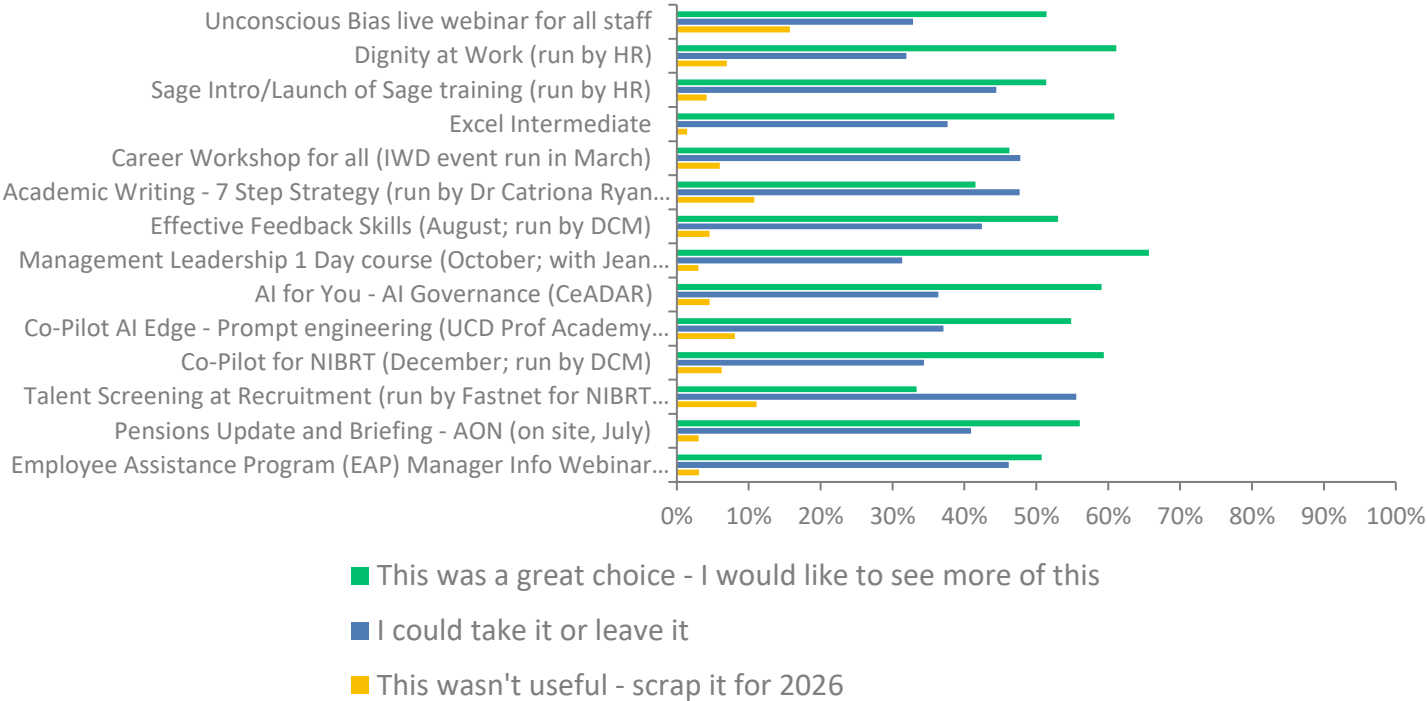
Q19: If I remain with NIBRT, I can see that there are career growth, progression, promotion and/or development opportunities for me now or into the future in NIBRT

Answered: 75 Skipped: 12



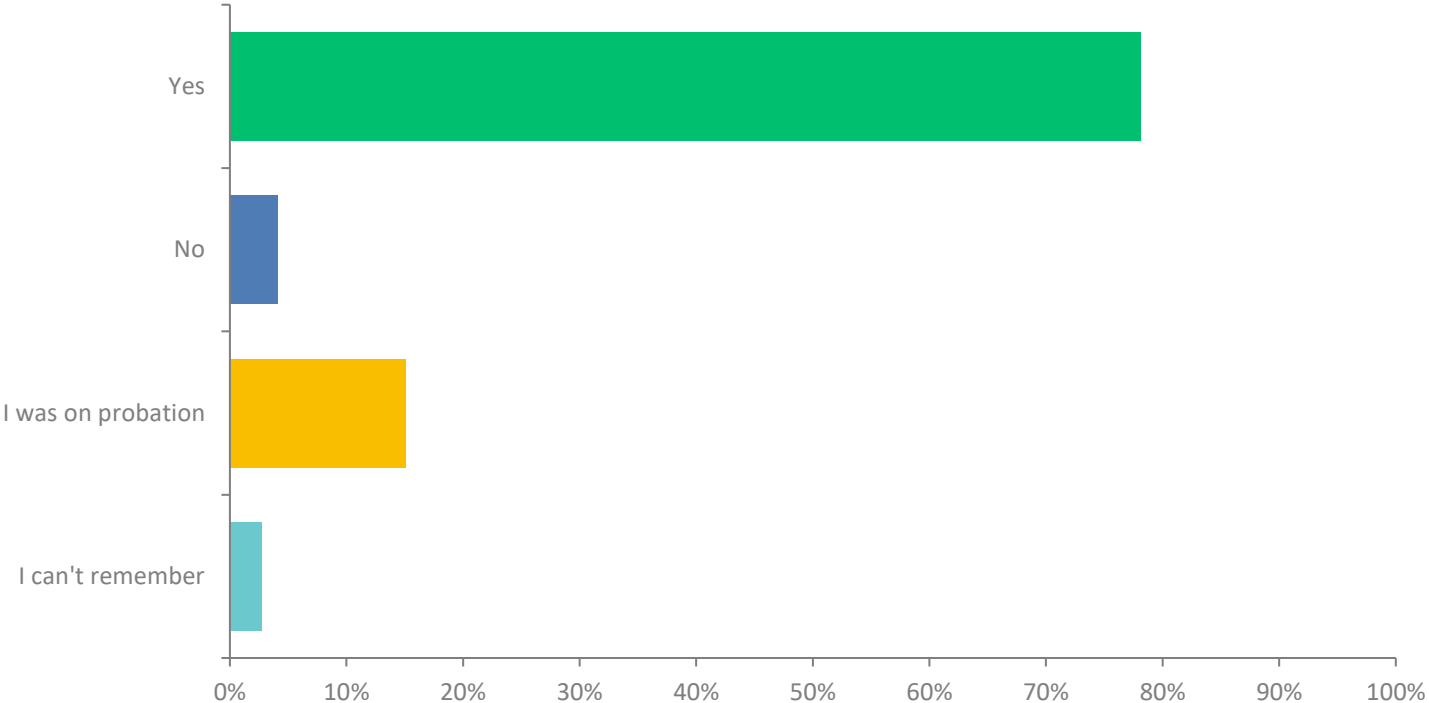
Q14: 2025 General Skills training courses and webinars; you do NOT need to have attended a course to comment on the choices arranged by HR.

Answered: 75 Skipped: 12



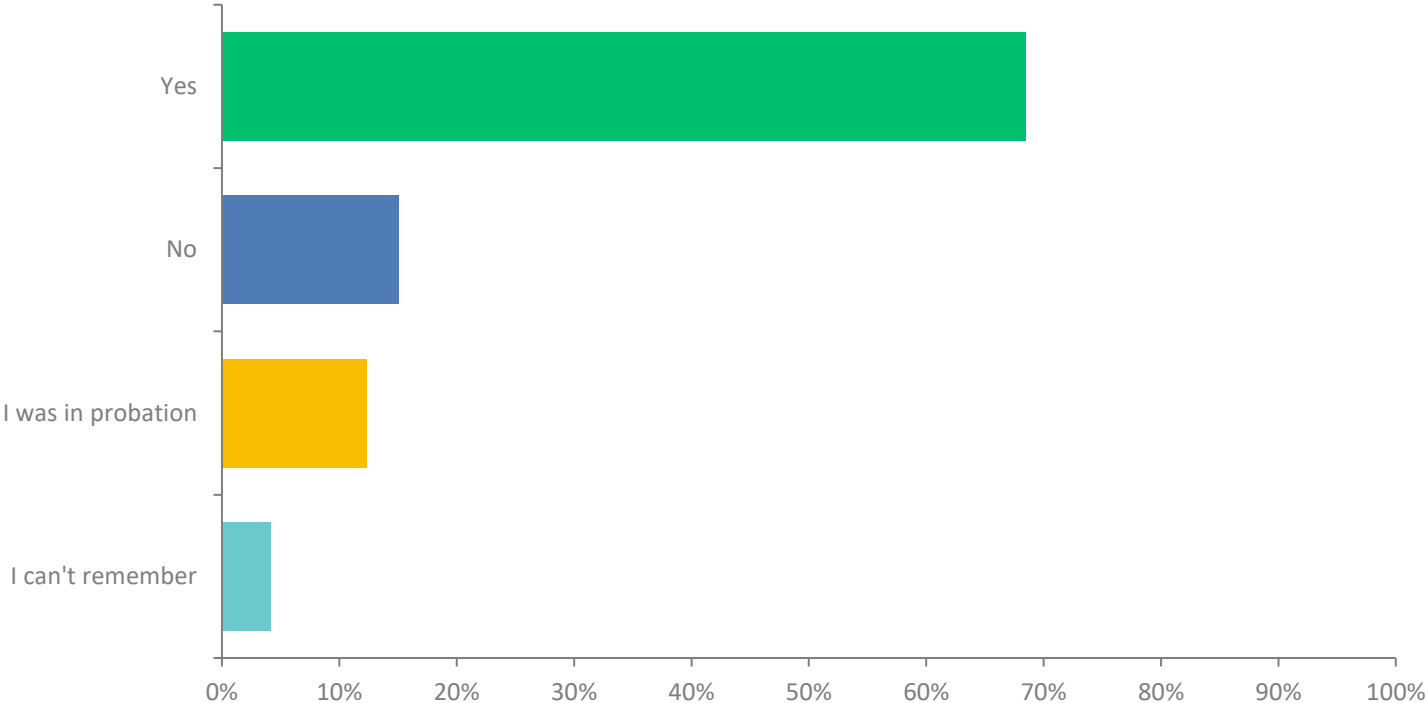
Q16: Did you have a Performance Review form and discussions during 2025?

Answered: 73 Skipped: 14



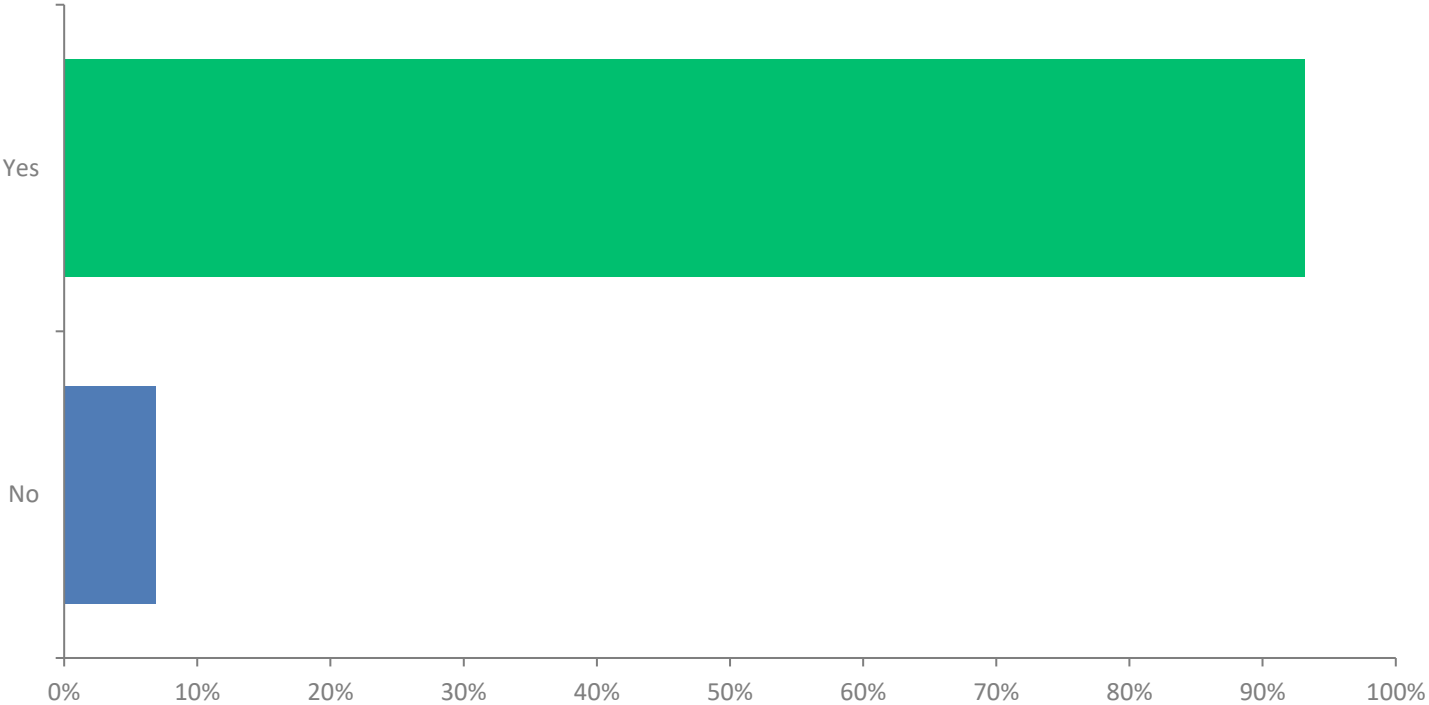
Q17: Did you have a mid-year performance check in with your manager in 2025 (usually in July)?

