

Staff pulse survey

(March 2021)

Results pack

Professional Services

Professional Services

Communications and Marketing

Development and Alumni Relations

Directorate for the Student Experience

Directorate of Compliance and Risk

Directorate of Estates and Facilities

Directorate of Finance

Directorate of Human Resources

Directorate of IT Services

Directorate of Planning

Directorate of Research and Business Eng

Legal Affairs and Board Secretariat

Legal Affairs and Board Secretariat

Office of President and Vice-Chancellor

The University of Manchester Library

Analysis Type

Complete	Not Complete	Sample	Response Rate
5700	6307	12007	479

Theme	HEI benchmark	Russell Gro benchmark	up UoM	
Health & Wellbeing				
I am able to manage my current workload		52%		62%
I am aware that the University has health and wellbeing support services				93%
If I was experiencing poor mental health I would feel confident to raise it at work				50%
In the last 12 months I have often had to put in extra time to meet the demands of my workload				85%
The University cares about my health and wellbeing		55%		53%
Leadership				
Senior leaders at the University are open and honest in their communications with staff				52%
Senior leaders manage and lead the University well		44%	40%	44%
The University does a good job of keeping me informed about matters affecting me		60%	61%	7 2%
Support & Recognition				
I feel valued and recognised for the work I do		56%		52%
Support During Lockdown				
I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work		57%	59%	69%
My manager makes an effort to keep in touch with me when I am working from home/on furlough leave				7 5%
My manager supports my health and wellbeing				7 5%
Working From Home				
I have found on-line meetings to be more efficient than meeting in-person				46%
While working from home, I have appreciated the ability to work flexible hours				7 6%
While working from home, I have appreciated the time saved on commuting				<mark>80</mark> %
While working from home, I have felt more productive				50%

Professional Services

Faculty/PS/CI	Complete	Not Complete	Sample	Response Rate
Professional Services	1502	1337	2839	53%

Theme	Question	Responses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	1502	71%	9%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1502	96%	3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1502	61%	11%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	1502	81%	-4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	1502	63%	10%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	1502	61%	9%	Yes
Leadership	Senior leaders manage and lead the University well	1502	55%	11%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	1502	79%	7%	Yes
Support & Recognition	I feel valued and recognised for the work I do	1502	61%	9%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1502	76%	7%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	1502	81%	6%	Yes
Support During Lockdown	My manager supports my health and wellbeing	1502	80%	5%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1502	53%	7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1502	84%	8%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	1502	87%	7%	Yes
Working From Home	While working from home, I have felt more productive	1502	64%	14%	Yes

Professional Services (Faculty/PS/CI) + Communications and Marketing (School/Directorate)

Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Respons	se Rate			
Professional Services	Communications and Marketing	32		7	39	82%			
Theme	Question					Responses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload					32	69%	7%	Yes
Health & Wellbeing	I am aware that the University has health and v	vellbeing suppo	ort services			32	97%	4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would	d feel confiden	t to raise it at w	ork		32	53%	3%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in	n extra time to r	neet the demar	ds of my	workload	32	94%	9%	Yes
Health & Wellbeing	The University cares about my health and wellk	peing				32	78%	25%	Yes
Leadership	Senior leaders at the University are open and h	onest in their c	ommunications	with staff		32	66%	14%	Yes
Leadership	Senior leaders manage and lead the University	well				32	59%	15%	Yes
Leadership	The University does a good job of keeping me	informed abou	t matters affect	ng me		32	91%	19%	Yes
Support & Recognition	I feel valued and recognised for the work I do					32	88%	36%	Yes
Support During Lockdown	I have the tools, resources and processes (work to complete my work	equipment, in	formation techr	ology, sys	stems, etc.)	32	78%	9%	Yes
Support During Lockdown	My manager makes an effort to keep in touch furlough leave	with me when I	am working fro	m home/	on	32	84%	9%	Yes
Support During Lockdown	My manager supports my health and wellbeing)				32	84%	9%	Yes
Working From Home	I have found on-line meetings to be more effic	ient than meeti	ng in-person			32	56%	10%	Yes
Working From Home	While working from home, I have appreciated	the ability to wo	ork flexible hou	'S		32	78%	2%	No
Working From Home	While working from home, I have appreciated	the time saved	on commuting			32	88%	8%	Yes
Working From Home	While working from home, I have felt more pro	ductive				32	59%	9%	Yes

