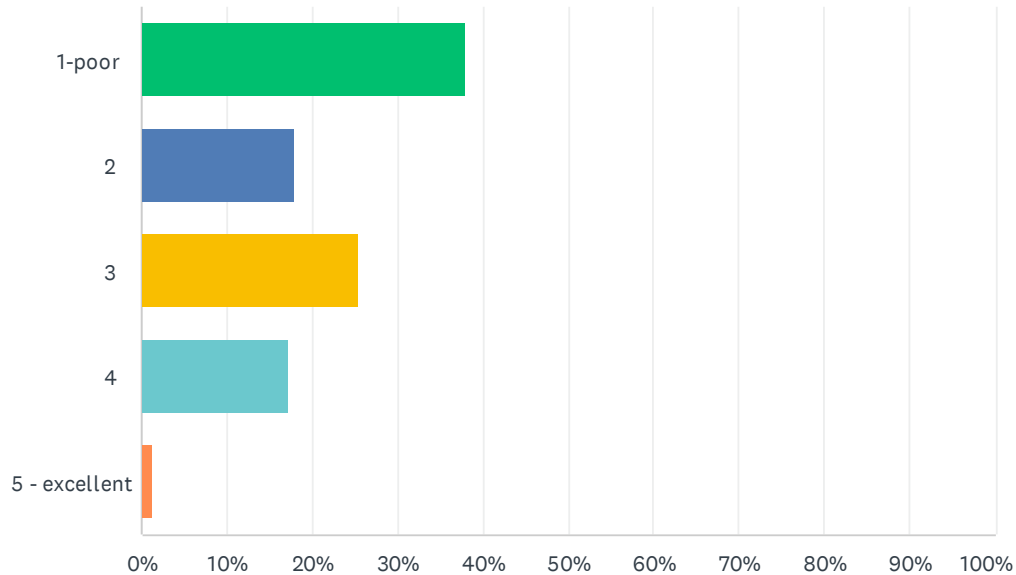


Q1 How would you rate your knowledge of the external secondment process?

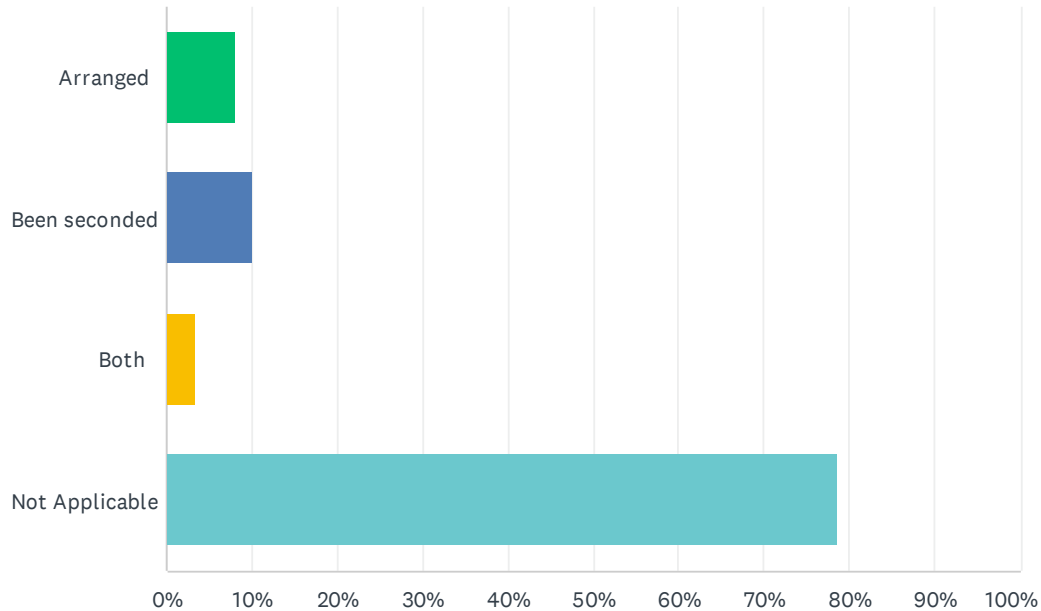
Answered: 150 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-poor	38.00%	57
2	18.00%	27
3	25.33%	38
4	17.33%	26
5 - excellent	1.33%	2
TOTAL		150

Q2 Have you arranged an external secondment, been seconded to another organisation or both?

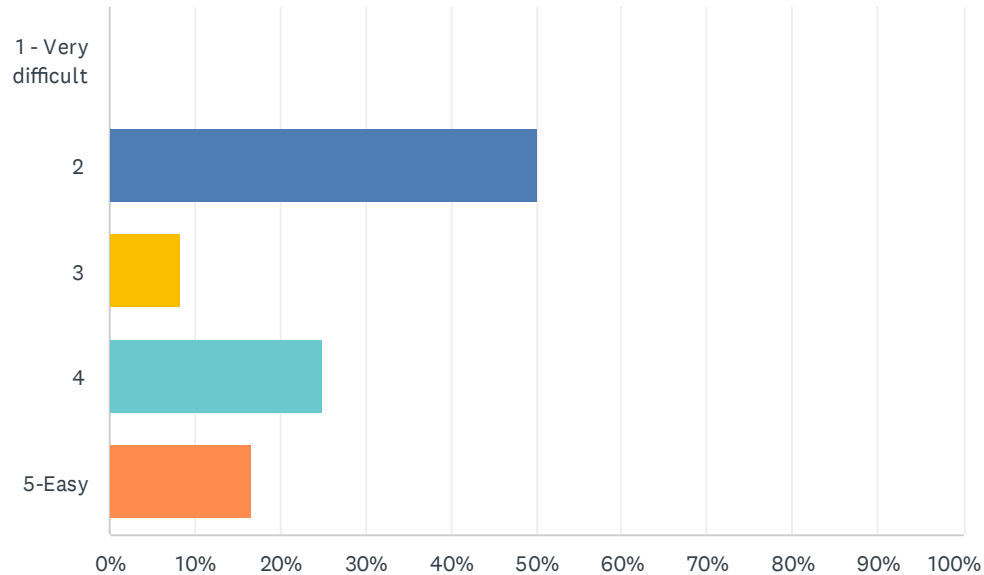
Answered: 150 Skipped: 0



ANSWER CHOICES	RESPONSES	
Arranged	8.00%	12
Been seconded	10.00%	15
Both	3.33%	5
Not Applicable	78.67%	118
TOTAL		150

Q3 How straight forward was it to organise a secondment with another organisation?