Answered: 73 Skipped: 14



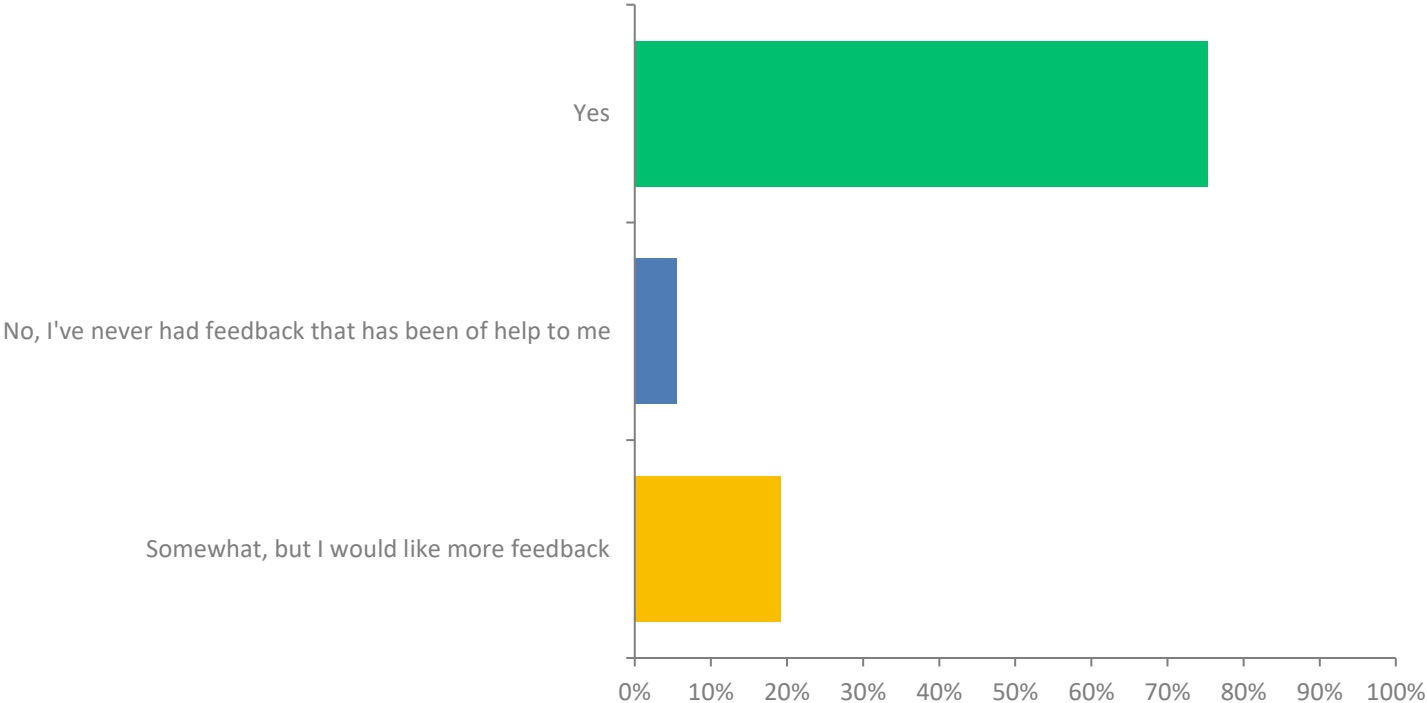
Q18: Did you have clear agreed objectives that you were responsible for achieving in 2025?

Answered: 73 Skipped: 14



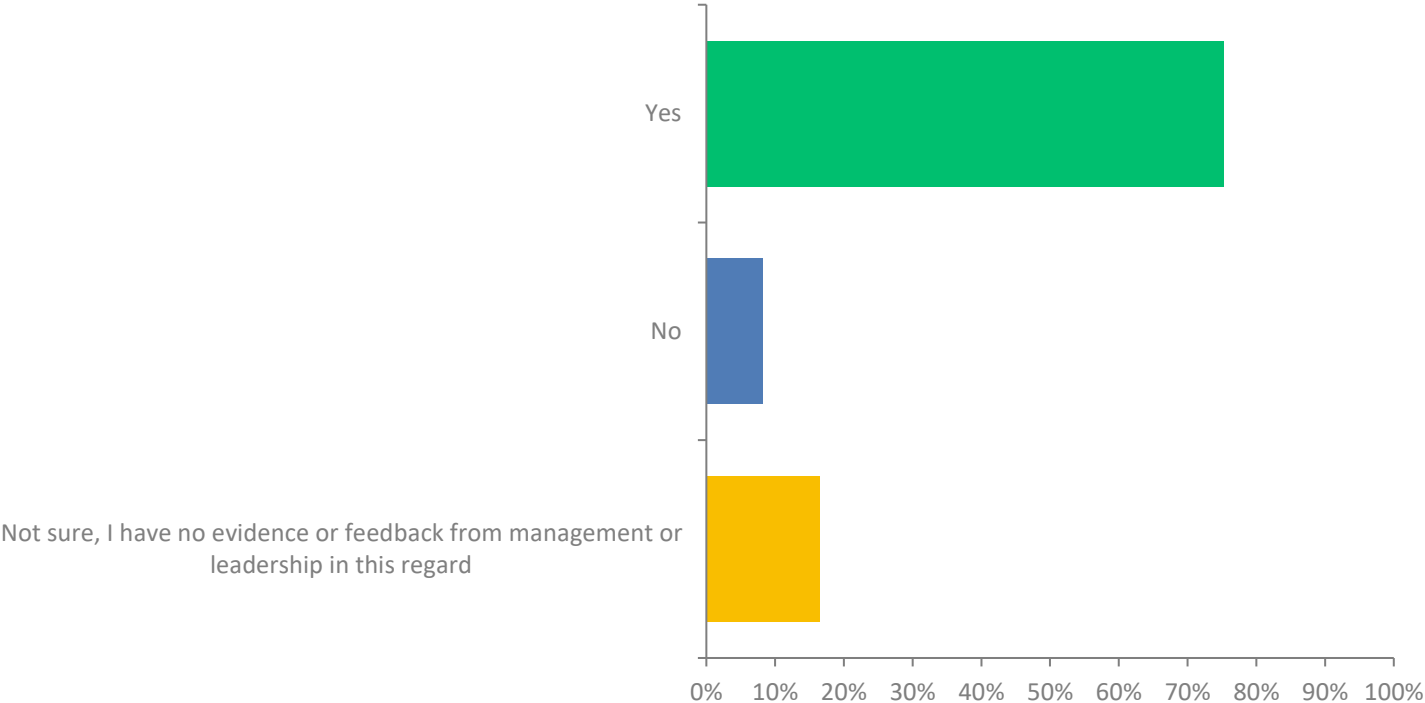
Q19: As part of the PR process do you receive constructive feedback to help you grow and improve?

Answered: 73 Skipped: 14



Q20: Do you feel your contributions are recognised and valued?

Answered: 73 Skipped: 14



Q22: Satisfaction with Hours of Work (NIBRT's working week in our contracts is 35 hours)

Answered: 72 Skipped: 15



Q23: Satisfaction with level of flexibility offered by NIBRT's Hybrid Working Framework (Personas)

Answered: 72 Skipped: 15



Q24: Satisfaction with salary overall

Answered: 72 Skipped: 15



Q25: Satisfaction with holidays (NIBRT's holiday policy is 25 days plus up to 3 company days = 28 days off)

Answered: 72 Skipped: 15



Q20: Satisfaction with Pension Options. (NIBRT have a tiered pension contribution option for employees introduced last year, to offer flexibility so you can contribute as much or as little as you wish).

Answered: 72 Skipped: 15



Q27: Life Assurance and Income Protection (full cover from day 1 of employment funded by NIBRT for employees)

Answered: 72 Skipped: 15



Q28: Sick Pay (NIBRT tops up State Illness Benefit and has Long Term Absence pay)

Answered: 72 Skipped: 15



Q29: Maternity & Paternity Pay (full pay for statutory ordinary leave)

Answered: 72 Skipped: 15



Q30: Employee Assistance Programme (provided by LAYA)

Answered: 72 Skipped: 15



Q31: LAYA Private Health Insurance (we have 2 options for employees to make their own choice of plan)

Answered: 72 Skipped: 15



Q32: Flu Vaccine & Covid vaccine fully paid for by NIBRT (claimed through expenses)

Answered: 72 Skipped: 15



Q33: Subsidised Sports & Social activities, social events (e.g. Summer BBQ, Xmas party)

Answered: 72 Skipped: 15



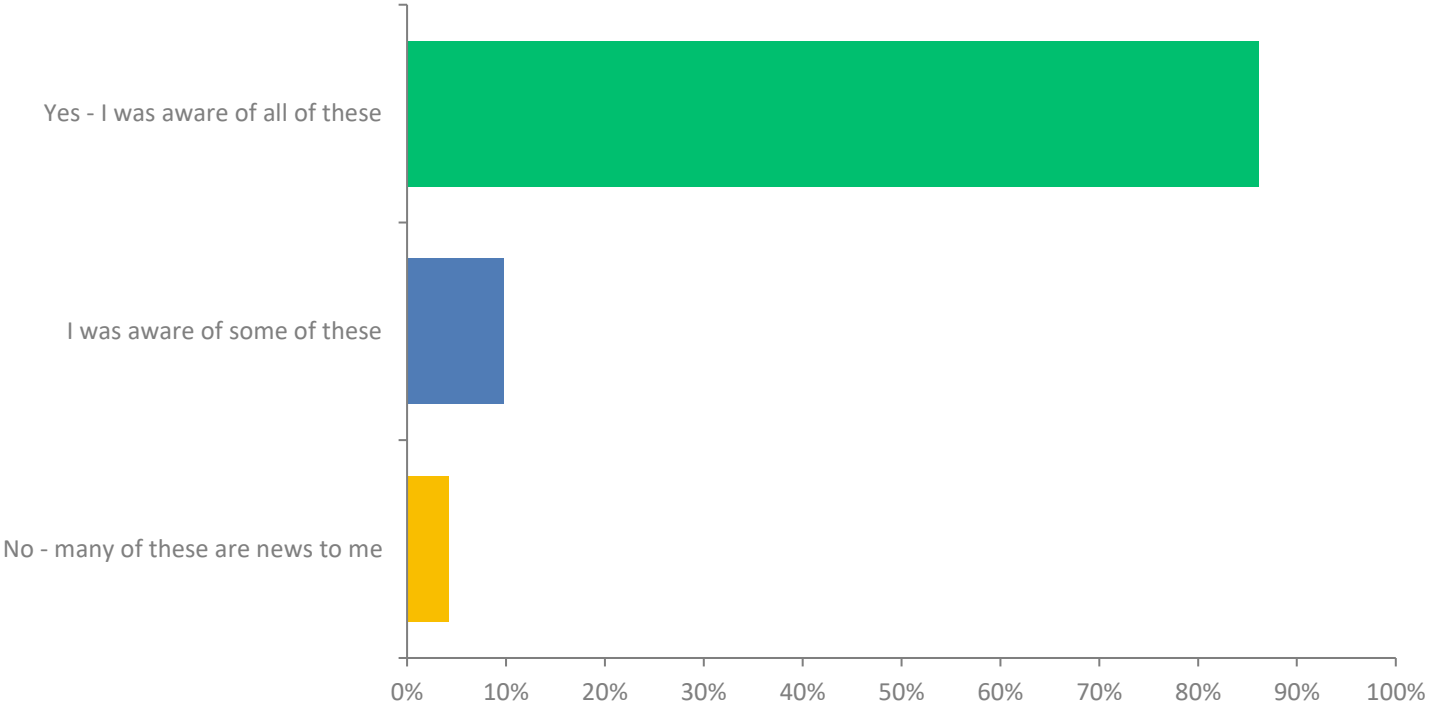
**Q54: NIBRT Team Events e.g. Town Hall lunches, celebration days (Diwali), On Site
Massage sessions, Prostate Cancer briefing, Pride Day, Alzheimer's info, Yoga
class, Blood Donation run) etc. etc.**

