

## People Update



# Oxford University Staff Experience Survey 2023

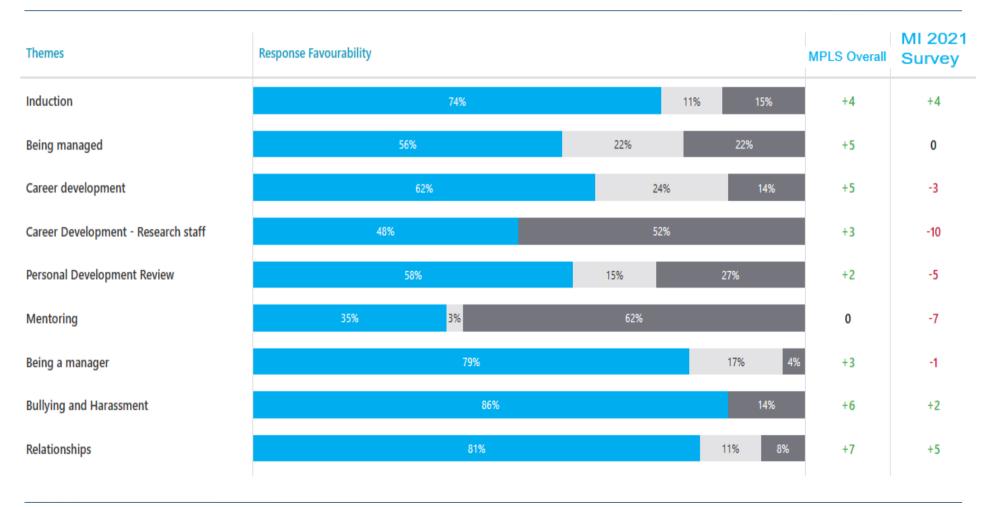


- University-wide survey, delivered every two years (this one April-May 2023).
- 50% participation (136 responses, from 271 staff)
  - Academic Faculty: 56% participation (60 of 180)
  - Early Career Researchers: 38% participation (37 of 98)
  - Professional Services Staff: 63% participation (40 of 63)
- Conducted by People Insight. Over 100 questions across 17 main themes.
- Scores can be compared to the Division-wide and University-wide results as well as past survey results.
- Provides an essential source of data to inform department's thinking and to direct actions.
- Thank you for taking part!

## What are our theme scores?

#### Average scores for questions grouped by a common theme

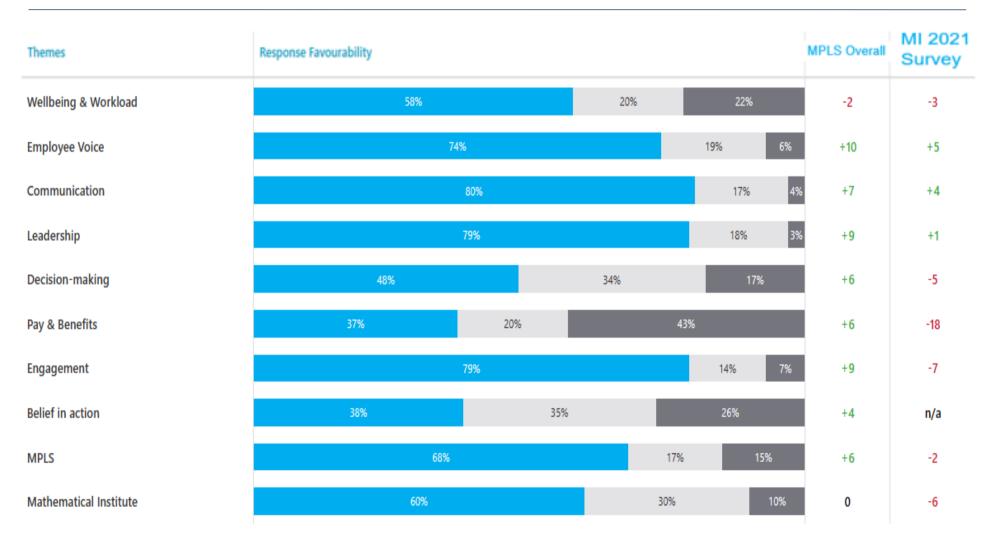




## What are our theme scores?

### Average scores for questions grouped by a common theme





## Pay and Benefits



#### **Key Results**

- 40% feel satisfied with the total benefits package
- 35% feel pay is fair considering their duties and responsibilities