Professional Services (Faculty/PS/CI) +	Development and Alumni Relations	(School/Directorate)
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Faculty/PS/CI	School/Directorate/CI	Complete	Not Comple	ete Samp	ole	Response Ra	te			
Professional Services	Development and Alumni Relations	59		10	69	8	6%			
Theme	Question					Resp	onses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload						59	71%	9%	Yes
Health & Wellbeing	I am aware that the University has health and wel	lbeing suppo	ort services				59	97%	4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would to	feel confident	t to raise it at	work			59	69%	19%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in e	xtra time to n	neet the dem	ands of m	ny wor	kload	59	79%	-6%	Yes
Health & Wellbeing	The University cares about my health and wellbei	ng					59	80%	27%	Yes
Leadership	Senior leaders at the University are open and hon	est in their co	ommunicatio	ns with sta	aff		59	80%	28%	Yes
Leadership	Senior leaders manage and lead the University we	ell					59	79%	35%	Yes
Leadership	The University does a good job of keeping me inf	ormed about	t matters affe	cting me			59	92%	20%	Yes
Support & Recognition	I feel valued and recognised for the work I do						59	76%	24%	Yes
Support During Lockdown	I have the tools, resources and processes (work ento complete my work	quipment, inf	formation tec	hnology, s	systen	ns, etc.)	59	73%	4%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wit furlough leave	h me when I	am working	from hom	e/on		59	86%	11%	Yes
Support During Lockdown	My manager supports my health and wellbeing						59	92%	17%	Yes
Working From Home	I have found on-line meetings to be more efficier	nt than meeti	ng in-person				59	52%	6%	Yes
Working From Home	While working from home, I have appreciated the	ability to wo	ork flexible ho	ours			59	88%	12%	Yes
Working From Home	While working from home, I have appreciated the	time saved	on commutin	g			59	90%	10%	Yes
Working From Home	While working from home, I have felt more produ	ıctive					59	59%	9%	Yes

Professional Services (Faculty/PS/CI) +	Directorate for the Student Experience	(School/Directorate)
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Faculty/PS/CI	School/Directorate/Cl	Complete	Not Complete	Sample	Response Rate
Professional Services	Directorate for the Student Experience	331	242	573	58%

Theme	Question	Responses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload	331	68%	6%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	331	97%	4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	331	65%	15%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	331	82%	-3%	No
Health & Wellbeing	The University cares about my health and wellbeing	331	61%	8%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	331	61%	9%	Yes
Leadership	Senior leaders manage and lead the University well	331	53%	9%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	331	78%	6%	Yes
Support & Recognition	I feel valued and recognised for the work I do	331	60%	8%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	331	75%	6%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	331	83%	8%	Yes
Support During Lockdown	My manager supports my health and wellbeing	331	81%	6%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	331	53%	7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	331	85%	9%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	331	85%	5%	Yes
Working From Home	While working from home, I have felt more productive	331	65%	15%	Yes

Professional Services (Faculty/PS/CI) + Directorate of Compliance and Risk (Sc	School/Directorate)
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Faculty/PS/CI	School/Directorate/Cl	Complete	Not Complete	Sampl	e f	Response Rate			
Professional Services	Directorate of Compliance and Risk	25		7	32	78%			
Theme	Question					Response	s % Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload					2	5 76%	14%	Yes
Health & Wellbeing	I am aware that the University has health and wel	lbeing suppo	rt services			2	5 96%	3%	No
Health & Wellbeing	If I was experiencing poor mental health I would	feel confident	t to raise it at w	ork		2	5 48%	-2%	No
Health & Wellbeing	In the last 12 months I have often had to put in e	xtra time to n	neet the demar	nds of my	work	doad 2	5 92%	7%	Yes
Health & Wellbeing	The University cares about my health and wellbei	ng				2	5 68%	15%	Yes
Leadership	Senior leaders at the University are open and hor	est in their co	ommunications	with staf	ff	2	5 80%	28%	Yes
Leadership	Senior leaders manage and lead the University we	ell				2	5 72%	28%	Yes
Leadership	The University does a good job of keeping me int	formed about	matters affect	ng me		2	5 96%	24%	Yes
Support & Recognition	I feel valued and recognised for the work I do					2	5 60%	8%	Yes
Support During Lockdown	I have the tools, resources and processes (work ento complete my work	quipment, inf	ormation techr	iology, sy	/stem	s, etc.) 2	5 64%	-5%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wit furlough leave	th me when I	am working fro	m home	/on	2	5 80%	5%	Yes
Support During Lockdown	My manager supports my health and wellbeing					2	5 68%	-7%	Yes
Working From Home	I have found on-line meetings to be more efficier	nt than meetii	ng in-person			2	5 72%	26%	Yes
Working From Home	While working from home, I have appreciated the	ability to wo	ork flexible hou	s		2	5 72%	-4%	Yes
Working From Home	While working from home, I have appreciated the	time saved o	on commuting			2	5 80%	0%	No
Working From Home	While working from home, I have felt more produ	ıctive				2	5 60%	10%	Yes