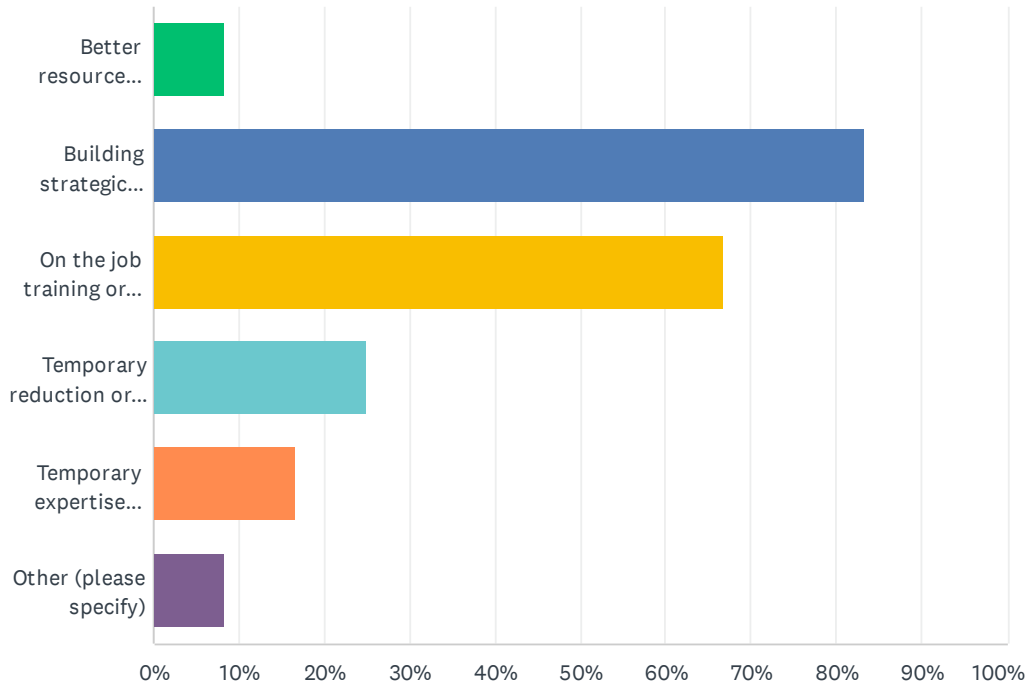
Answered: 12 Skipped: 138



ANSWER CHOICES	RESPONSES	
1 - Very difficult	0.00%	0
2	50.00%	6
3	8.33%	1
4	25.00%	3
5-Easy	16.67%	2
TOTAL		12

Q4 What were the benefits to the home or host organisation and / or line manager?

Answered: 12 Skipped: 138

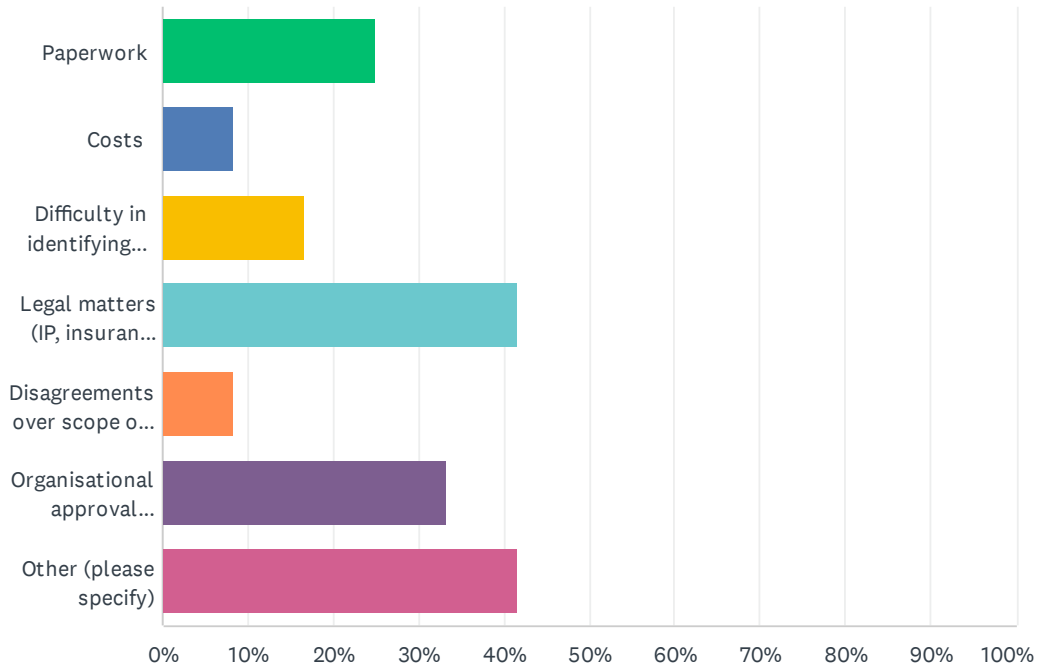


ANSWER CHOICES		RESPONSES	
Better resource management		8.33%	1
Building strategic partnerships with other organisations		83.33%	10
On the job training or experience only available with another organisation		66.67%	8
Temporary reduction or increase in staff numbers		25.00%	3
Temporary expertise needed		16.67%	2
Other (please specify)		8.33%	1
Total Respondents: 12			

#	OTHER (PLEASE SPECIFY)	DATE
1	seconded a staff member from another charity for maternity cover - meant able to bring in cover with extensive experience	6/6/2022 11:35 AM

Q5 What were the barriers to the home or host organisation and / or line manager?

Answered: 12 Skipped: 138

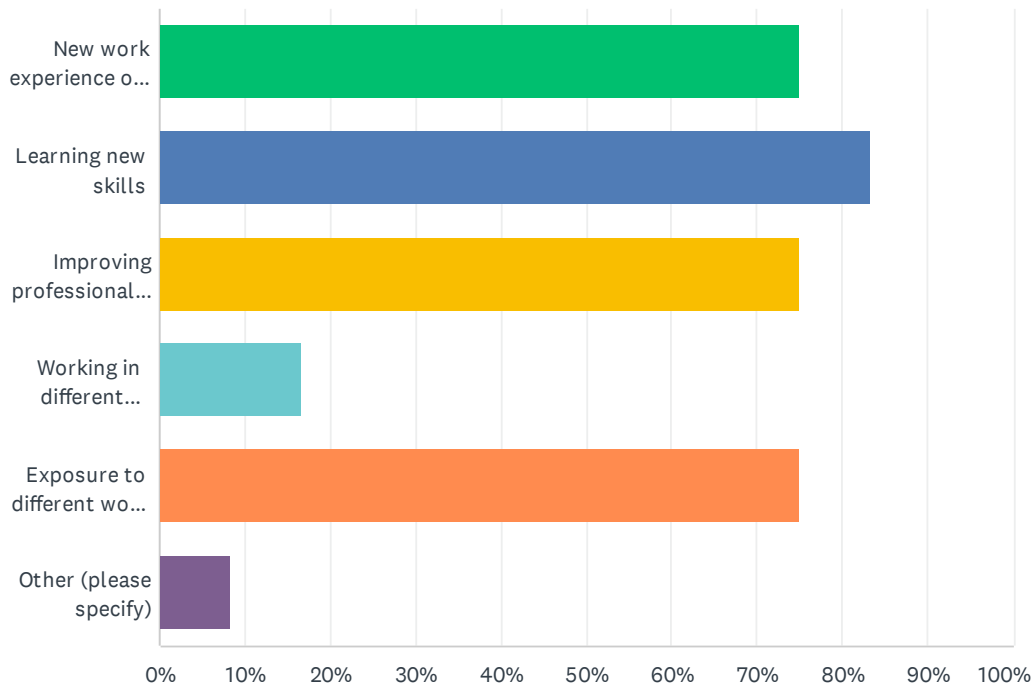


ANSWER CHOICES	RESPONSES	
Paperwork	25.00%	3
Costs	8.33%	1
Difficulty in identifying secondees	16.67%	2
Legal matters (IP, insurance etc)	41.67%	5
Disagreements over scope of work	8.33%	1
Organisational approval processes not clear or forthcoming	33.33%	4
Other (please specify)	41.67%	5
Total Respondents: 12		

#	OTHER (PLEASE SPECIFY)	DATE
1	time	6/20/2022 12:44 PM
2	Delays in work meant secondment had to be extended	5/24/2022 12:21 PM
3	Finding a replacement for them to cover the period they were gone.	5/17/2022 7:30 AM
4	irregular hours and on call payments	5/16/2022 2:37 PM
5	Finding cover for myself in the home department	5/11/2022 9:34 AM

Q6 What were the benefits to the employee?