Answered: 72 Skipped: 15



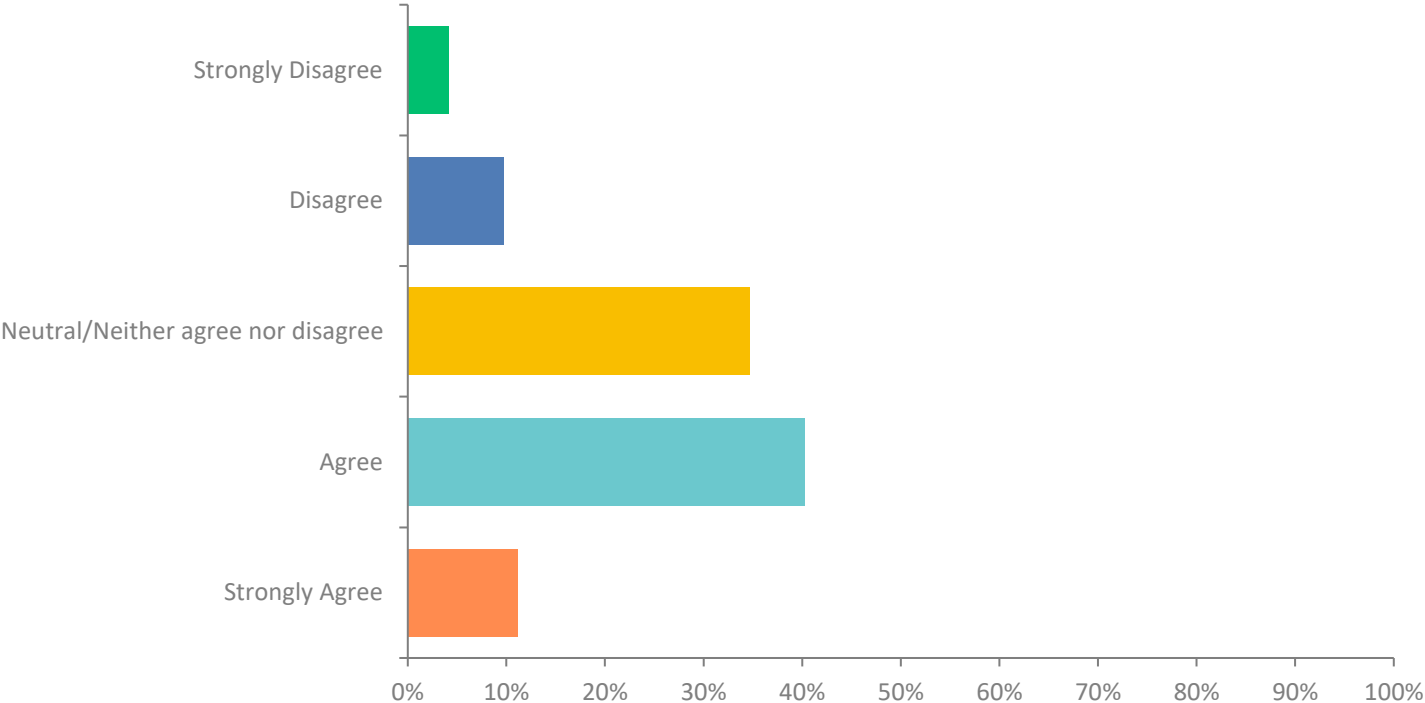
Q35: Were you aware that all of the aforementioned benefits were available to you in NIBRT?

Answered: 72 Skipped: 15



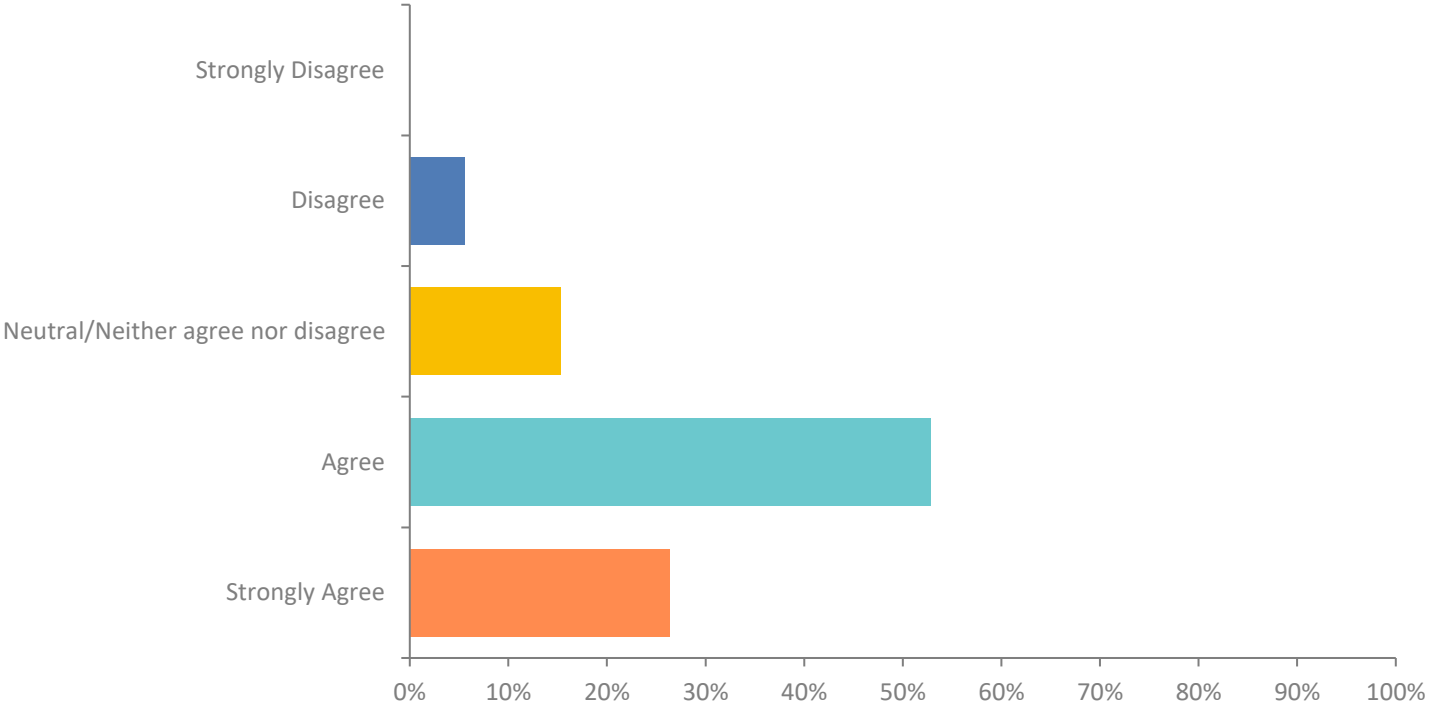
Q36: My total package inclusive of compensation and benefits is fairrelative to the market.

Answered: 72 Skipped: 15



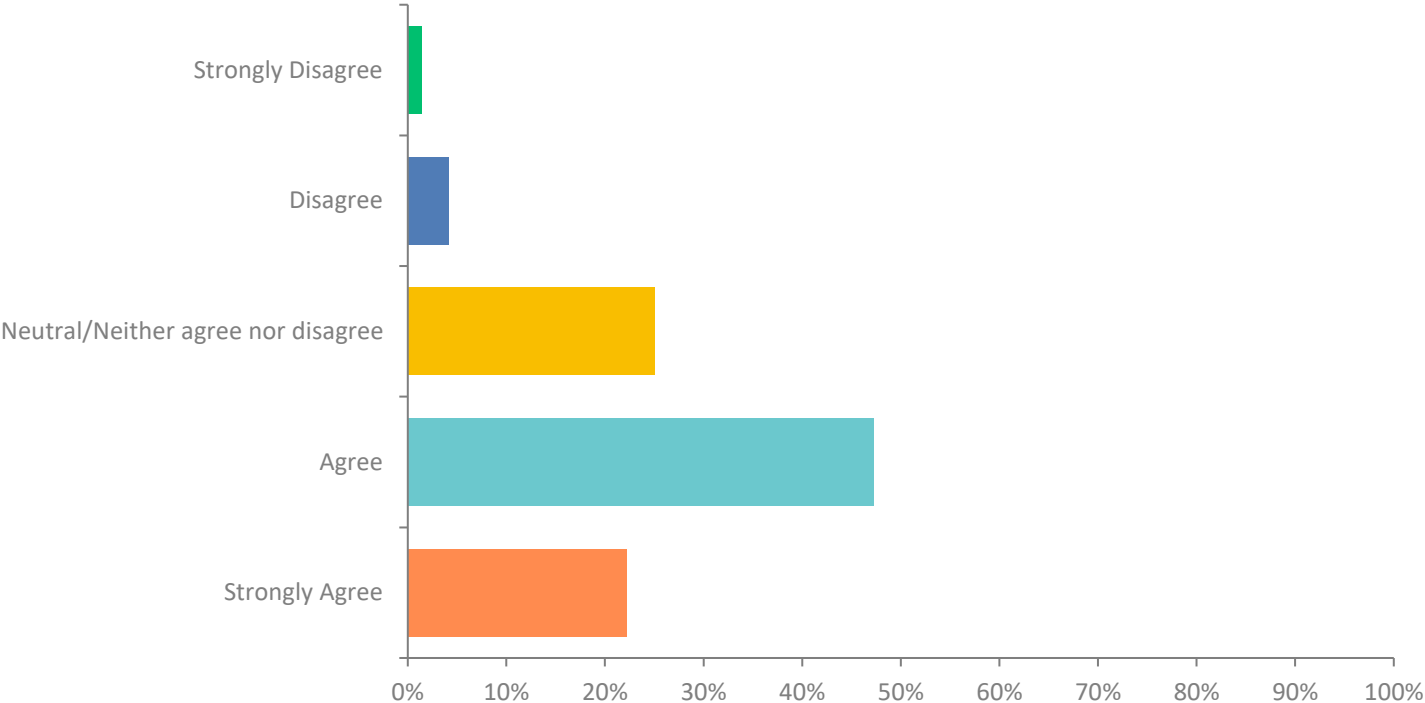
Q37: I am satisfied with the work-life flexibility offered by NIBRT and can manage my work/life balance well

Answered: 72 Skipped: 15



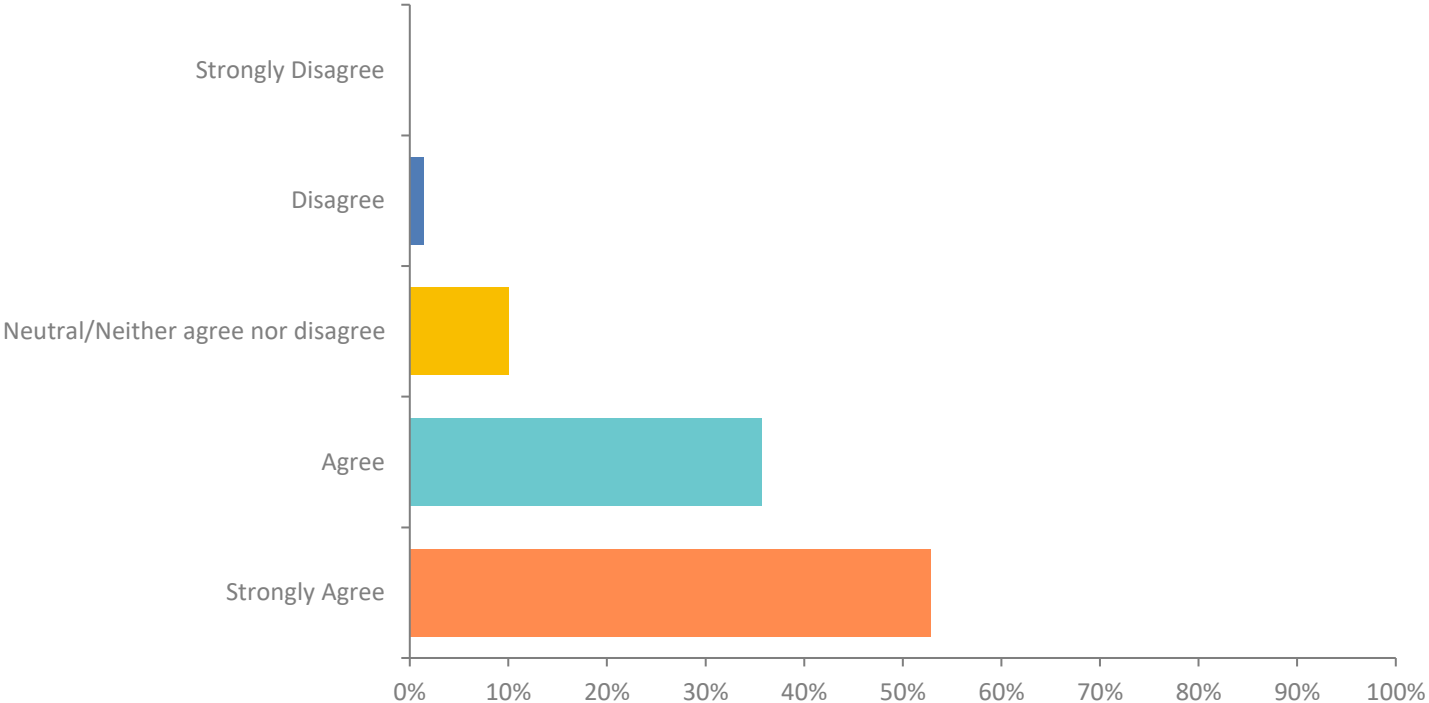
Q38: All things considered, I am generally satisfied with my totalcompensation and all the benefits offered here.