Professional Services (Faculty/PS/CI) +	Directorate of Estates and Facilities (School/Directorate)
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Faculty/PS/CI	School/Directorate/CI	Complete	Not Comple	e Sam	ple	Response Rate			
Professional Services	Directorate of Estates and Facilities	234	7	58	992	24%			
Theme	Question					Respons	es % Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload					2	34 749	6 12%	Yes
Health & Wellbeing	I am aware that the University has health and we	llbeing suppo	ort services			2	34 929	6 -1%	No
Health & Wellbeing	If I was experiencing poor mental health I would	feel confiden	t to raise it at	work		2	34 529	6 2%	No
Health & Wellbeing	In the last 12 months I have often had to put in e	extra time to r	meet the dema	ands of r	my wor	kload 2	34 729	6 -13%	Yes
Health & Wellbeing	The University cares about my health and wellbe	ing				2	34 599	6	Yes
Leadership	Senior leaders at the University are open and hor	nest in their c	ommunication	s with s	taff	2	34 549	6 2%	No
Leadership	Senior leaders manage and lead the University w	ell				2	34 539	6 <mark>9</mark> %	Yes
Leadership	The University does a good job of keeping me in	formed about	t matters affec	ting me		2	34 709	6 -2%	No
Support & Recognition	I feel valued and recognised for the work I do					2	34 489	6 -4%	Yes
Support During Lockdown	I have the tools, resources and processes (work e to complete my work	equipment, inf	formation tech	nology,	system	ns, etc.) 2	34 729	6 3%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wi furlough leave	th me when I	am working f	rom hon	ne/on	2	34 639	6 -12%	Yes
Support During Lockdown	My manager supports my health and wellbeing					2	34 689	6 -7%	Yes
Working From Home	I have found on-line meetings to be more efficie	nt than meeti	ng in-person			2	34 439	6 -3%	Yes
Working From Home	While working from home, I have appreciated the	e ability to wo	ork flexible ho	urs		2	34 709	6 -6%	Yes
Working From Home	While working from home, I have appreciated the	e time saved	on commuting	3		2	34 789	6 -2%	No
Working From Home	While working from home, I have felt more produced	uctive				2	34 519	6 1%	No

Working From Home

While working from home, I have felt more productive

Faculty/PS/CI	School/Directorate/Cl	Complete N	lot Complete	Sample	Response	e Rate			
Professional Services	Directorate of Finance	137	86	223	3	61%			
Theme	Question				F	Responses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload					137	55%	-7%	Yes
Health & Wellbeing	I am aware that the University has health and wel	lbeing support	services			137	93%	0%	No
Health & Wellbeing	If I was experiencing poor mental health I would f	eel confident to	o raise it at wo	rk		137	43%	-7%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in ex	xtra time to me	et the demand	ls of my w	orkload	137	91%	6%	Yes
Health & Wellbeing	The University cares about my health and wellbein	ng				137	50%	-3%	Yes
Leadership	Senior leaders at the University are open and hon	est in their com	nmunications v	vith staff		137	66%	14%	Yes
Leadership	Senior leaders manage and lead the University we	ell				137	60%	1 6%	Yes
Leadership	The University does a good job of keeping me inf	ormed about m	natters affectin	g me		137	81%	9%	Yes
Support & Recognition	I feel valued and recognised for the work I do					137	53%	1%	No
Support During Lockdown	I have the tools, resources and processes (work ed to complete my work	quipment, infor	mation techno	ology, syste	ems, etc.)	137	79%	10%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wit furlough leave	h me when I an	n working fror	n home/or	n	137	77%	2%	No
Support During Lockdown	My manager supports my health and wellbeing					137	64%	-11%	Yes
Working From Home	I have found on-line meetings to be more efficien	nt than meeting	in-person			137	64%	18%	Yes
Working From Home	While working from home, I have appreciated the	ability to work	flexible hours			137	83%	7%	Yes
Working From Home	While working from home, I have appreciated the	time saved on	commuting			137	88%	8%	Yes