Answered: 12 Skipped: 138

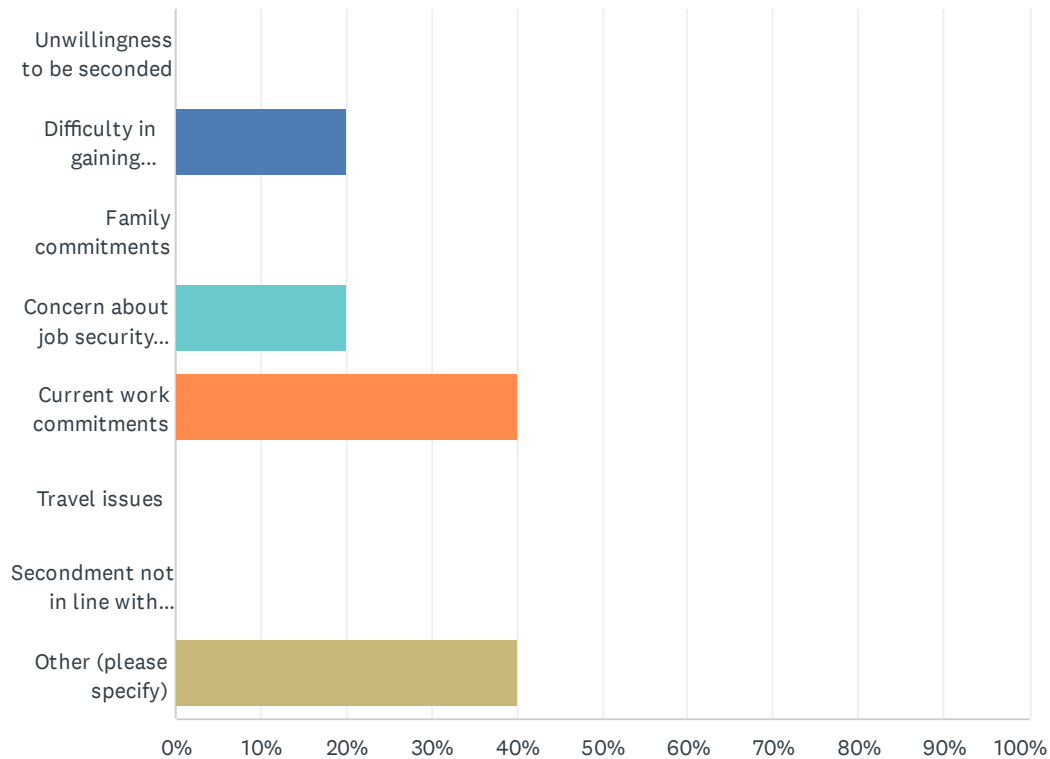


ANSWER CHOICES	RESPONSES	
New work experience or promotion whilst seconded	75.00%	9
Learning new skills	83.33%	10
Improving professional network	75.00%	9
Working in different geographical area	16.67%	2
Exposure to different work culture	75.00%	9
Other (please specify)	8.33%	1
Total Respondents: 12		

#	OTHER (PLEASE SPECIFY)	DATE
1	Better career development opportunities, better understanding of other work area within the home Institution	5/11/2022 9:34 AM

Q7 What were the barriers to the employee?

Answered: 10 Skipped: 140

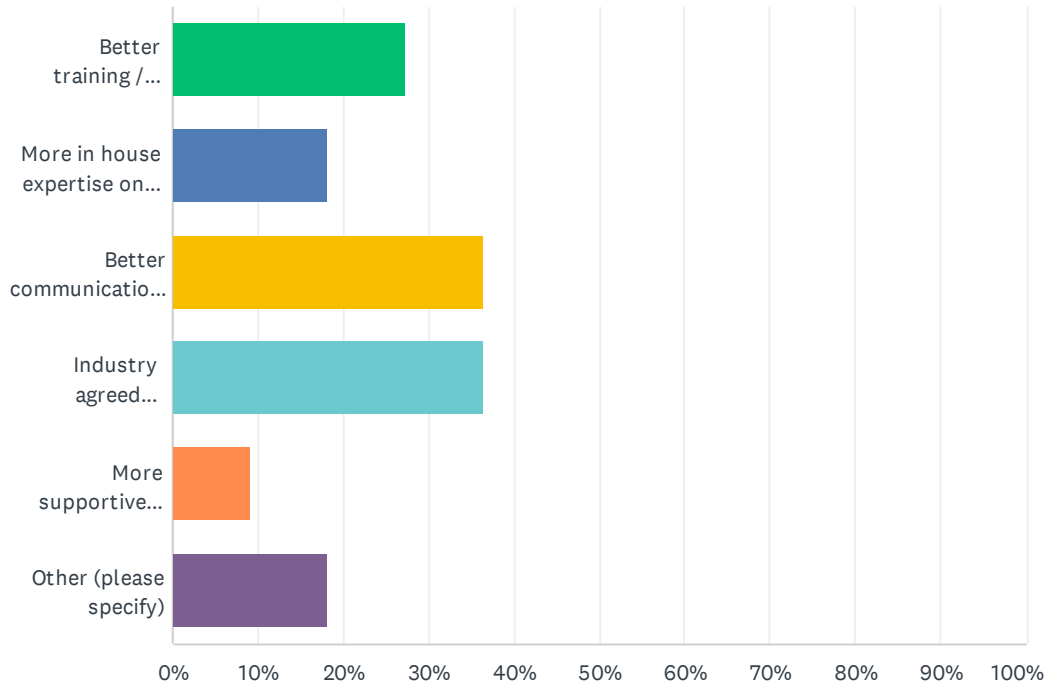


ANSWER CHOICES	RESPONSES	
Unwillingness to be seconded	0.00%	0
Difficulty in gaining approval from line manager	20.00%	2
Family commitments	0.00%	0
Concern about job security on return to home organisation	20.00%	2
Current work commitments	40.00%	4
Travel issues	0.00%	0
Secondment not in line with future self-development plans	0.00%	0
Other (please specify)	40.00%	4
Total Respondents: 10		

#	OTHER (PLEASE SPECIFY)	DATE
1	Tax, insurance, pensions, timing and workplanning	5/18/2022 2:50 PM
2	Finding a replacement for them to cover while they were gone	5/17/2022 7:30 AM
3	difficulty in applying NHs terms and conditions and overtime rates to a university system	5/16/2022 2:37 PM
4	None	5/11/2022 9:34 AM

Q8 What would have helped you when you were working to set up the secondment?