Answered: 72 Skipped: 15



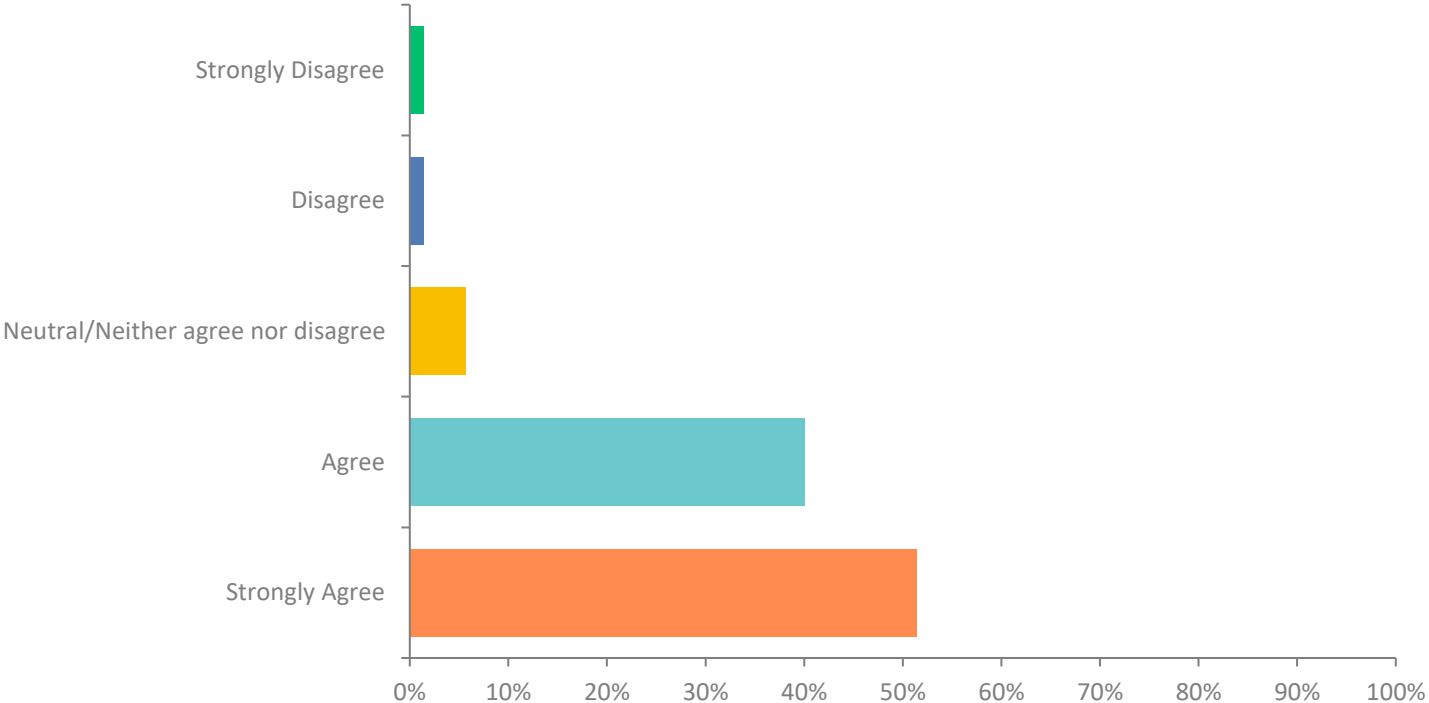
Q40: My manager and I have an effective working relationship.

Answered: 70 Skipped: 17



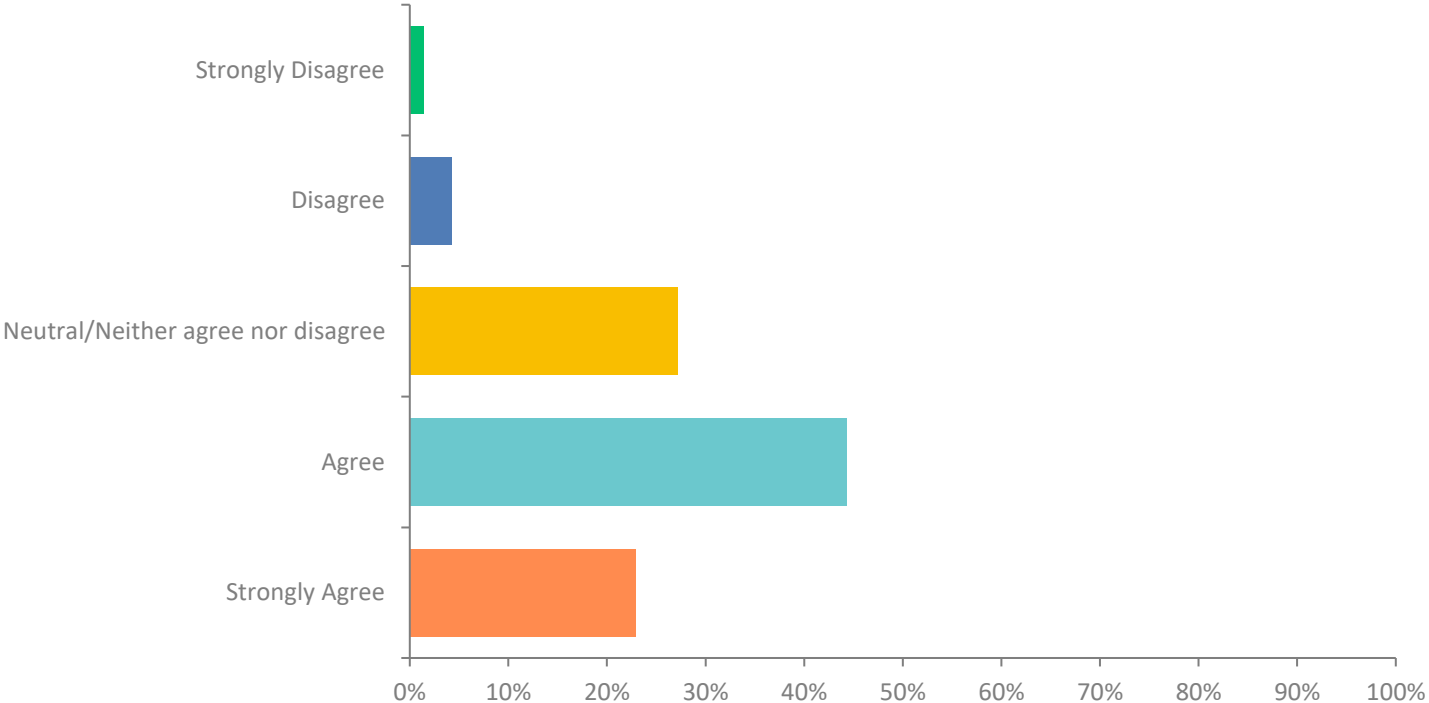
Q41: My coworkers and I have a good working relationship.

Answered: 70 Skipped: 17



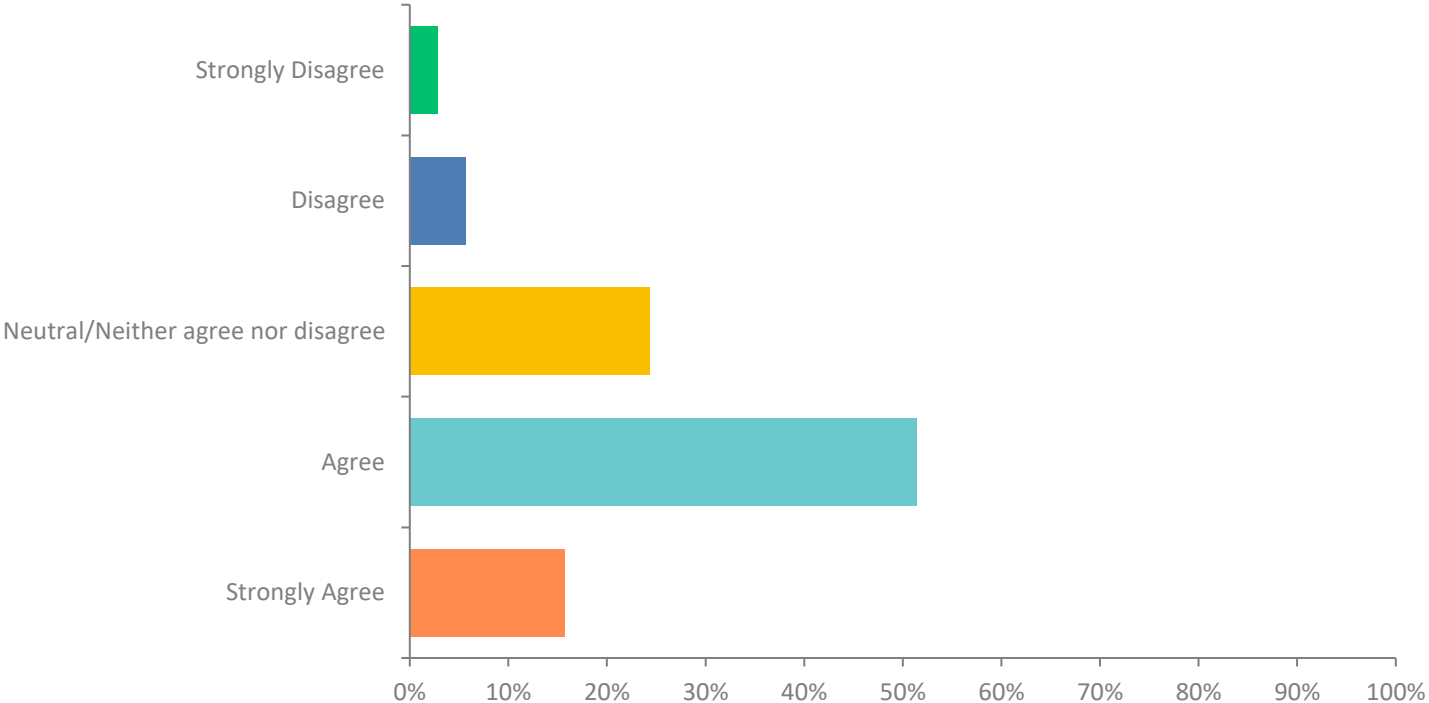
Q42: Communication between senior leaders and employees is good inNIBRT.

Answered: 70 Skipped: 17



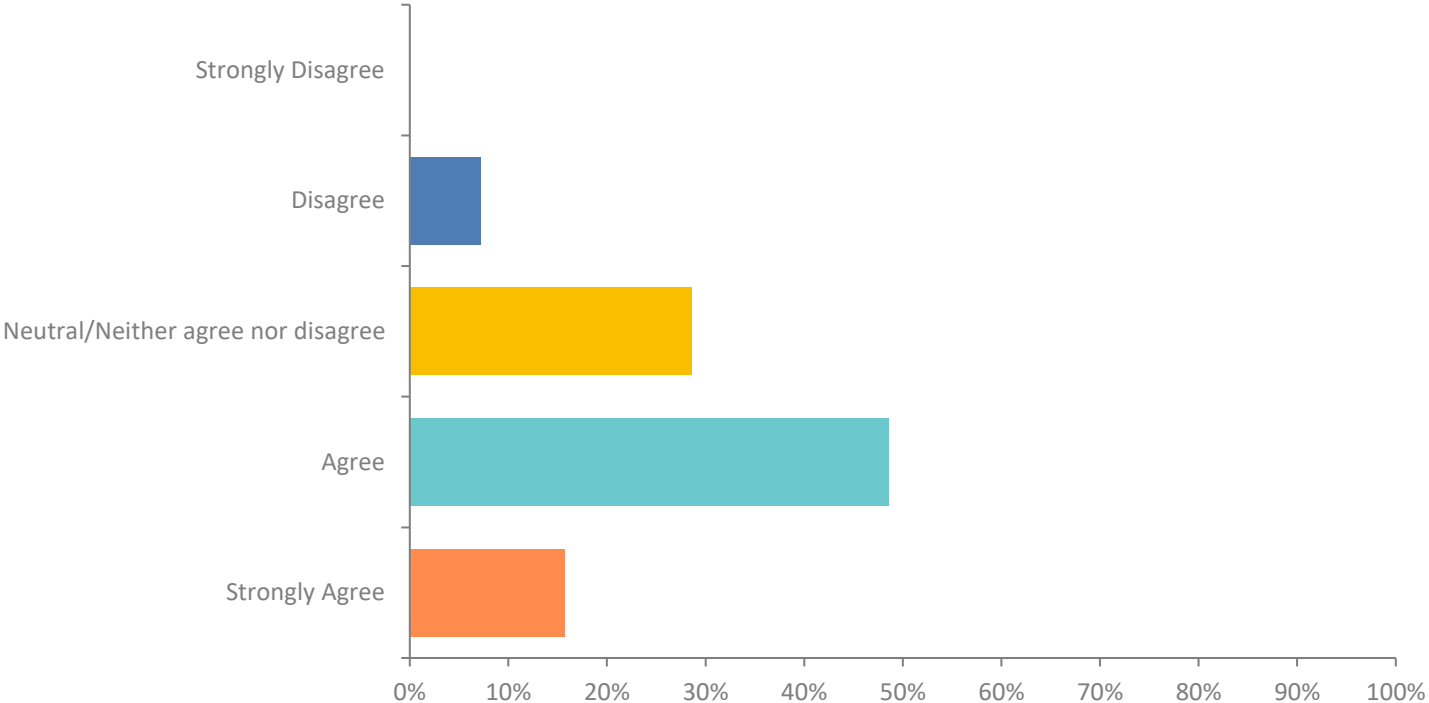
Q43: Management in NIBRT recognise strong job performance.

