

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

Overall University level results

Complete	Not Complete	Sample	Response Rate
5700	6307	12007	47%

Theme	HEI benchmark	Russell Group benchmark	UoM
Health & Wellbeing			
I am able to manage my current workload	<div><div></div></div> 52%		<div><div></div></div> 62%
I am aware that the University has health and wellbeing support services			<div><div></div></div> 93%
If I was experiencing poor mental health I would feel confident to raise it at work			<div><div></div></div> 50%
In the last 12 months I have often had to put in extra time to meet the demands of my workload			<div><div></div></div> 85%
The University cares about my health and wellbeing	<div><div></div></div> 55%		<div><div></div></div> 53%
Leadership			
Senior leaders at the University are open and honest in their communications with staff			<div><div></div></div> 52%
Senior leaders manage and lead the University well	<div><div></div></div> 44%	<div><div></div></div> 40%	<div><div></div></div> 44%
The University does a good job of keeping me informed about matters affecting me	<div><div></div></div> 60%	<div><div></div></div> 61%	<div><div></div></div> 72%
Support & Recognition			
I feel valued and recognised for the work I do	<div><div></div></div> 56%		<div><div></div></div> 52%
Support During Lockdown			
I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	<div><div></div></div> 57%	<div><div></div></div> 59%	<div><div></div></div> 69%
My manager makes an effort to keep in touch with me when I am working from home/on furlough leave			<div><div></div></div> 75%
My manager supports my health and wellbeing			<div><div></div></div> 75%
Working From Home			
I have found on-line meetings to be more efficient than meeting in-person			<div><div></div></div> 46%
While working from home, I have appreciated the ability to work flexible hours			<div><div></div></div> 76%
While working from home, I have appreciated the time saved on commuting			<div><div></div></div> 80%
While working from home, I have felt more productive			<div><div></div></div> 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%	<div><div></div></div> 9%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	1502	96%	<div><div></div></div> 3%	No
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	1502	61%	<div><div></div></div> 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%	<div><div></div></div> -4%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	1502	63%	<div><div></div></div> 10%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	1502	61%	<div><div></div></div> 9%	Yes
Leadership	Senior leaders manage and lead the University well	1502	55%	<div><div></div></div> 11%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	1502	79%	<div><div></div></div> 7%	Yes
Support & Recognition	I feel valued and recognised for the work I do	1502	61%	<div><div></div></div> 9%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	1502	76%	<div><div></div></div> 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%	<div><div></div></div> 6%	Yes
Support During Lockdown	My manager supports my health and wellbeing	1502	80%	<div><div></div></div> 5%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	1502	53%	<div><div></div></div> 7%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	1502	84%	<div><div></div></div> 8%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	1502	87%	<div><div></div></div> 7%	Yes
Working From Home	While working from home, I have felt more productive	1502	64%	<div><div></div></div> 14%	Yes

















Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response 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%	<div></div> 7%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	32	97%	<div></div> 4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	32	53%	<div></div> 3%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	32	94%	<div></div> 9%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	32	78%	<div></div> 25%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	32	66%	<div></div> 14%	Yes
Leadership	Senior leaders manage and lead the University well	32	59%	<div></div> 15%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	32	91%	<div></div> 19%	Yes
Support & Recognition	I feel valued and recognised for the work I do	32	88%	<div></div> 36%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	32	78%	<div></div> 9%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	32	84%	<div></div> 9%	Yes
Support During Lockdown	My manager supports my health and wellbeing	32	84%	<div></div> 9%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	32	56%	<div></div> 10%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	32	78%	<div></div> 2%	No
Working From Home	While working from home, I have appreciated the time saved on commuting	32	88%	<div></div> 8%	Yes
Working From Home	While working from home, I have felt more productive	32	59%	<div></div> 9%	Yes

Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate
Professional Services	Development and Alumni Relations	59	10	69	86%

Theme	Question	Responses	% Strongly agree/agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	59	71%	<div></div> 9%	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	59	97%	<div></div> 4%	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	59	69%	<div></div> 19%	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	59	79%	<div></div> -6%	Yes
Health & Wellbeing	The University cares about my health and wellbeing	59	80%	<div></div> 27%	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	59	80%	<div></div> 28%	Yes
Leadership	Senior leaders manage and lead the University well	59	79%	<div></div> 35%	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	59	92%	<div></div> 20%	Yes
Support & Recognition	I feel valued and recognised for the work I do	59	76%	<div></div> 24%	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	59	73%	<div></div> 4%	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	59	86%	<div></div> 11%	Yes
Support During Lockdown	My manager supports my health and wellbeing	59	92%	<div></div> 17%	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	59	52%	<div></div> 6%	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	59	88%	<div></div> 12%	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	59	90%	<div></div> 10%	Yes
Working From Home	While working from home, I have felt more productive	59	59%	<div></div> 9%	Yes