137

74%

Faculty/PS/CI	School/Directorate/CI	Complete	Not Comple	ete Sa	mple	Response	Rate			
Professional Services	Directorate of Human Resources	106		31	137		77%			
Theme	Question					R	esponses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload						106	58%	-4%	Yes
Health & Wellbeing	I am aware that the University has health and we	ellbeing suppo	rt services				106	98%	5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would	feel confident	t to raise it at	work			106	65%	15%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in	extra time to n	neet the dem	ands of	my wo	orkload	106	95%	10%	Yes
Health & Wellbeing	The University cares about my health and wellbe	eing					106	67%	14%	Yes
Leadership	Senior leaders at the University are open and ho	nest in their co	ommunicatio	ns with	staff		106	75%	23%	Yes
Leadership	Senior leaders manage and lead the University v	vell					106	65%	21%	Yes
Leadership	The University does a good job of keeping me in	nformed about	t matters affe	cting m	e		106	80%	8%	Yes
Support & Recognition	I feel valued and recognised for the work I do						106	61%	9%	Yes
Support During Lockdown	I have the tools, resources and processes (work to complete my work	equipment, inf	formation tec	hnology	y, syste	ms, etc.)	106	73%	4%	Yes
Support During Lockdown	My manager makes an effort to keep in touch w furlough leave	ith me when I	am working	from ho	me/on		106	81%	6%	Yes
Support During Lockdown	My manager supports my health and wellbeing						106	80%	5%	Yes
Working From Home	I have found on-line meetings to be more efficie	nt than meeti	ng in-person				106	57%	11%	Yes
Working From Home	While working from home, I have appreciated th	e ability to wo	ork flexible ho	ours			106	85%	9%	Yes
Working From Home	While working from home, I have appreciated th	e time saved	on commutin	g			106	90%	10%	Yes
Working From Home	While working from home, I have felt more prod	luctive					106	72%	22%	Yes

Faculty/PS/CI	School/Directorate/CI	Complete	Not Comple	ete Sar	nple	Response	Rate			
Professional Services	Directorate of IT Services	187		129	316		59%			
Theme	Question					Re	esponses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload						187	73%	11%	Yes
Health & Wellbeing	I am aware that the University has health and we	llbeing suppo	rt services				187	95%	2%	No
Health & Wellbeing	If I was experiencing poor mental health I would	feel confident	t to raise it at	work			187	61%	11%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in e	xtra time to n	neet the dem	ands of	my wo	rkload	187	82%	-3%	No
Health & Wellbeing	The University cares about my health and wellbe	ing					187	60%	7%	Yes
Leadership	Senior leaders at the University are open and hor	nest in their co	ommunicatio	ns with	staff		187	43%	-9%	Yes
Leadership	Senior leaders manage and lead the University w	ell					187	35%	-9%	Yes
Leadership	The University does a good job of keeping me in	formed about	t matters affe	cting me	e		187	76%	4%	Yes
Support & Recognition	I feel valued and recognised for the work I do						187	49%	-3%	Yes
Support During Lockdown	I have the tools, resources and processes (work et o complete my work	quipment, inf	formation tec	hnology	, syster	ms, etc.)	187	79%	10%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wi furlough leave	th me when I	am working	from ho	me/on		187	83%	8%	Yes
Support During Lockdown	My manager supports my health and wellbeing						187	84%	9%	Yes
Working From Home	I have found on-line meetings to be more efficie	nt than meeti	ng in-person				187	51%	5%	Yes
Working From Home	While working from home, I have appreciated the	e ability to wo	ork flexible ho	ours			187	85%	9%	Yes
Working From Home	While working from home, I have appreciated the	e time saved o	on commutin	g			187	88%	8%	Yes
Working From Home	While working from home, I have felt more prod	uctive					187	65%	15%	Yes