Answered: 70 Skipped: 17



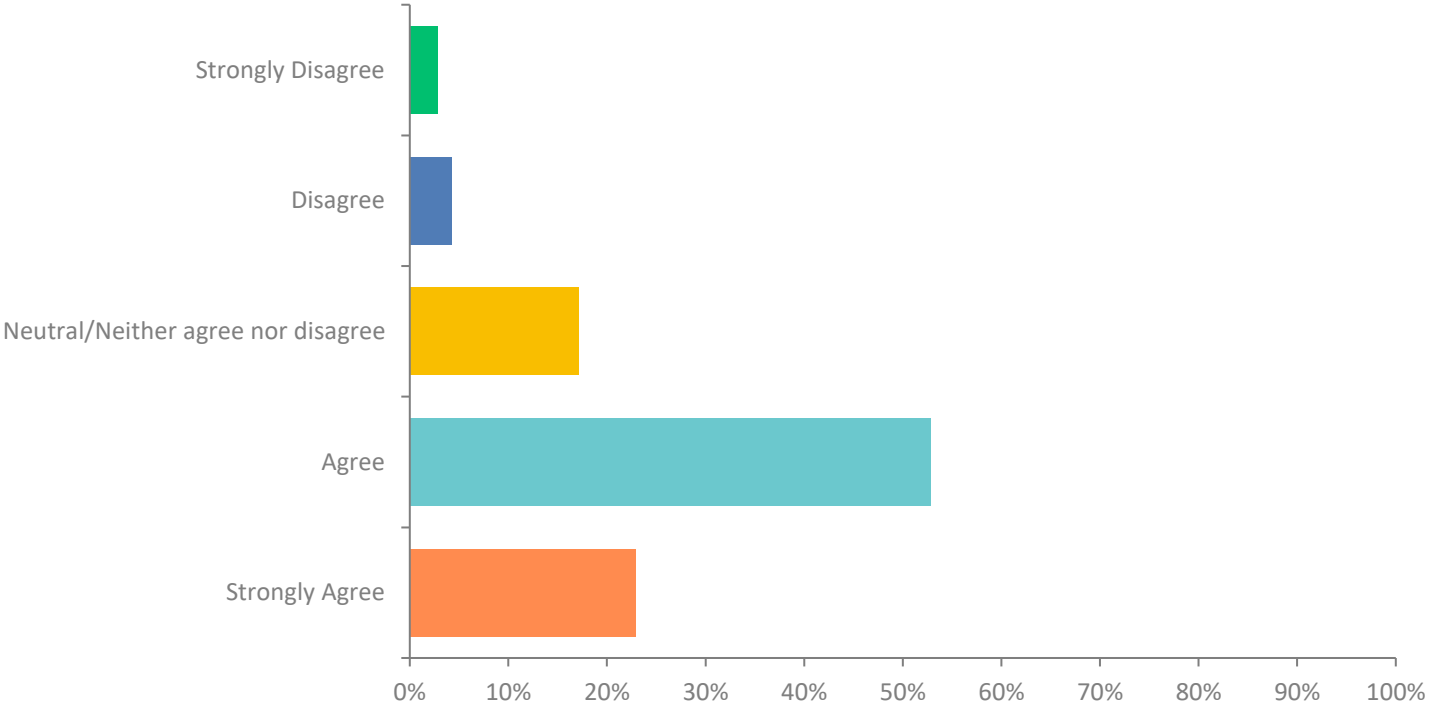
Q44: Senior management and employees trust each other.

Answered: 70 Skipped: 17



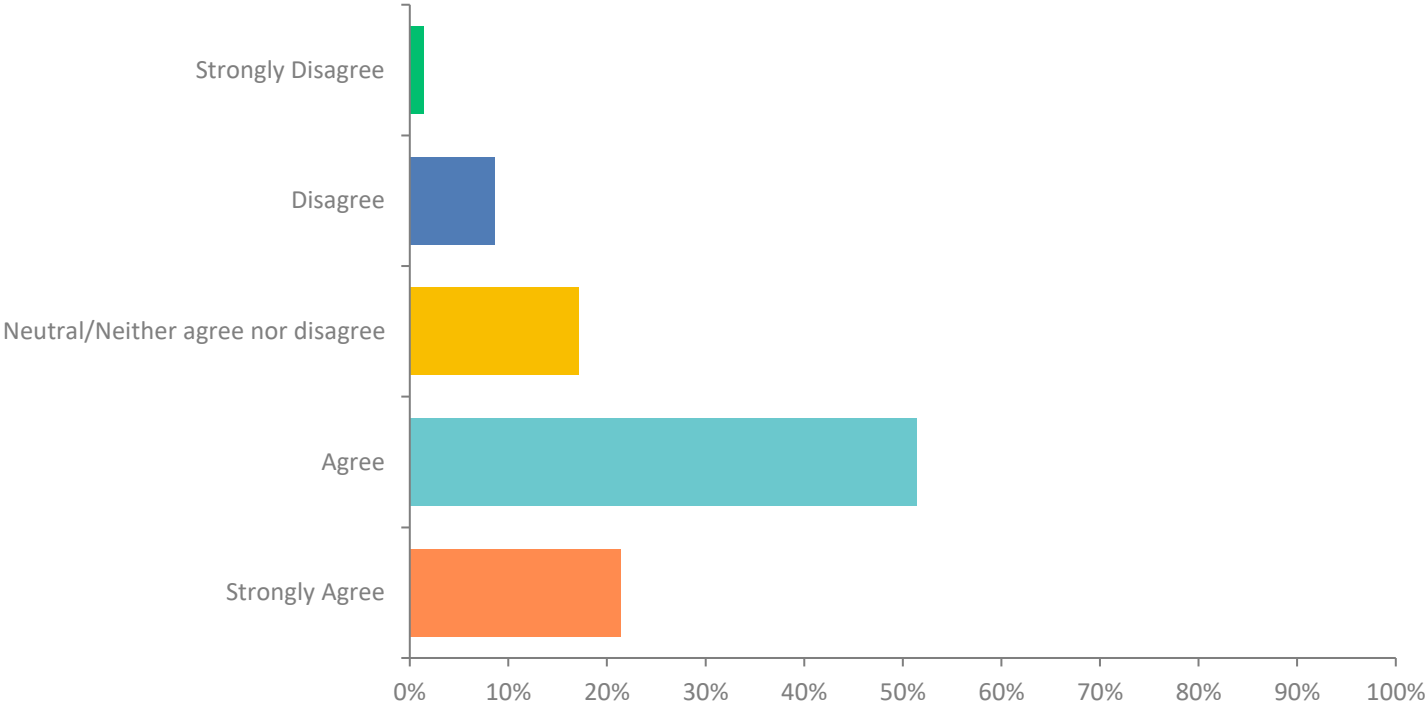
Q45: I am satisfied with my overall job security.

Answered: 70 Skipped: 17



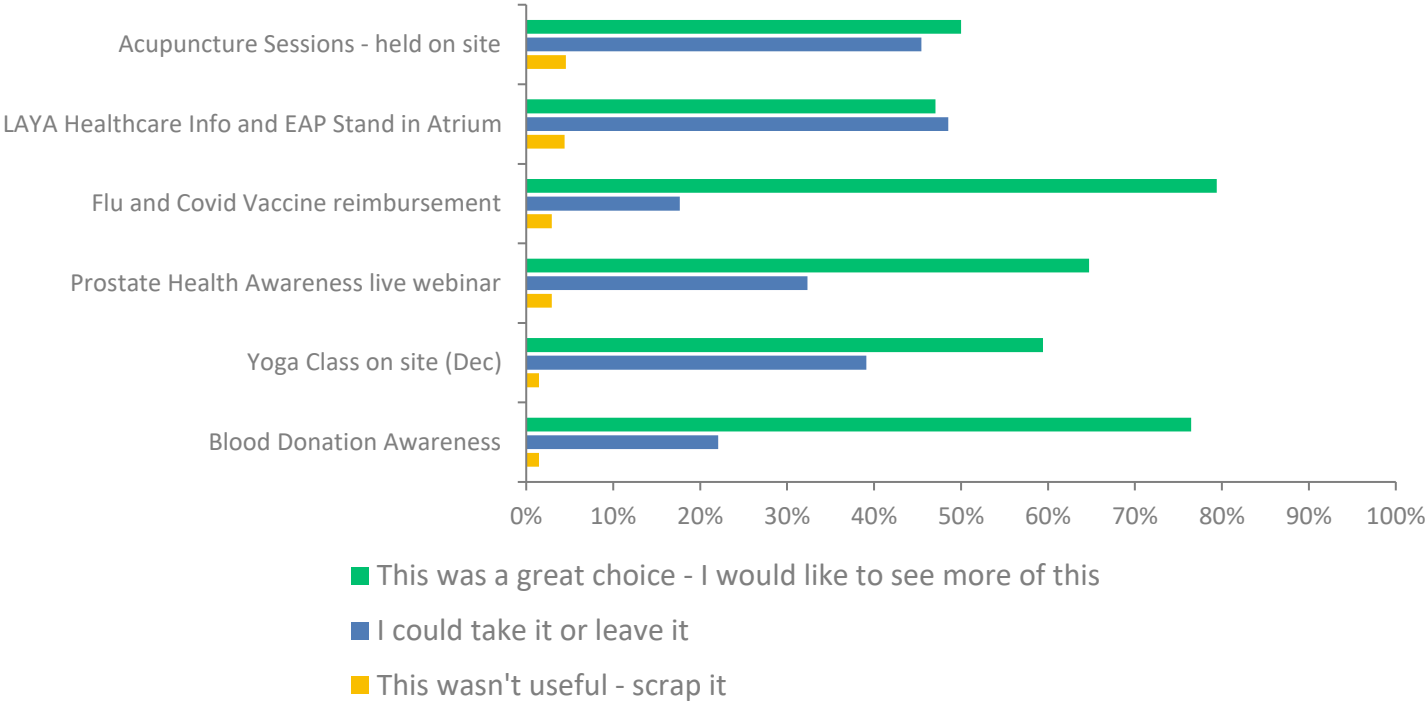
Q46: NIBRT has a safe work environment and prioritises employee health and safety.

Answered: 70 Skipped: 17



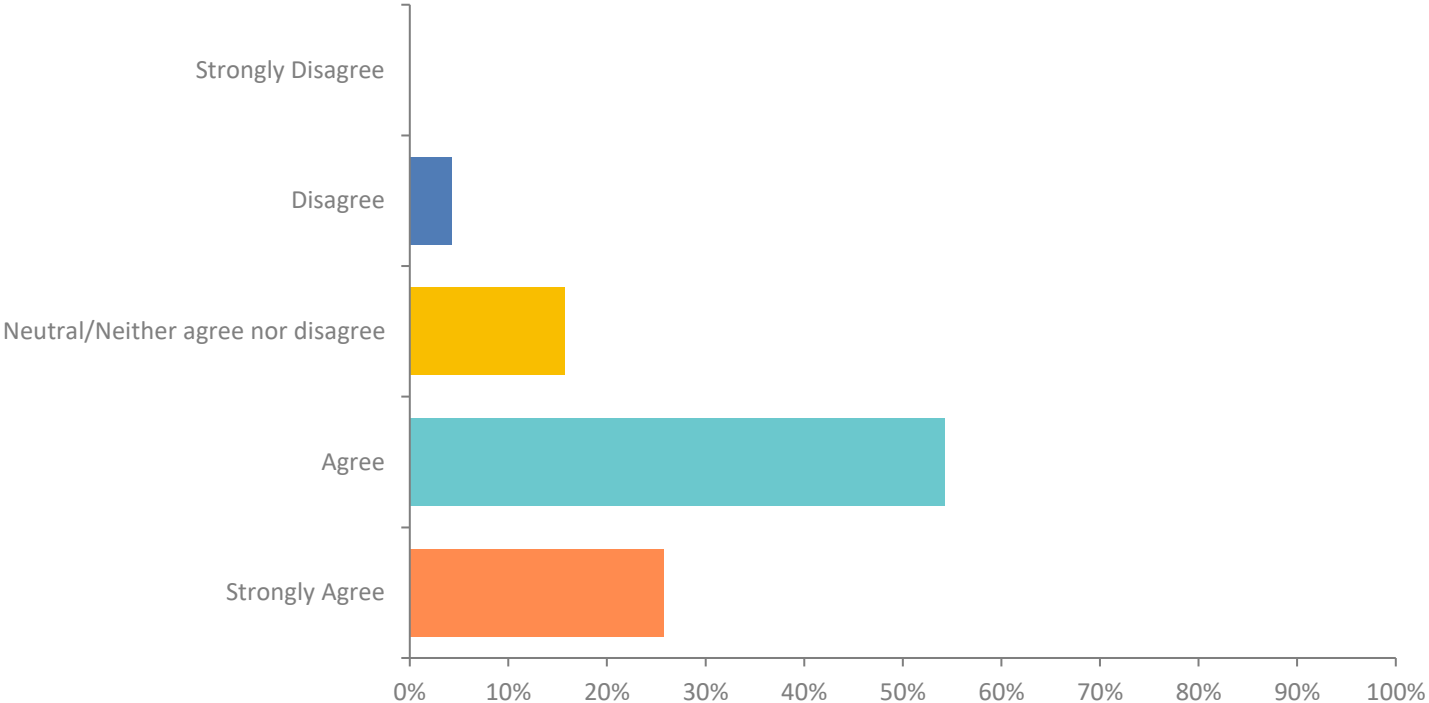
Q47: There were a number of Wellbeing events run throughout 2025. Please rate your satisfaction with their contributing to your sense of wellbeing at work.