Answered: 11 Skipped: 139



ANSWER CHOICES		RESPONSES	
Better training / organisational guidelines		27.27%	3
More in house expertise on relevant legal paperwork		18.18%	2
Better communication with the other organisation		36.36%	4
Industry agreed standards including draft legal documentation		36.36%	4
More supportive management		9.09%	1
Other (please specify)		18.18%	2
Total Respondents: 11			

#	OTHER (PLEASE SPECIFY)	DATE
1	better advisory service on tax implications	5/18/2022 2:50 PM
2	Easier transfer in both directions	5/17/2022 7:30 AM

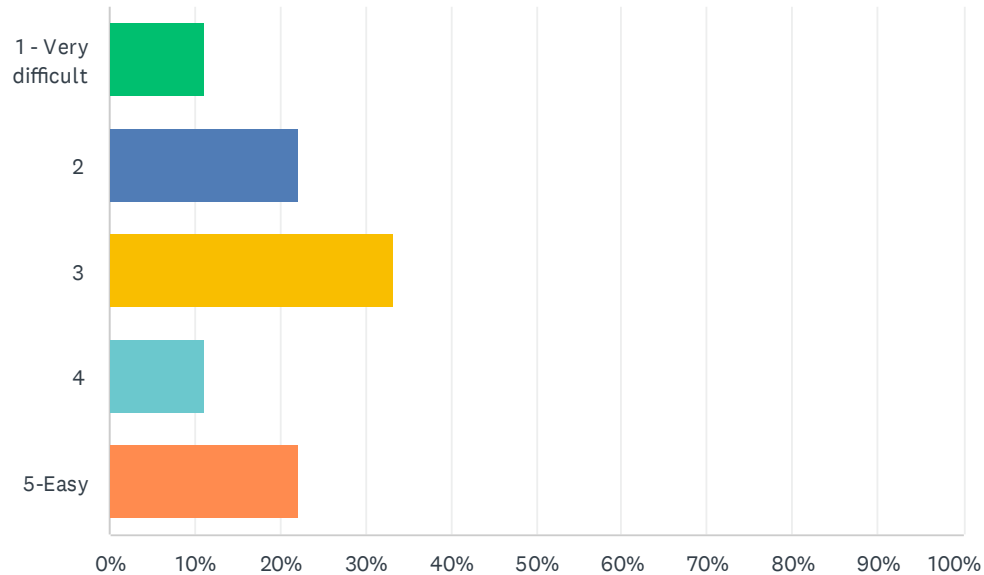
Q9 Do you have any other comments?

Answered: 5 Skipped: 145

#	RESPONSES	DATE
1	Getting research management experience even via a secondment is really difficult. Yet most enter the profession with little experience. ARMA sits in a good position to help rectify this.	6/20/2022 12:44 PM
2	I am hosting a secondee at the moment and it's an excellent way to obtain expertise not available in my team on a temporary basis.	5/27/2022 6:13 PM
3	We had a role and a secondee but struggled to find cover for their existing role	5/17/2022 7:30 AM
4	We used a standard secondment agreement template which was really helpful in speeding up the process. We also ran as a formal recruitment process which could have made it more difficult to find someone if they were reluctant to put the time into an application, but luckily we were successful.	5/16/2022 11:58 AM
5	I haven't "organised" secondments, I've applied for two (one in another department in the University, and another with a funder) both were competitive processes rather than "arrangements". I as the potential secondee pursued these opportunities.	5/11/2022 9:34 AM

Q10 How straight forward was it to organise a secondment with another organisation?

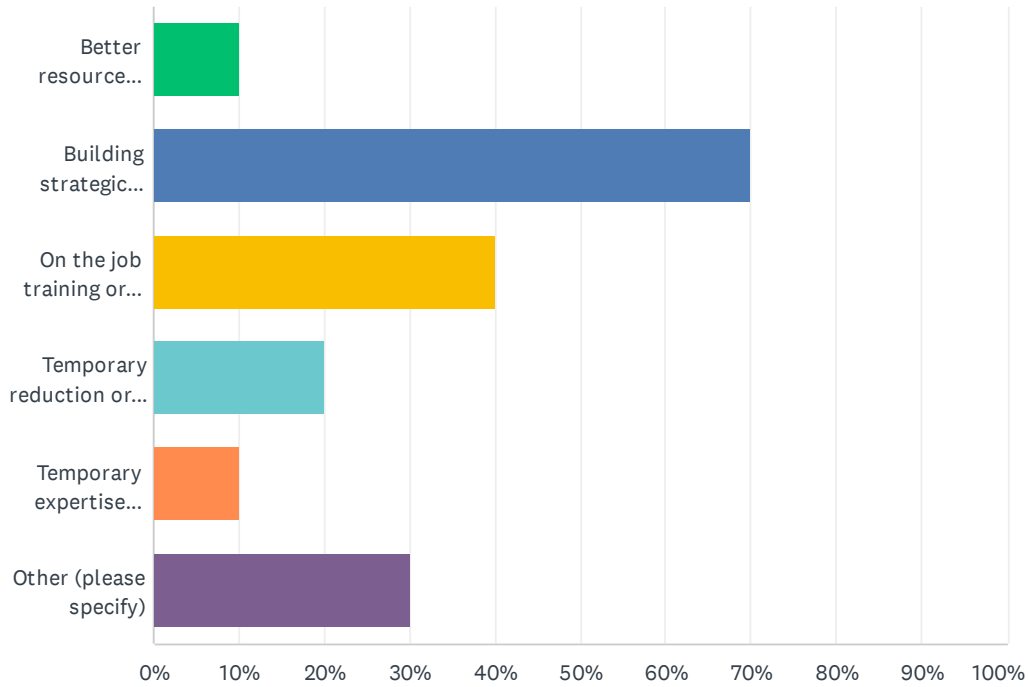
Answered: 9 Skipped: 141



ANSWER CHOICES	RESPONSES	
1 - Very difficult	11.11%	1
2	22.22%	2
3	33.33%	3
4	11.11%	1
5-Easy	22.22%	2
TOTAL		9

Q11 What were the benefits to the home or host organisation and / or line manager?