Faculty/PS/CI	School/Directorate/CI	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 (School/Directorate) ▼

Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Directorate of Compliance and Risk	25	7	32	78%				
Theme	Question	Responses	% Strongly agree/agree	Variance to UoM	Significance				
Health & Wellbeing	I am able to manage my current workload	25	76%	<div><div></div></div> 14%	Yes				
Health & Wellbeing	I am aware that the University has health and wellbeing support services	25	96%	<div><div></div></div> 3%	No				
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	25	48%	<div><div></div></div> -2%	No				
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	25	92%	<div><div></div></div> 7%	Yes				
Health & Wellbeing	The University cares about my health and wellbeing	25	68%	<div><div></div></div> 15%	Yes				
Leadership	Senior leaders at the University are open and honest in their communications with staff	25	80%	<div><div></div></div> 28%	Yes				
Leadership	Senior leaders manage and lead the University well	25	72%	<div><div></div></div> 28%	Yes				
Leadership	The University does a good job of keeping me informed about matters affecting me	25	96%	<div><div></div></div> 24%	Yes				
Support & Recognition	I feel valued and recognised for the work I do	25	60%	<div><div></div></div> 8%	Yes				
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	25	64%	<div><div></div></div> -5%	Yes				
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	25	80%	<div><div></div></div> 5%	Yes				
Support During Lockdown	My manager supports my health and wellbeing	25	68%	<div><div></div></div> -7%	Yes				
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	25	72%	<div><div></div></div> 26%	Yes				
Working From Home	While working from home, I have appreciated the ability to work flexible hours	25	72%	<div><div></div></div> -4%	Yes				
Working From Home	While working from home, I have appreciated the time saved on commuting	25	80%	<div><div></div></div> 0%	No				
Working From Home	While working from home, I have felt more productive	25	60%	<div><div></div></div> 10%	Yes				



















Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Directorate of Estates and Facilities	234	758	992	24%				
Theme	Question	Responses	% Strongly agree/agree	Variance to UoM	Significance				
Health & Wellbeing	I am able to manage my current workload	234	74%	12%	Yes				
Health & Wellbeing	I am aware that the University has health and wellbeing support services	234	92%	-1%	No				
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	234	52%	2%	No				
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	234	72%	-13%	Yes				
Health & Wellbeing	The University cares about my health and wellbeing	234	59%	6%	Yes				
Leadership	Senior leaders at the University are open and honest in their communications with staff	234	54%	2%	No				
Leadership	Senior leaders manage and lead the University well	234	53%	9%	Yes				
Leadership	The University does a good job of keeping me informed about matters affecting me	234	70%	-2%	No				
Support & Recognition	I feel valued and recognised for the work I do	234	48%	-4%	Yes				
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	234	72%	3%	Yes				
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	234	63%	-12%	Yes				
Support During Lockdown	My manager supports my health and wellbeing	234	68%	-7%	Yes				
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	234	43%	-3%	Yes				
Working From Home	While working from home, I have appreciated the ability to work flexible hours	234	70%	-6%	Yes				
Working From Home	While working from home, I have appreciated the time saved on commuting	234	78%	-2%	No				
Working From Home	While working from home, I have felt more productive	234	51%	1%	No				

Professional Services (Faculty/PS/CI) + **Directorate of Finance** (School/Directorate)

Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Directorate of Finance	137	86	223	61%				
Theme	Question	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 wellbeing support services	137	93%		0%	No			
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	137	43%		-7%	Yes			
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	137	91%		6%	Yes			
Health & Wellbeing	The University cares about my health and wellbeing	137	50%		-3%	Yes			
Leadership	Senior leaders at the University are open and honest in their communications with staff	137	66%		14%	Yes			
Leadership	Senior leaders manage and lead the University well	137	60%		16%	Yes			
Leadership	The University does a good job of keeping me informed about matters affecting 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 equipment, information technology, systems, etc.) to complete my work	137	79%		10%	Yes			
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	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 efficient 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			
Working From Home	While working from home, I have felt more productive	137	74%		24%	Yes			



Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Directorate of Human Resources	106	31	137	77%				
Theme	Question	Responses	% 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 wellbeing support services	106	98%		5%	Yes			
Health & Wellbeing	If I was experiencing poor mental health I would feel confident 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 meet the demands of my workload	106	95%		10%	Yes			
Health & Wellbeing	The University cares about my health and wellbeing	106	67%		14%	Yes			
Leadership	Senior leaders at the University are open and honest in their communications with staff	106	75%		23%	Yes			
Leadership	Senior leaders manage and lead the University well	106	65%		21%	Yes			
Leadership	The University does a good job of keeping me informed about matters affecting me	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 equipment, information technology, systems, etc.) to complete my work	106	73%		4%	Yes			
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	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 efficient than meeting in-person	106	57%		11%	Yes			
Working From Home	While working from home, I have appreciated the ability to work flexible hours	106	85%		9%	Yes			
Working From Home	While working from home, I have appreciated the time saved on commuting	106	90%		10%	Yes			
Working From Home	While working from home, I have felt more productive	106	72%		22%	Yes			

Professional Services (Faculty/PS/CI) + Directorate of IT Services (School/Directorate)



Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Directorate of IT Services	187	129	316	59%				
Theme	Question	Responses	% 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 wellbeing support services	187	95%	2%	No				
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	187	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	187	82%	-3%	No				
Health & Wellbeing	The University cares about my health and wellbeing	187	60%	7%	Yes				
Leadership	Senior leaders at the University are open and honest in their communications with staff	187	43%	-9%	Yes				
Leadership	Senior leaders manage and lead the University well	187	35%	-9%	Yes				
Leadership	The University does a good job of keeping me informed about matters affecting me	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 equipment, information technology, systems, etc.) to complete my work	187	79%	10%	Yes				
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	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 efficient than meeting in-person	187	51%	5%	Yes				
Working From Home	While working from home, I have appreciated the ability to work flexible hours	187	85%	9%	Yes				
Working From Home	While working from home, I have appreciated the time saved on commuting	187	88%	8%	Yes				
Working From Home	While working from home, I have felt more productive	187	65%	15%	Yes				

Professional Services (Faculty/PS/CI) + Directorate of Planning (School/Directorate)

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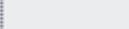

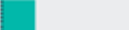












Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Directorate of Planning	39	4	43	91%				
Theme	Question	Responses	% Strongly agree/agree	Variance to UoM	Significance				
Health & Wellbeing	I am able to manage my current workload	39	74%	<div></div> 12%	Yes				
Health & Wellbeing	I am aware that the University has health and wellbeing support services	39	92%	<div></div> -1%	No				
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	39	58%	<div></div> 8%	Yes				
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	39	82%	<div></div> -3%	No				
Health & Wellbeing	The University cares about my health and wellbeing	39	64%	<div></div> 11%	Yes				
Leadership	Senior leaders at the University are open and honest in their communications with staff	39	77%	<div></div> 25%	Yes				
Leadership	Senior leaders manage and lead the University well	39	59%	<div></div> 15%	Yes				
Leadership	The University does a good job of keeping me informed about matters affecting me	39	87%	<div></div> 15%	Yes				
Support & Recognition	I feel valued and recognised for the work I do	39	85%	<div></div> 33%	Yes				
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	39	77%	<div></div> 8%	Yes				
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	39	92%	<div></div> 17%	Yes				
Support During Lockdown	My manager supports my health and wellbeing	39	90%	<div></div> 15%	Yes				
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	39	49%	<div></div> 3%	Yes				
Working From Home	While working from home, I have appreciated the ability to work flexible hours	39	85%	<div></div> 9%	Yes				
Working From Home	While working from home, I have appreciated the time saved on commuting	39	82%	<div></div> 2%	No				
Working From Home	While working from home, I have felt more productive	39	74%	<div></div> 24%	Yes				

Professional Services (Faculty/PS/CI) + Directorate of Research and Business Eng (School/Directorate)

















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Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Directorate of Research and Business Eng	53	19	72	74%				
Theme	Question	Responses	% Strongly agree/agree	Variance to UoM	Significance				
Health & Wellbeing	I am able to manage my current workload	53	67%	<div></div>	5%	Yes			
Health & Wellbeing	I am aware that the University has health and wellbeing support services	53	98%	<div></div>	5%	Yes			
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	53	48%	<div></div>	-2%	No			
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	53	87%	<div></div>	2%	No			
Health & Wellbeing	The University cares about my health and wellbeing	53	70%	<div></div>	17%	Yes			
Leadership	Senior leaders at the University are open and honest in their communications with staff	53	79%	<div></div>	27%	Yes			
Leadership	Senior leaders manage and lead the University well	53	62%	<div></div>	18%	Yes			
Leadership	The University does a good job of keeping me informed about matters affecting me	53	90%	<div></div>	18%	Yes			
Support & Recognition	I feel valued and recognised for the work I do	53	60%	<div></div>	8%	Yes			
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	53	81%	<div></div>	12%	Yes			
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	53	91%	<div></div>	16%	Yes			
Support During Lockdown	My manager supports my health and wellbeing	53	79%	<div></div>	4%	Yes			
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	53	51%	<div></div>	5%	Yes			
Working From Home	While working from home, I have appreciated the ability to work flexible hours	53	92%	<div></div>	16%	Yes			
Working From Home	While working from home, I have appreciated the time saved on commuting	53	87%	<div></div>	7%	Yes			
Working From Home	While working from home, I have felt more productive	53	68%	<div></div>	18%	Yes			



Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Legal Affairs and Board Secretariat	15	1	16	94%				
Theme	Question	Responses	% 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 wellbeing support services	15	93%	 0%	No				
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	15	80%	 30%	Yes				
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	15	93%	 8%	Yes				
Health & Wellbeing	The University cares about my health and wellbeing	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 well	15	80%	 36%	Yes				
Leadership	The University does a good job of keeping me informed about matters affecting 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 equipment, information technology, systems, etc.) to complete my work	15	87%	 18%	Yes				
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	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 efficient than meeting in-person	15	60%	 14%	Yes				
Working From Home	While working from home, I have appreciated the ability to work flexible hours	15	93%	 17%	Yes				
Working From Home	While working from home, I have appreciated the time saved on commuting	15	100%	 20%	Yes				
Working From Home	While working from home, I have felt more productive	15	80%	 30%	Yes				



Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate				
Professional Services	Office of President and Vice-Chancellor	15	0	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 wellbeing support services	15	100%		7%	Yes			
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	15	67%		17%	Yes			
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	15	93%		8%	Yes			
Health & Wellbeing	The University cares about my health and wellbeing	15	79%		26%	Yes			
Leadership	Senior leaders at the University are open and honest in their communications with staff	15	93%		41%	Yes			
Leadership	Senior leaders manage and lead the University well	15	93%		49%	Yes			
Leadership	The University does a good job of keeping me informed about matters affecting 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 equipment, information technology, systems, etc.) to complete my work	15	93%		24%	Yes			
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	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 efficient than meeting in-person	15	67%		21%	Yes			
Working From Home	While working from home, I have appreciated the ability to work flexible hours	15	87%		11%	Yes			
Working From Home	While working from home, I have appreciated the time saved on commuting	15	93%		13%	Yes			
Working From Home	While working from home, I have felt more productive	15	67%		17%	Yes			

Faculty/PS/CI	School/Directorate/CI	Complete	Not Complete	Sample	Response Rate
Professional Services	The University of Manchester Library	257	35	292	88%

Theme	Question	Responses	% Strongly agree/agree	Variance to UoM	Significance
▲					
Health & Wellbeing	I am able to manage my current workload	257	83%	<div>21%</div>	Yes
Health & Wellbeing	I am aware that the University has health and wellbeing support services	257	98%	<div>5%</div>	Yes
Health & Wellbeing	If I was experiencing poor mental health I would feel confident to raise it at work	257	71%	<div>21%</div>	Yes
Health & Wellbeing	In the last 12 months I have often had to put in extra time to meet the demands of my workload	257	68%	<div>-17%</div>	Yes
Health & Wellbeing	The University cares about my health and wellbeing	257	70%	<div>17%</div>	Yes
Leadership	Senior leaders at the University are open and honest in their communications with staff	257	57%	<div>5%</div>	Yes
Leadership	Senior leaders manage and lead the University well	257	51%	<div>7%</div>	Yes
Leadership	The University does a good job of keeping me informed about matters affecting me	257	80%	<div>8%</div>	Yes
Support & Recognition	I feel valued and recognised for the work I do	257	70%	<div>18%</div>	Yes
Support During Lockdown	I have the tools, resources and processes (work equipment, information technology, systems, etc.) to complete my work	257	77%	<div>8%</div>	Yes
Support During Lockdown	My manager makes an effort to keep in touch with me when I am working from home/on furlough leave	257	89%	<div>14%</div>	Yes
Support During Lockdown	My manager supports my health and wellbeing	257	91%	<div>16%</div>	Yes
Working From Home	I have found on-line meetings to be more efficient than meeting in-person	257	52%	<div>6%</div>	Yes
Working From Home	While working from home, I have appreciated the ability to work flexible hours	257	87%	<div>11%</div>	Yes
Working From Home	While working from home, I have appreciated the time saved on commuting	257	93%	<div>13%</div>	Yes
Working From Home	While working from home, I have felt more productive	257	58%	<div>8%</div>	Yes