Answered: 70 Skipped: 17



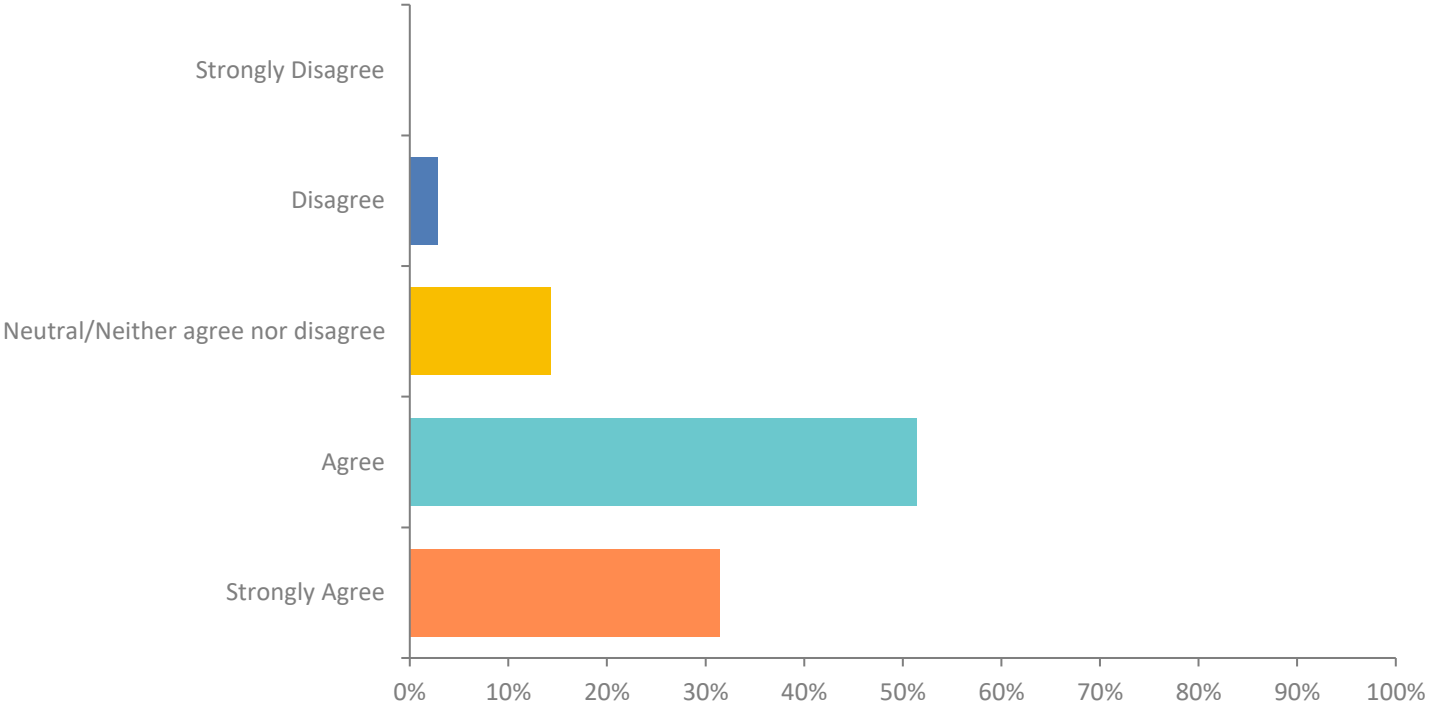
Q48: NIBRT is committed to supporting employee Wellbeing

Answered: 70 Skipped: 17



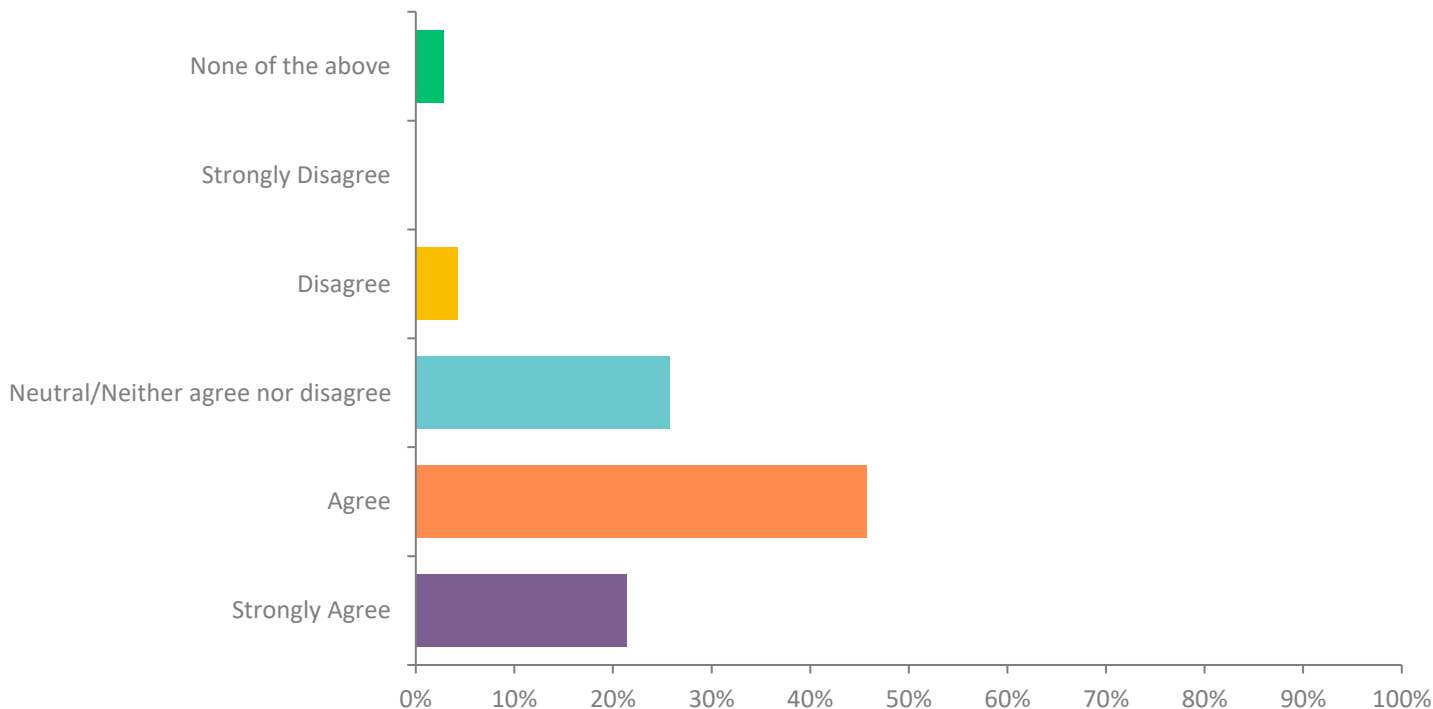
Q49: I experience a positive, inclusive culture in NIBRT

Answered: 70 Skipped: 17



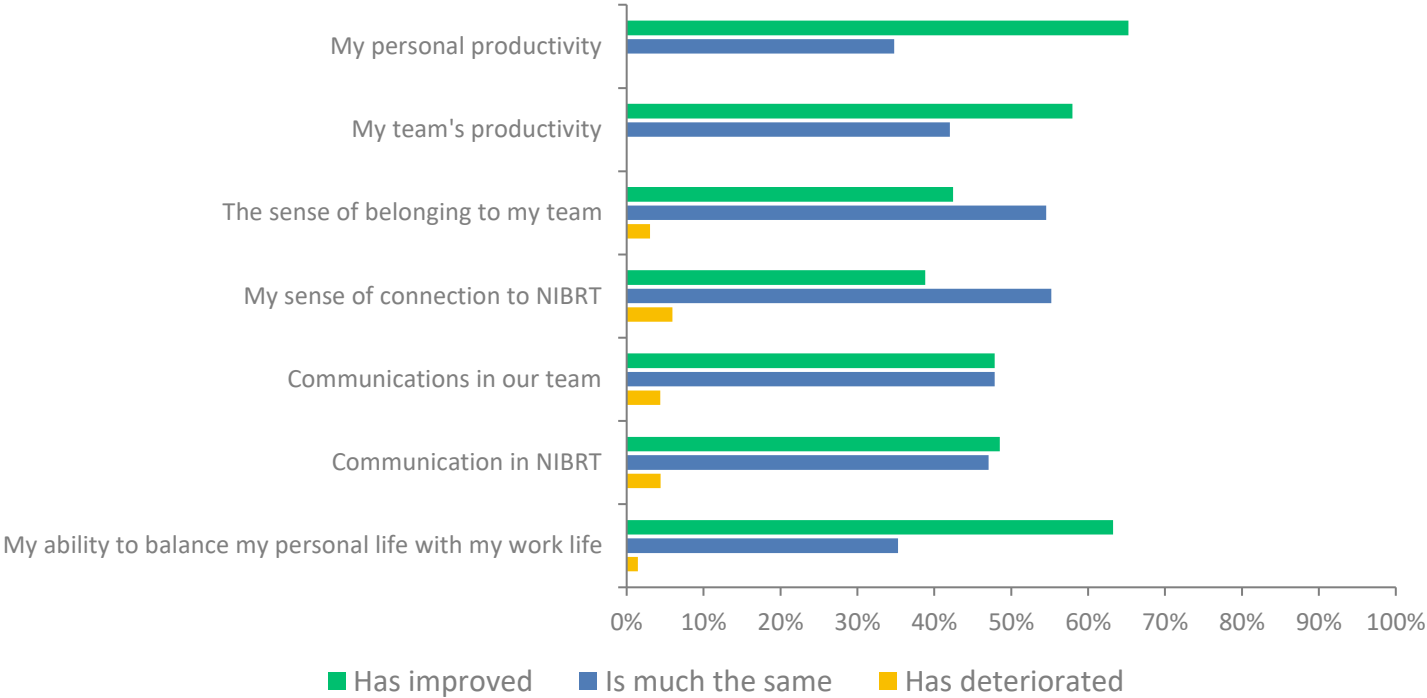
I had the opportunity to join a workshop to refresh our values. From what I know of the refreshed Values - they reflect what I believe is important and what I wanted to see represented.

Answered: 70 Skipped: 17



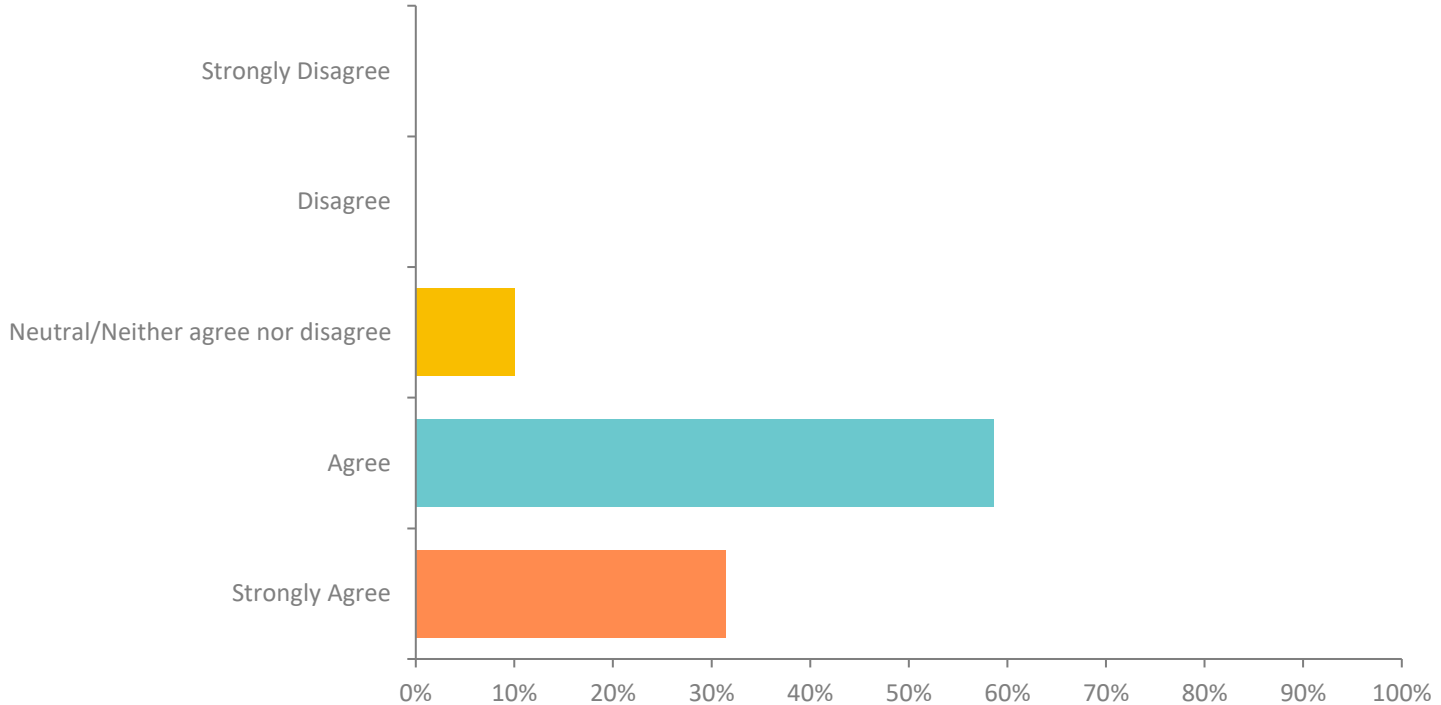
Q51: NIBRT's Hybrid Working Framework has been in place for over four years. How would you rate its ongoing impact on NIBRT?