Professional Services (Faculty/PS/CI) + Directorate of	Planning (School/Directorate)
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Faculty/PS/CI	School/Directorate/CI	Complete	Not Complet	e Sam	ple	Response Rate			
Professional Services	Directorate of Planning	39		4	43	91%			
Theme	Question					Response	s % Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload					3	9 74%	12%	Yes
Health & Wellbeing	I am aware that the University has health and well	lbeing suppo	ort services			3	9 92%	-1%	No
Health & Wellbeing	If I was experiencing poor mental health I would f	eel confiden	t to raise it at v	work		3	9 58%	8%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in ex	xtra time to r	neet the dema	nds of m	ny wo	rkload 3	9 82%	-3%	No
Health & Wellbeing	The University cares about my health and wellbein	ng				3	9 64%	11%	Yes
Leadership	Senior leaders at the University are open and hon	est in their c	ommunication	s with st	aff	3	9 77%	25%	Yes
Leadership	Senior leaders manage and lead the University we	ell				3	9 59%	15%	Yes
Leadership	The University does a good job of keeping me inf	ormed abou	t matters affec	ting me		3	9 87%	15%	Yes
Support & Recognition	I feel valued and recognised for the work I do					3	9 85%	33%	Yes
Support During Lockdown	I have the tools, resources and processes (work ed to complete my work	quipment, in	formation tech	nology,	syster	ns, etc.) 3	9 77%	8%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wit furlough leave	h me when I	am working fr	om hom	ne/on	3	9 92%	17%	Yes
Support During Lockdown	My manager supports my health and wellbeing					3	9 90%	15%	Yes
Working From Home	I have found on-line meetings to be more efficien	t than meeti	ng in-person			3	9 49%	3%	Yes
Working From Home	While working from home, I have appreciated the	ability to wo	ork flexible hou	ırs		3	9 85%	9%	Yes
Working From Home	While working from home, I have appreciated the	time saved	on commuting			3	9 82%	2%	No
Working From Home	While working from home, I have felt more produ	ıctive				3	9 74%	24%	Yes

Faculty/PS/CI	School/Directorate/Cl	Complete	Not Comple	te Sam	ple	Response	Rate			
Professional Services	Directorate of Research and Business Eng	53		19	72		74%			
Theme	Question					R	esponses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload						53	67%	5%	Yes
Health & Wellbeing	I am aware that the University has health and wel	lbeing suppo	ort services				53	98%	5%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would f	eel confiden	t to raise it at	work			53	48%	-2%	No
Health & Wellbeing	In the last 12 months I have often had to put in ea	xtra time to r	meet the dem	ands of n	ny wo	rkload	53	87%	2%	No
Health & Wellbeing	The University cares about my health and wellbein	ng					53	70%	17%	Yes
Leadership	Senior leaders at the University are open and hon	est in their c	ommunicatio	ns with st	aff		53	79%	27%	Yes
Leadership	Senior leaders manage and lead the University we	ell					53	62%	18%	Yes
Leadership	The University does a good job of keeping me inf	ormed abou	t matters affe	cting me			53	90%	18%	Yes
Support & Recognition	I feel valued and recognised for the work I do						53	60%	8%	Yes
Support During Lockdown	I have the tools, resources and processes (work ed to complete my work	quipment, in	formation tec	nnology,	syster	ms, etc.)	53	81%	12%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wit furlough leave	h me when I	am working f	rom hom	ne/on		53	91%	16%	Yes
Support During Lockdown	My manager supports my health and wellbeing						53	79%	4%	Yes
Working From Home	I have found on-line meetings to be more efficier	t than meeti	ing in-person				53	51%	5%	Yes
Working From Home	While working from home, I have appreciated the	ability to wo	ork flexible ho	urs			53	92%	16%	Yes
Working From Home	While working from home, I have appreciated the	time saved	on commutin	g			53	87%	7%	Yes
Working From Home	While working from home, I have felt more produ	ıctive					53	68%	18%	Yes

Professional Services (Faculty/PS/CI) + Legal Affairs and Board Secretariat (School/Directorate)