Answered: 10 Skipped: 140

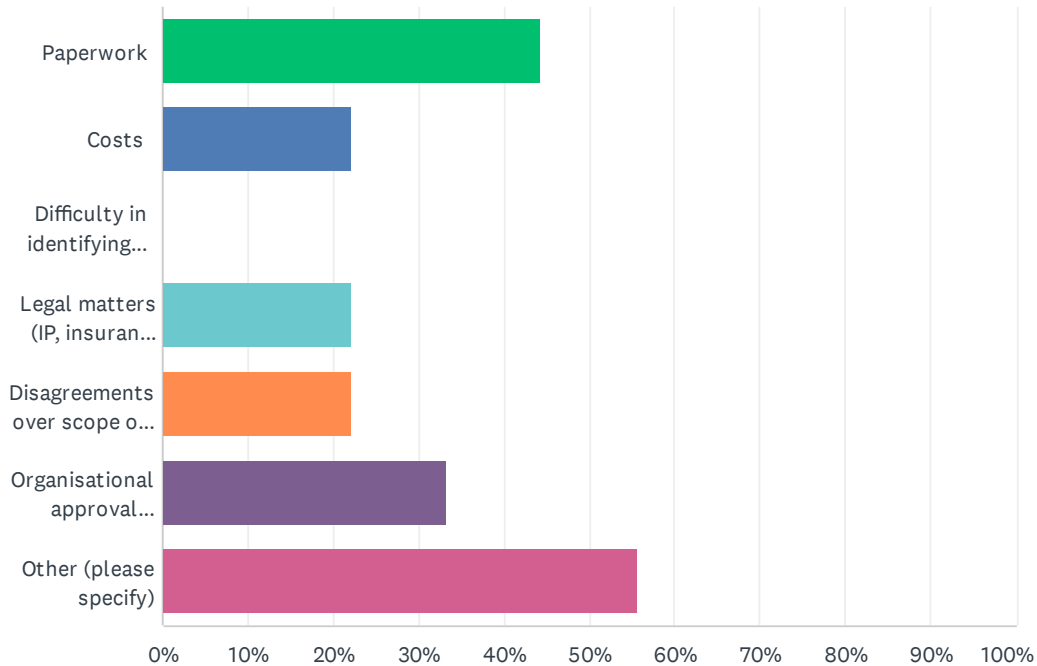


ANSWER CHOICES	RESPONSES	
Better resource management	10.00%	1
Building strategic partnerships with other organisations	70.00%	7
On the job training or experience only available with another organisation	40.00%	4
Temporary reduction or increase in staff numbers	20.00%	2
Temporary expertise needed	10.00%	1
Other (please specify)	30.00%	3
Total Respondents: 10		

#	OTHER (PLEASE SPECIFY)	DATE
1	Gaining experience that wasn't available within the current institution	5/30/2022 1:54 PM
2	A way to learn from another organisation and help grow and develop both organisation's knowledge base	5/11/2022 7:20 PM
3	Better understanding of the organisations I was seconded too.	5/11/2022 9:38 AM

Q12 What were the barriers to the home or host organisation and / or line manager?

Answered: 9 Skipped: 141

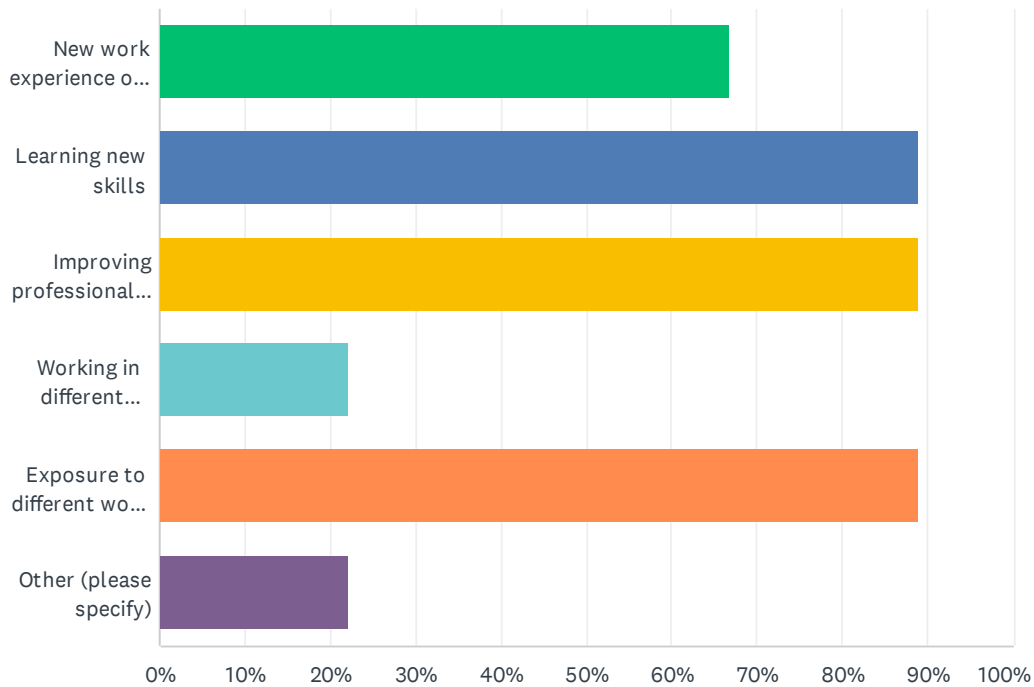


ANSWER CHOICES	RESPONSES	
Paperwork	44.44%	4
Costs	22.22%	2
Difficulty in identifying secondee	0.00%	0
Legal matters (IP, insurance etc)	22.22%	2
Disagreements over scope of work	22.22%	2
Organisational approval processes not clear or forthcoming	33.33%	3
Other (please specify)	55.56%	5
Total Respondents: 9		

#	OTHER (PLEASE SPECIFY)	DATE
1	time commitment	6/20/2022 12:47 PM
2	Seconding organisation were difficult to work with	6/1/2022 5:23 PM
3	Backfilling the work of the secondee	5/30/2022 1:54 PM
4	nhs pay rates on uni system	5/16/2022 2:38 PM
5	Management slowness despite pre application agreement.	5/11/2022 9:38 AM

Q13 What were the benefits to the employee?

Answered: 9 Skipped: 141

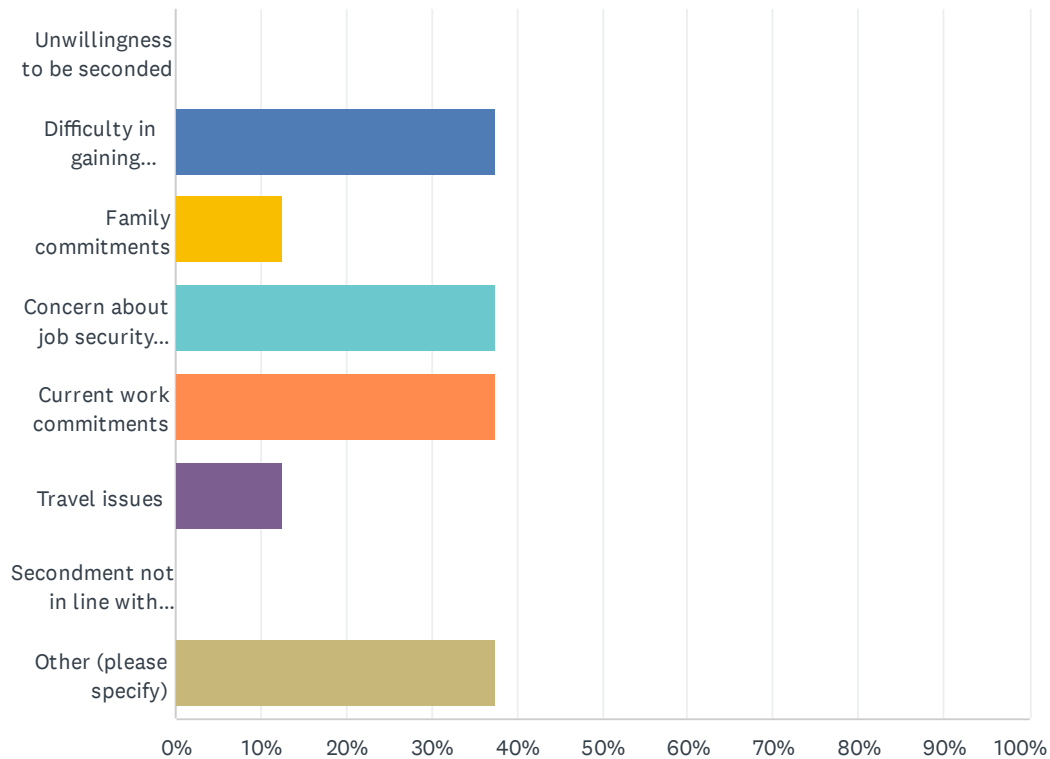


ANSWER CHOICES	RESPONSES	
New work experience or promotion whilst seconded	66.67%	6
Learning new skills	88.89%	8
Improving professional network	88.89%	8
Working in different geographical area	22.22%	2
Exposure to different work culture	88.89%	8
Other (please specify)	22.22%	2
Total Respondents: 9		