#### Comparison

- -18 points to MI 2021
- +6 points to MPLS 2023
- -1 points to Oxford University 2023
- 28% of Academics and Researchers feel satisfied with pay and benefits (-22 points to MI 2021)
- 64% of PSS feel satisfied with pay and benefits (-9 points to MI 2021)

#### Departmental projects and initiatives

- The Vice-Chancellor has commissioned an independent review of the University's pay and conditions for all staff (<a href="https://hr.admin.ox.ac.uk/pay-and-conditions-report">https://hr.admin.ox.ac.uk/pay-and-conditions-report</a>)
- Academic Career and Reward Framework project (<a href="https://hr.admin.ox.ac.uk/academic-career-and-reward-framework/overview">https://hr.admin.ox.ac.uk/academic-career-and-reward-framework/overview</a>)

## Wellbeing & Workload



#### **Key Results**

- 39% feel they are able to strike the right balance between work and home life
- 36% feel they can meet the requirements of their job without regularly working excessive hours.

#### Comparison

- -3 points to MI 2021
- -2 points to MPLS 2023
- -4 points to Oxford University 2023
- 46% of Academics feel satisfied with wellbeing and workload (-5 points to MI 2021)
- 62% Researchers feel satisfied with wellbeing and workload (+3 points to MI 2021)
- 72% of PSS feel satisfied with wellbeing and workload (-6 points to MI 2021)

#### Departmental projects and initiatives

- Departmental Teaching Stint Review aims to address workload concerns within the department
- Wellbeing Strategy launched MT23 (<a href="https://www.maths.ox.ac.uk/members/equality-diversity-inclusion/wellbeing-strategy">https://www.maths.ox.ac.uk/members/equality-diversity-inclusion/wellbeing-strategy</a>)

## **Career Development**



#### **Key Results**

- 68% feel they have the opportunity to develop and grow here
- 54% feel they are clear about the training and development opportunities available

#### Comparison

- -3 points to MI 2021
- +5 points to MPLS 2023
- +4 points to Oxford University 2023
- 55% of Academics feel satisfied with career development (+5 points to MI 2021)
- 70% Researchers feel satisfied with career development (-9 points to MI 2021)
- 64% of PSS feel satisfied with career development (-6 points to MI 2021)

#### Departmental projects and initiatives

- Launch of Career Development Discussions for faculty, with a review of CDR for ECRs and PDR for PSS planned for 2024
- Termly lunches with Research Group Heads
- Support for mentoring opportunities to be explored further

## **EDI** themes



- 85% feel able to be themselves at work
- 88% agree that the department is committed to promoting ED&I
- 82% feel the department respects individual differences (e.g. culture, working styles, backgrounds, ideas).

#### **Gender disparities**

• 49% of female staff feel senior leaders make the effort to listen and communicate with staff, compared to 75% of male staff.

#### Race

- 63% of BME staff feel able to be themselves at work compared to 88% of White staff
- 21% of BME staff agree they have an opportunity to contribute their views before changes are made, while 57% of White staff agree with the same statement.

## Reminders / for info



- Mental Health Awareness training coming up Thurs 18 Jan 9.30-12.30, Mon 11 March 10.00-13.00 (see email; <a href="mailto:hr@maths.ox.ac.uk">hr@maths.ox.ac.uk</a>)
- MPLS training courses (<a href="https://www.mpls.ox.ac.uk/training/courses">https://www.mpls.ox.ac.uk/training/courses</a>)
  - Creating an inclusive research culture Tue 23 Jan, 10.00-12.30
  - Futureproofing Your Career: become irreplaceable in the age of AI Wed 24 Jan, 12.00-14.00
  - Get that grant Thur 8 Feb, 14.00-17.00
  - Podcast your science Thur 15 Feb. 9.30-4.30
- Careers support for Researchers (<a href="https://www.careers.ox.ac.uk/researchers">https://www.careers.ox.ac.uk/researchers</a>)
- Carers' expenses fund (<a href="https://www.maths.ox.ac.uk/members/policies/carers-expenses-conference-attendance">https://www.maths.ox.ac.uk/members/policies/carers-expenses-conference-attendance</a>; contact ali.goodall@maths.ox.ac.uk)
- Vice-Chancellor's Awards (<a href="https://hr.admin.ox.ac.uk/vice-chancellors-awards">https://hr.admin.ox.ac.uk/vice-chancellors-awards</a>)
- Thoughts, ideas, comments on anything 'People' get in touch! <a href="hewitt@maths.ox.ac.uk">hewitt@maths.ox.ac.uk</a>