Answered: 70 Skipped: 17



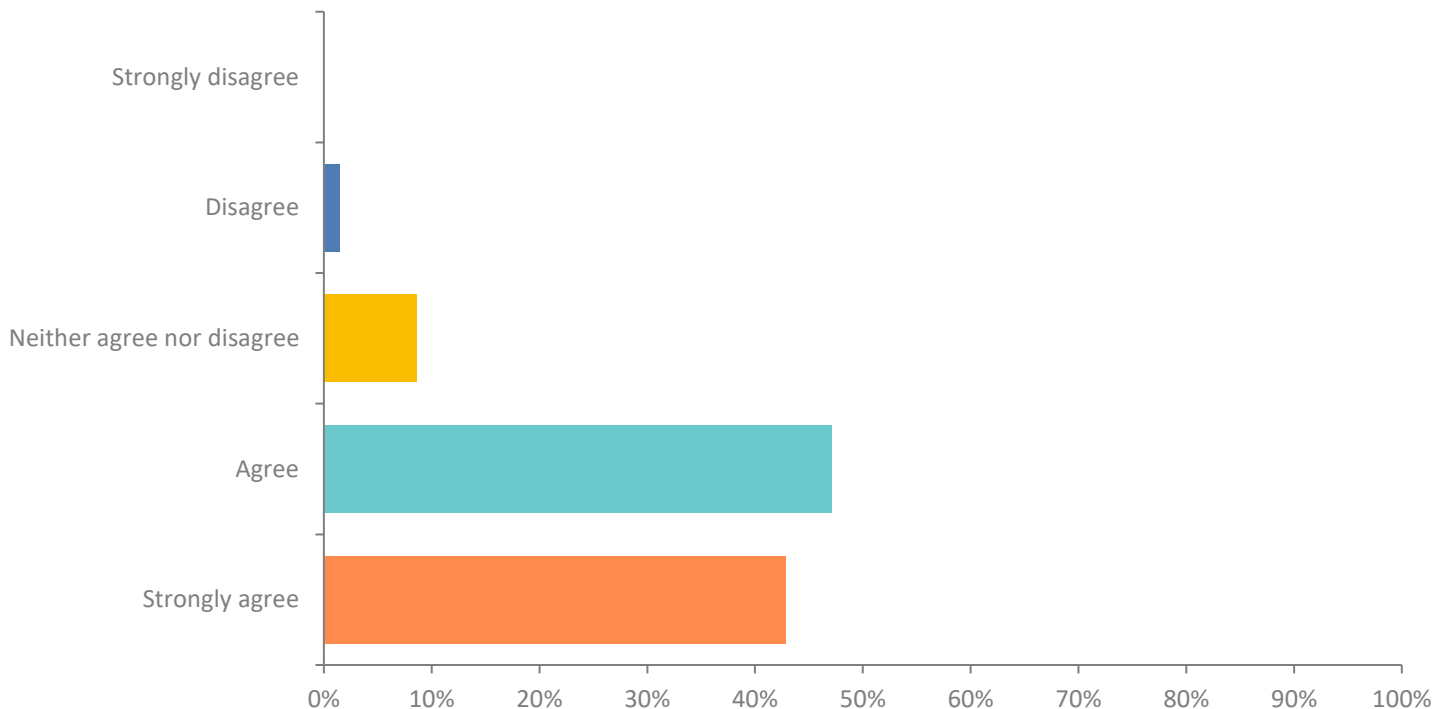
Q55: NIBRT is strong on supporting a sustainability agenda. Demonstrating commitment through initiatives that reduce environmental impact and promote responsible resource management.

Answered: 70 Skipped: 17



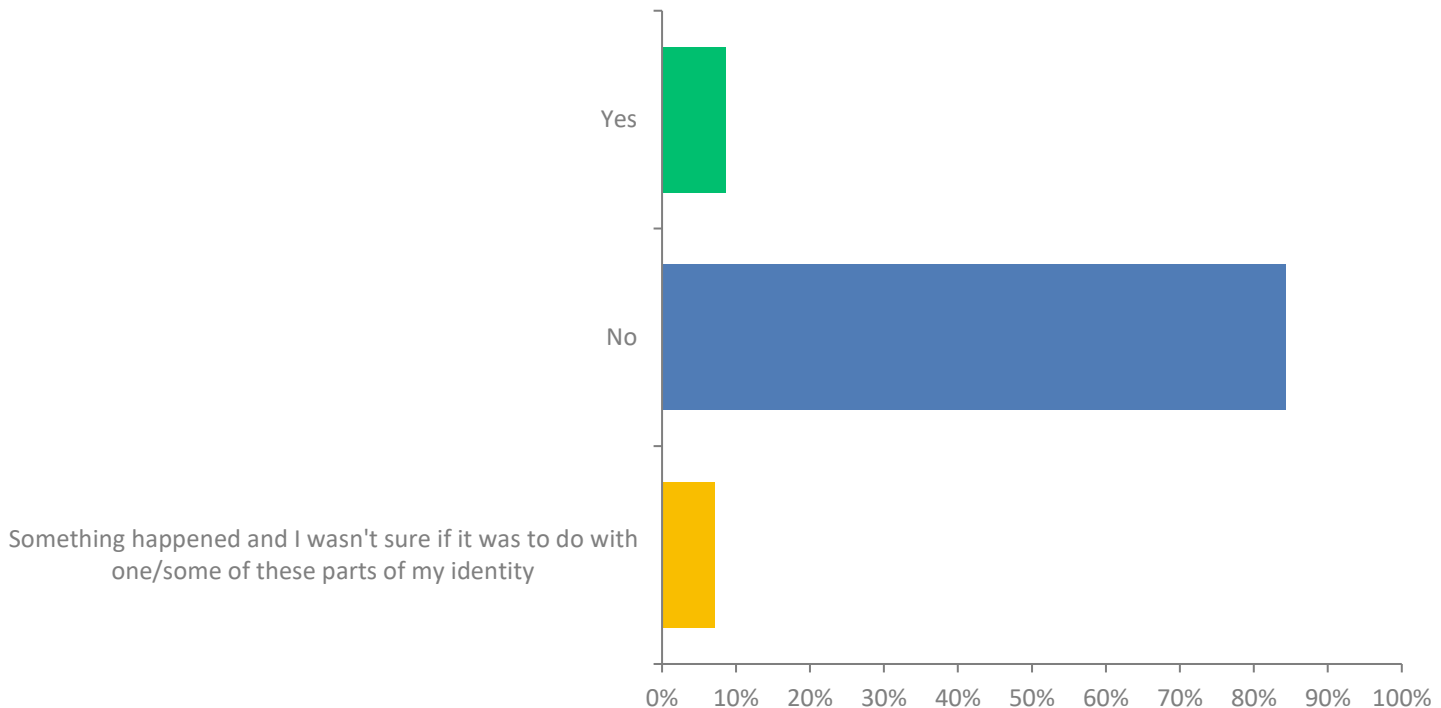
Q54: NIBRT's community engagement activity contributes positively through meaningful programs and partnerships e.g. European Researchers night, TY program, charity fundraising etc.

Answered: 70 Skipped: 17



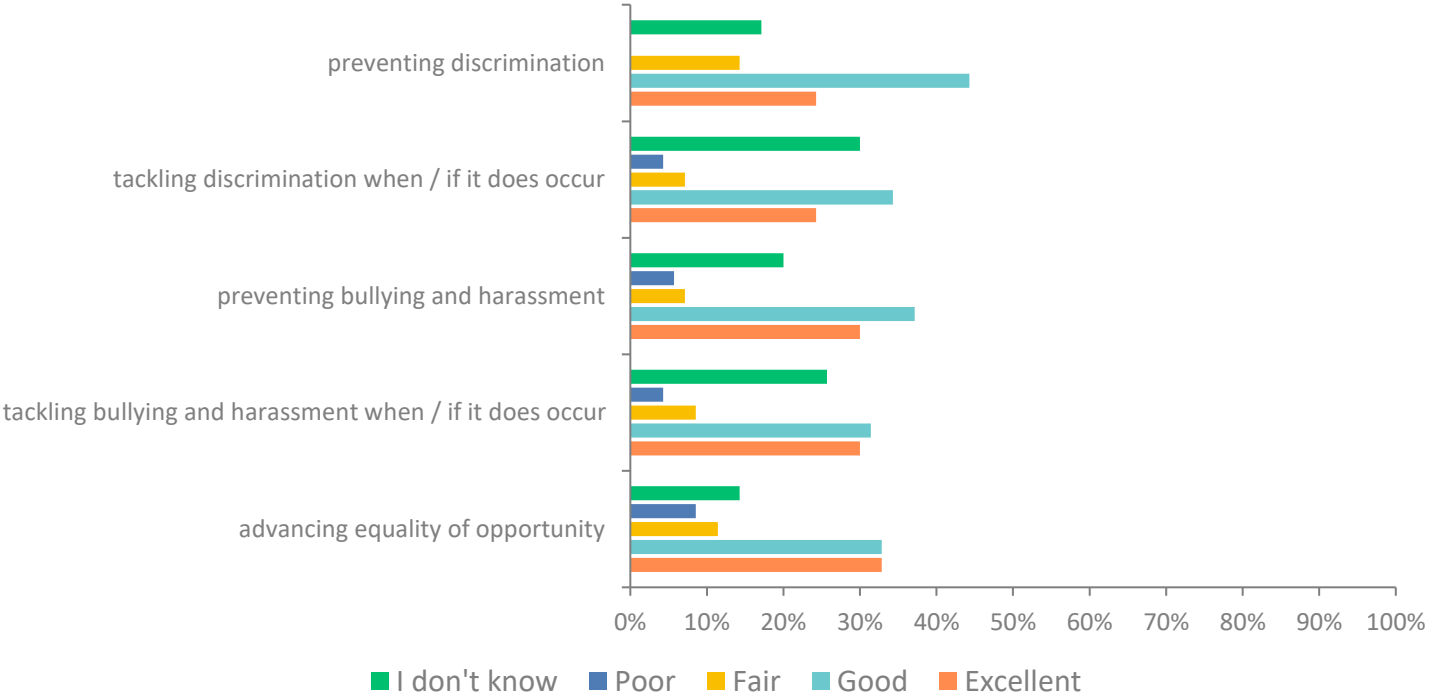
Paternality or maternity, Race, colour, nationality, ethnicity or ethnic origin, Religion or beliefs, Gender Identity, Sexual Orientation, Socio-economic background, English not being your first language, Bring a carer