#	OTHER (PLEASE SPECIFY)	DATE
1	Building confidence	5/30/2022 1:54 PM
2	career development	5/11/2022 9:38 AM

Q14 What were the barriers to the employee?

Answered: 8 Skipped: 142

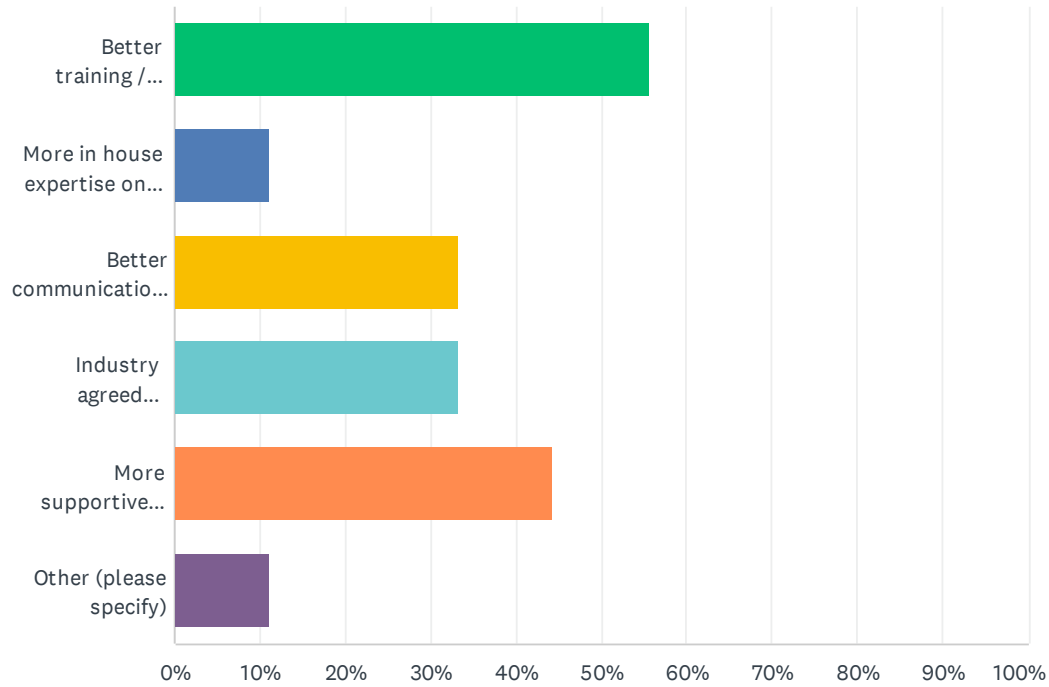


ANSWER CHOICES	RESPONSES	
Unwillingness to be seconded	0.00%	0
Difficulty in gaining approval from line manager	37.50%	3
Family commitments	12.50%	1
Concern about job security on return to home organisation	37.50%	3
Current work commitments	37.50%	3
Travel issues	12.50%	1
Secondment not in line with future self-development plans	0.00%	0
Other (please specify)	37.50%	3
Total Respondents: 8		

#	OTHER (PLEASE SPECIFY)	DATE
1	Issues with application of London Weighting (valid in one org but not the other)	6/1/2022 5:23 PM
2	Very long and protracted process	5/11/2022 7:20 PM
3	None	5/11/2022 9:38 AM

Q15 What would have helped you when you were working to set up the secondment?

Answered: 9 Skipped: 141



ANSWER CHOICES		RESPONSES	
Better training / organisational guidelines		55.56%	5
More in house expertise on relevant legal paperwork		11.11%	1
Better communication with the other organisation		33.33%	3
Industry agreed standards including draft legal documentation		33.33%	3
More supportive management		44.44%	4
Other (please specify)		11.11%	1
Total Respondents: 9			

#	OTHER (PLEASE SPECIFY)	DATE
1	Reference documents for the other organisation	6/1/2022 5:23 PM

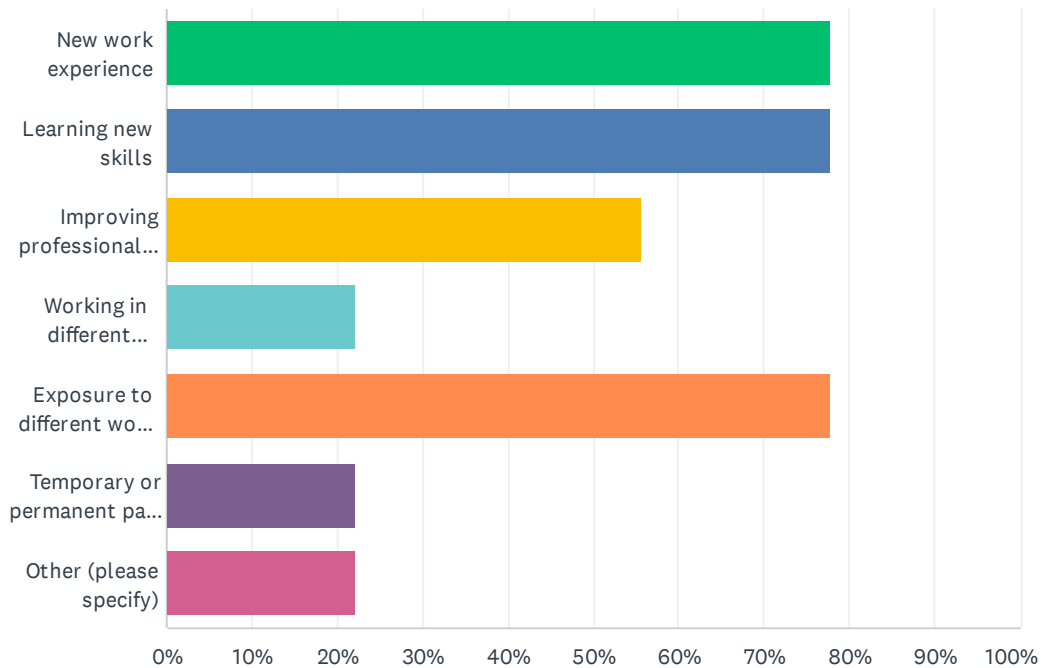
Q16 Do you have any other comments?