Faculty/PS/CI	School/Directorate/CI	Complete	Not Comple	te Samı	ple	Response Rat	е			
Professional Services	Legal Affairs and Board Secretariat	15		1	16	94	1%			
Theme	Question					Resp	onses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload						15	93%	31%	Yes
Health & Wellbeing	I am aware that the University has health and we	llbeing suppo	rt services				15	93%	0%	No
Health & Wellbeing	If I was experiencing poor mental health I would	feel confident	t to raise it at	work			15	80%	30%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in e	xtra time to n	meet the dem	ands of m	ny wor	kload	15	93%	8%	Yes
Health & Wellbeing	The University cares about my health and wellbei	ng					15	80%	27%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff						15	80%	28%	Yes
Leadership	Senior leaders manage and lead the University w	ell					15	80%	36%	Yes
Leadership	The University does a good job of keeping me in	formed about	t matters affe	cting me			15	93%	21%	Yes
Support & Recognition	I feel valued and recognised for the work I do						15	93%	41%	Yes
Support During Lockdown	I have the tools, resources and processes (work e to complete my work	quipment, inf	formation tec	nnology, s	system	s, etc.)	15	87%	18%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wi furlough leave	th me when I	am working f	rom hom	ie/on		15	100%	25%	Yes
Support During Lockdown	My manager supports my health and wellbeing						15	100%	25%	Yes
Working From Home	I have found on-line meetings to be more efficie	nt than meeti	ng in-person				15	60%	14%	Yes
Working From Home	While working from home, I have appreciated the	e ability to wo	ork flexible ho	urs			15	93%	17%	Yes
Working From Home	While working from home, I have appreciated the	e time saved	on commutin	g			15	100%	20%	Yes
Working From Home	While working from home, I have felt more produ	uctive					15	80%	30%	Yes

Professional Services (Faculty/PS/CI) +	Office of President and Vice-Chancellor (Sch	ool/Directorate)
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Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Respon	se Rate			
Professional Services	Office of President and Vice-Chancellor	15		0 1	15	100%			
Theme	Question					Responses	% Strongly agree/agree	Variance to UoM	Significance
Health & Wellbeing	I am able to manage my current workload					15	80%	18%	Yes
Health & Wellbeing	I am aware that the University has health and well	being suppo	rt services			15	100%	7%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would f	eel confident	t to raise it at w	ork		15	67%	17%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in ex	ctra time to n	neet the demar	ds of my v	workload	15	93%	8%	Yes
Health & Wellbeing	The University cares about my health and wellbein	ng				15	79%	26%	Yes
Leadership	Senior leaders at the University are open and hon	est in their co	ommunications	with staff		15	93%	41%	Yes
Leadership	Senior leaders manage and lead the University we	ell				15	93%	49%	Yes
Leadership	The University does a good job of keeping me inf	ormed about	matters affecti	ng me		15	93%	21%	Yes
Support & Recognition	I feel valued and recognised for the work I do					15	93%	41%	Yes
Support During Lockdown	I have the tools, resources and processes (work ed to complete my work	quipment, inf	ormation techn	ology, sys	tems, etc.)	15	93%	24%	Yes
Support During Lockdown	My manager makes an effort to keep in touch wit furlough leave	h me when I	am working fro	m home/d	on	15	87%	12%	Yes
Support During Lockdown	My manager supports my health and wellbeing					15	80%	5%	Yes
Working From Home	I have found on-line meetings to be more efficien	t than meetii	ng in-person			15	67%	21%	Yes
Working From Home	While working from home, I have appreciated the	ability to wo	ork flexible hour	S		15	87%	11%	Yes
Working From Home	While working from home, I have appreciated the	time saved o	on commuting			15	93%	13%	Yes
Working From Home	While working from home, I have felt more produ	ctive				15	67%	17%	Yes