Answered: 70 Skipped: 17



Q56: How would you rate NIBRT at the following

Answered: 70 Skipped: 17



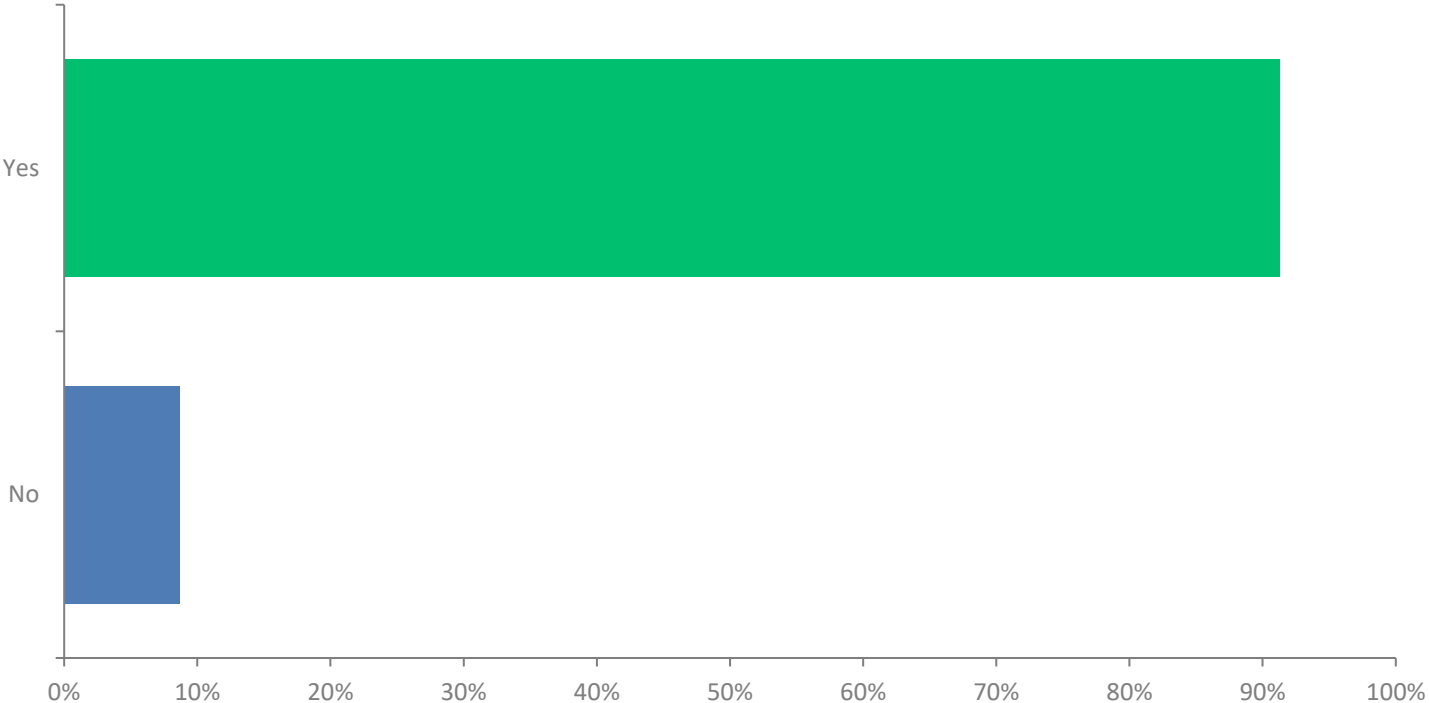
Q57: I have observed improvements in NIBRT's infrastructure (including lift, atrium, canteen etc.) that enhance my workplace, its functionality and my overall employee experience.

Answered: 70 Skipped: 17



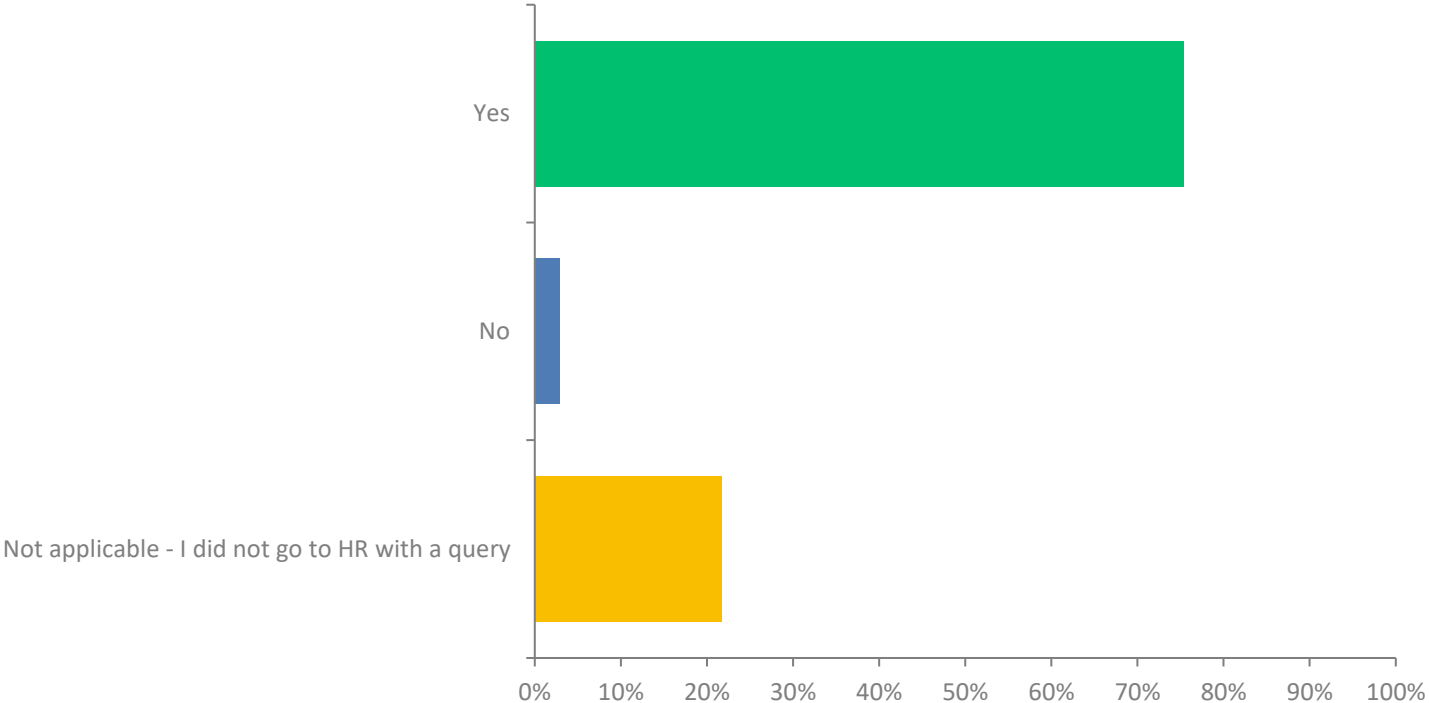
Q59: Are you happy with the service you receive from your HR team (Gemma, Elaine, Jaspreet)?

Answered: 69 Skipped: 18



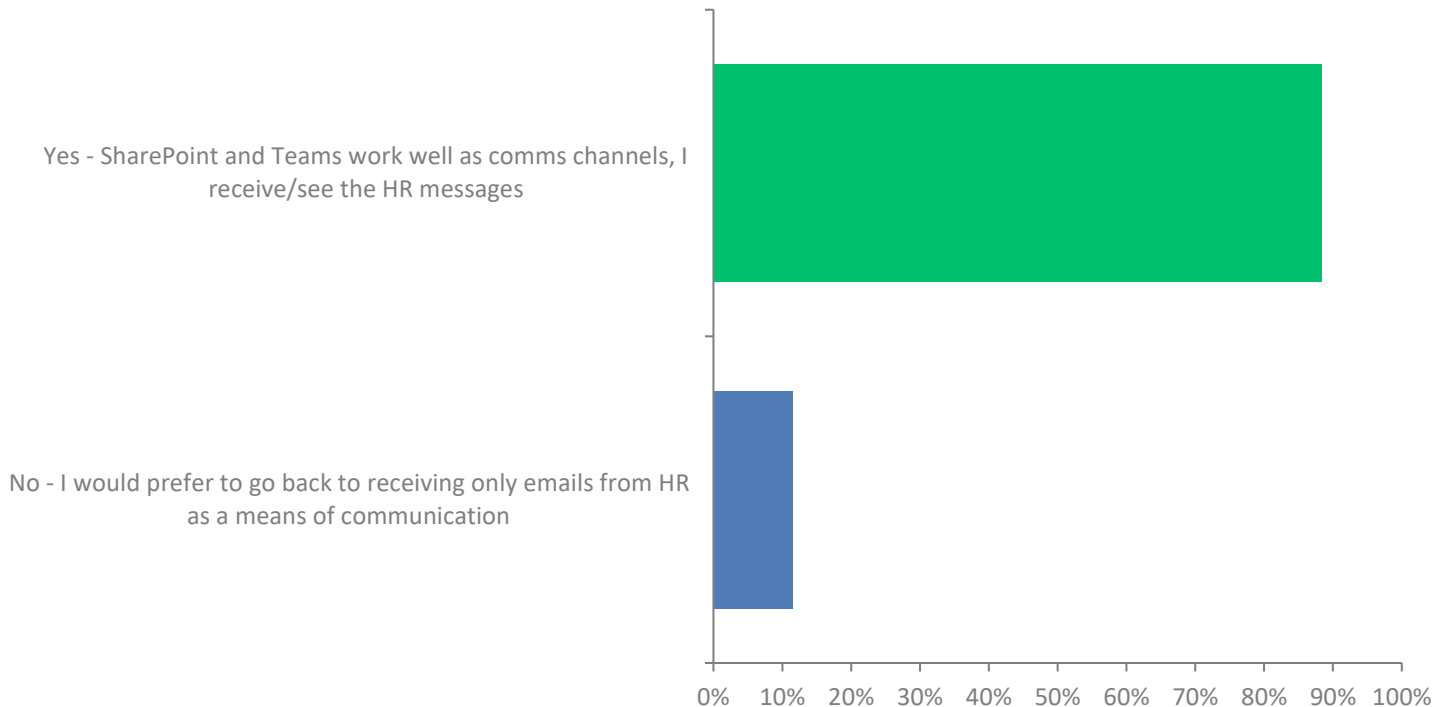
Q60: If you did go to HR with a query in the last 12 months, was it dealtwith in a professional and satisfactory manner?

Answered: 69 Skipped: 18



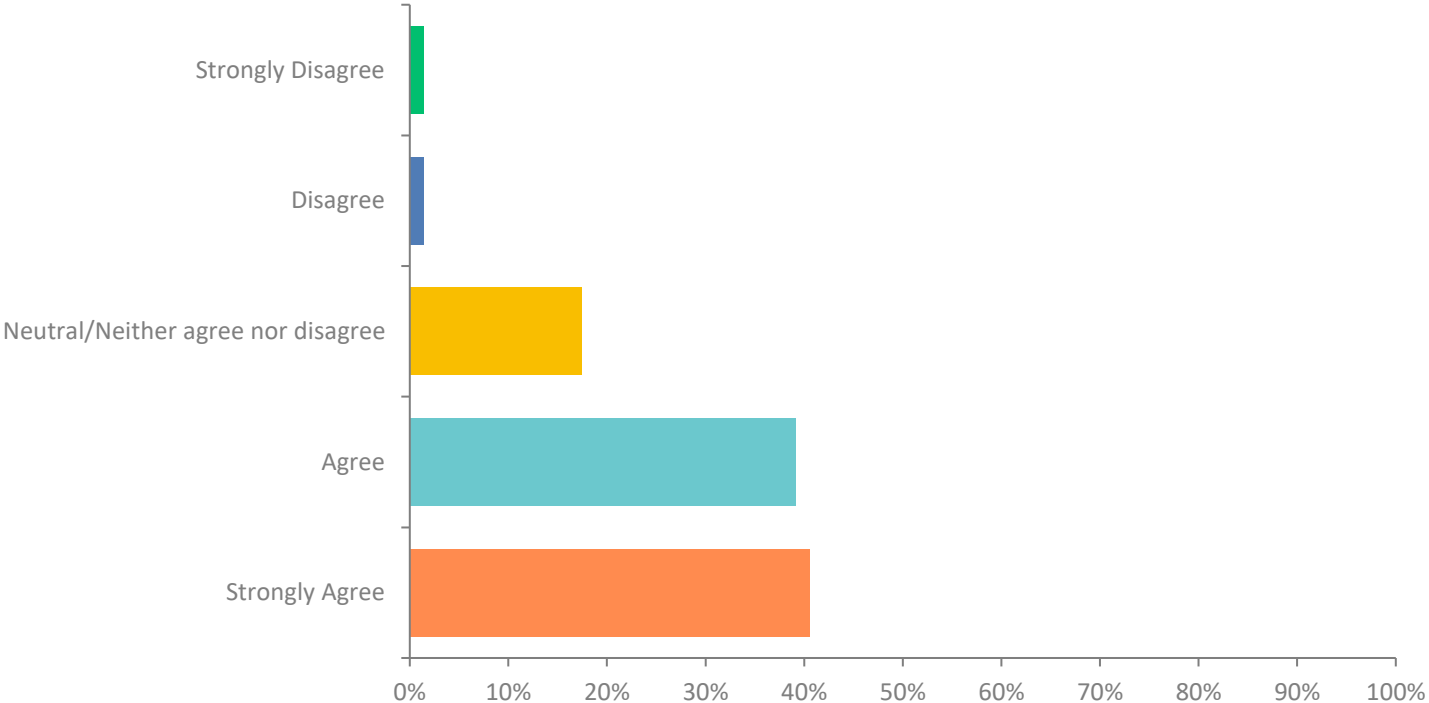
Q61: HR use their Sharepoint site and also Teams 'Staff Team Channel' to publish updates on policies, events, training courses etc. It appears to have been working well; is this a convenient form of communication for you?

Answered: 69 Skipped: 18



Q63: NIBRT is a great place to work

Answered: 69 Skipped: 18



Q64: I would recommend NIBRT as a great place to work to a friend

Answered: 69 Skipped: 18