Answered: 3 Skipped: 147

#	RESPONSES	DATE
1	Institutions pay lip services to administrative secondments, almost impossible to get your institution to agree to internal secondments, let alone external ones.	5/30/2022 1:54 PM
2	NA	5/20/2022 8:02 AM
3	This survey is very confusing. I was the secondee, I was keen, my managers approved my application to the competitive appointment process. There was a bit of reluctance, and its not likely the management would have suggested that I go on secondment.	5/11/2022 9:38 AM

Q17 What were / are the benefits of your secondment?

Answered: 9 Skipped: 141

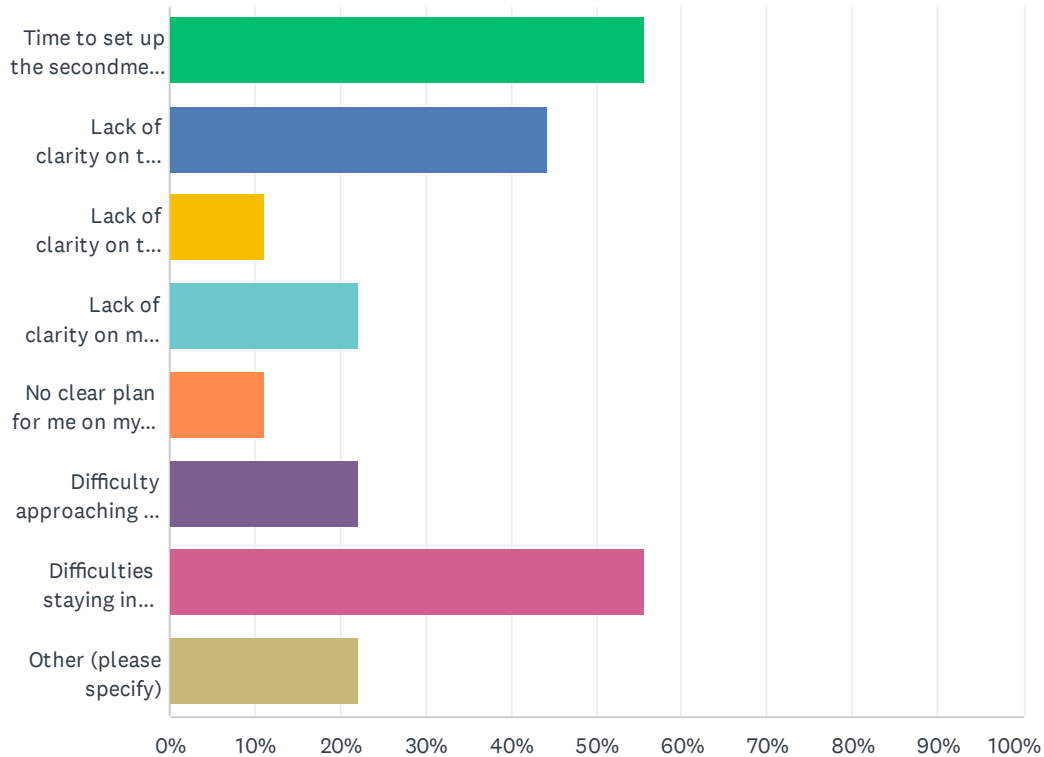


ANSWER CHOICES	RESPONSES	
New work experience	77.78%	7
Learning new skills	77.78%	7
Improving professional network	55.56%	5
Working in different geographical area	22.22%	2
Exposure to different work culture	77.78%	7
Temporary or permanent pay and / or benefit increase	22.22%	2
Other (please specify)	22.22%	2
Total Respondents: 9		

#	OTHER (PLEASE SPECIFY)	DATE
1	I wasn't seconded I was arranging therefore this is n/a	6/20/2022 12:47 PM
2	Improved confidence and job satisfaction	5/30/2022 1:54 PM

Q18 What difficulties did you encounter during your secondment or its set up?

Answered: 9 Skipped: 141

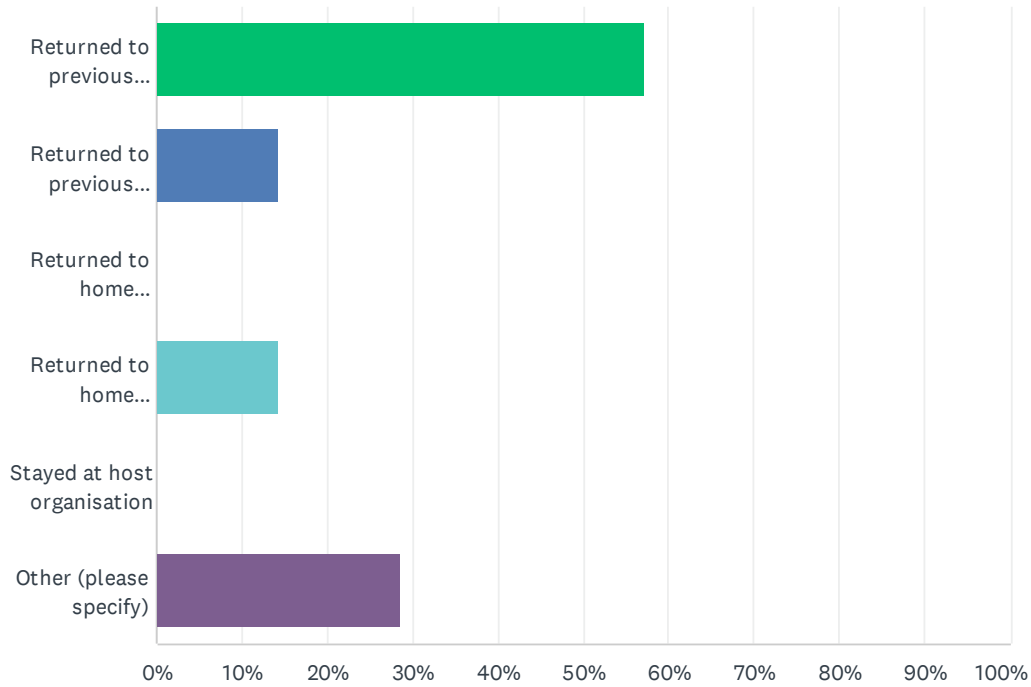


ANSWER CHOICES	RESPONSES	
Time to set up the secondment caused uncertainty	55.56%	5
Lack of clarity on the secondment objectives for the host organisation	44.44%	4
Lack of clarity on the secondment objectives for the home organisation	11.11%	1
Lack of clarity on my learning and career development	22.22%	2
No clear plan for me on my return to my home organisation	11.11%	1
Difficulty approaching my line manager either to discuss the possibility of secondment or during the process of setting one up	22.22%	2
Difficulties staying in touch with developments at my home organisation during the secondment	55.56%	5
Other (please specify)	22.22%	2
Total Respondents: 9		

#	OTHER (PLEASE SPECIFY)	DATE
1	Confusion over which organisational policies to follow/were applicable	6/1/2022 5:23 PM
2	part time secondments often mean your 'home' role workload is not reduced	5/30/2022 1:54 PM

Q19 If your secondment has now been completed, how has the return to your employer been?