Professional Services (Faculty/PS/CI) + The University of Manchester Library (School/Directorat	chester Library (School/Directorate)
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School/Directorate/Cl	Complete	Not Comple	te Sar	mple	Response	Rate			
The University of Manchester Library	257		35	292		88%			
Question					Re	esponses		Variance to UoM	Significance
I am able to manage my current workload						257	83%	21%	Yes
I am aware that the University has health and we	ellbeing suppo	rt services				257	98%	5%	Yes
If I was experiencing poor mental health I would	feel confident	t to raise it at	work			257	71%	21%	Yes
In the last 12 months I have often had to put in	extra time to n	neet the dem	ands of	my wo	rkload	257	68%	-17%	Yes
The University cares about my health and wellbe	eing					257	70%	17%	Yes
Senior leaders at the University are open and ho	onest in their co	ommunicatio	ns with	staff		257	57%	5%	Yes
Senior leaders manage and lead the University v	well					257	51%	7%	Yes
The University does a good job of keeping me in	nformed about	t matters affe	cting m	e		257	80%	8%	Yes
I feel valued and recognised for the work I do						257	70%	18%	Yes
I have the tools, resources and processes (work to complete my work	equipment, inf	ormation tec	hnology	/, systei	ms, etc.)	257	77%	8%	Yes
My manager makes an effort to keep in touch w furlough leave	vith me when I	am working	from ho	me/on		257	89%	14%	Yes
My manager supports my health and wellbeing						257	91%	16%	Yes
I have found on-line meetings to be more efficie	ent than meeti	ng in-person				257	52%	6%	Yes
While working from home, I have appreciated the	ne ability to wo	ork flexible ho	urs			257	87%	11%	Yes
While working from home, I have appreciated the	ne time saved o	on commutin	g			257	93%	13%	Yes
While working from home, I have felt more prod	ductive					257	58%	8%	Yes
	The University of Manchester Library Question I am able to manage my current workload I am aware that the University has health and well I was experiencing poor mental health I would In the last 12 months I have often had to put in The University cares about my health and wellber Senior leaders at the University are open and he Senior leaders manage and lead the University of The University does a good job of keeping me in I feel valued and recognised for the work I do I have the tools, resources and processes (work to complete my work My manager makes an effort to keep in touch we furlough leave My manager supports my health and wellbeing I have found on-line meetings to be more efficient While working from home, I have appreciated the Manager Supports whome, I have appreciated the While working from home, I have appreciated the While working from home, I have appreciated the Manager Supports who manager supports the more efficient while working from home, I have appreciated the While working from home, I have appreciated the Manager Supports who manager supports the man	The University of Manchester Library Question I am able to manage my current workload I am aware that the University has health and wellbeing supported in the last 12 months I have often had to put in extra time to make the University cares about my health and wellbeing Senior leaders at the University are open and honest in their concentration of the University does a good job of keeping me informed about I feel valued and recognised for the work I do I have the tools, resources and processes (work equipment, informed to complete my work My manager makes an effort to keep in touch with me when I furlough leave My manager supports my health and wellbeing I have found on-line meetings to be more efficient than meeting to work in the processes while the ability to work.	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Senior leaders manage and lead the University well 257 The University does a good job of keeping me informed about matters affecting me 257 I feel valued and recognised for the work I do 257 I have the tools, resources and processes (work equipment, information technology, systems, etc.) 257 to complete my work My manager makes an effort to keep in touch with me when I am working from home/on 257 furlough leave My manager supports my health and wellbeing 257 University does a good job be more efficient than meeting in-person 257 While working from home, I have appreciated the ability to work flexible hours 257 While working from home, I have appreciated the time saved on commuting 257	The University of Manchester Library 257 35 292 88% Question Responses % Strongly agree/agree I am able to manage my current workload 257 83% I am aware that the University has health and wellbeing support services 257 98% If I was experiencing poor mental health I would feel confident to raise it at work 257 71% In the last 12 months I have often had to put in extra time to meet the demands of my workload 257 68% The University cares about my health and wellbeing 257 70% Senior leaders at the University are open and honest in their communications with staff 257 57% Senior leaders manage and lead the University well 257 51% The University does a good job of keeping me informed about matters affecting me 257 80% I feel valued and recognised for the work I do 257 70% I have the tools, resources and processes (work equipment, information technology, systems, etc.) 257 77% to complete my work My manager makes an effort to keep in touch with me when I am working from home/on 257 89% furlough leave My manager supports my health and wellbeing 257 52% While working from home, I have appreciated the ability to work flexible hours 257 87% While working from home, I have appreciated the time saved on commuting 257 93%	The University of Manchester Library 257 35 292 88% Question Responses % 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