Answered: 7 Skipped: 143



ANSWER CHOICES		RESPONSES	
Returned to previous position (no change)		57.14%	4
Returned to previous position (new salary)		14.29%	1
Returned to home organisation (different job / same salary)		0.00%	0
Returned to home organisation (different job / different salary)		14.29%	1
Stayed at host organisation		0.00%	0
Other (please specify)		28.57%	2
Total Respondents: 7			

#	OTHER (PLEASE SPECIFY)	DATE
1	Moved institutions during part time secondment	5/30/2022 1:54 PM
2	I was on one secondment last year, and am on another now. I still have to "return" to my home role for the second secondment	5/11/2022 9:38 AM

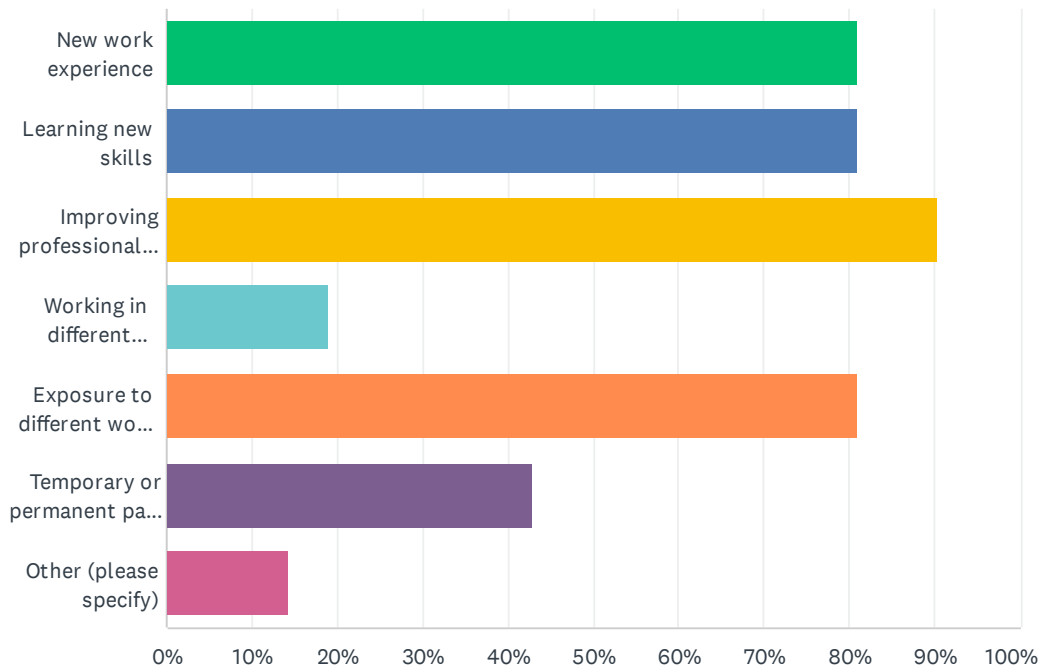
Q20 Do you have any other comments?

Answered: 1 Skipped: 149

#	RESPONSES	DATE
1	The person I arranged a secondment for eventually transitioned out of her lab based role and into research management using the experience gained.	6/20/2022 12:47 PM

Q21 What were / are the benefits of your secondment?

Answered: 21 Skipped: 129

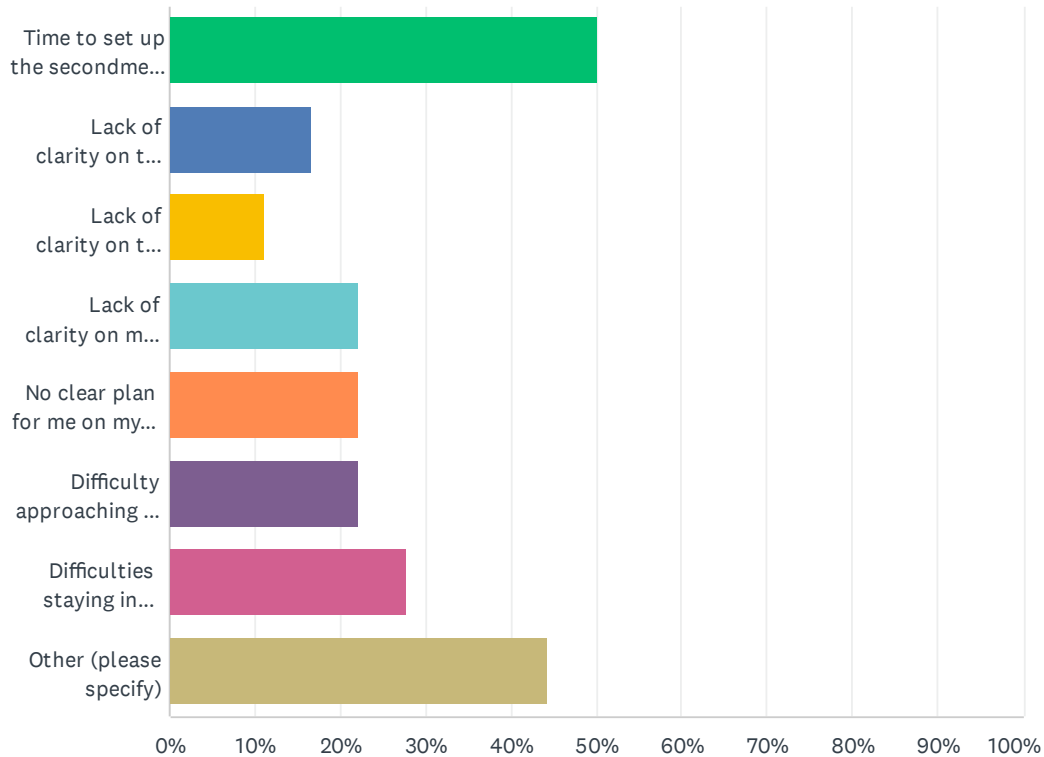


ANSWER CHOICES	RESPONSES	
New work experience	80.95%	17
Learning new skills	80.95%	17
Improving professional network	90.48%	19
Working in different geographical area	19.05%	4
Exposure to different work culture	80.95%	17
Temporary or permanent pay and / or benefit increase	42.86%	9
Other (please specify)	14.29%	3
Total Respondents: 21		

#	OTHER (PLEASE SPECIFY)	DATE
1	Formed basis of a fixed-term research grant (secondment was to conduct research for the host organisation, as part of a research contract)	6/15/2022 11:16 AM
2	I was able to apply my skills to a new area in my old employer to fill a gap during the pandemic. It also meant my charity saved money whilst workload was lower.	6/10/2022 12:48 PM
3	Increased confidence in current skills, felt more appreciated	5/30/2022 1:57 PM

Q22 What difficulties did you encounter during your secondment or its set up?

Answered: 18 Skipped: 132



ANSWER CHOICES		RESPONSES	
Time to set up the secondment caused uncertainty		50.00%	9
Lack of clarity on the secondment objectives for the host organisation		16.67%	3
Lack of clarity on the secondment objectives for the home organisation		11.11%	2
Lack of clarity on my learning and career development		22.22%	4
No clear plan for me on my return to my home organisation		22.22%	4
Difficulty approaching my line manager either to discuss the possibility of secondment or during the process of setting one up		22.22%	4
Difficulties staying in touch with developments at my home organisation during the secondment		27.78%	5
Other (please specify)		44.44%	8
Total Respondents: 18			

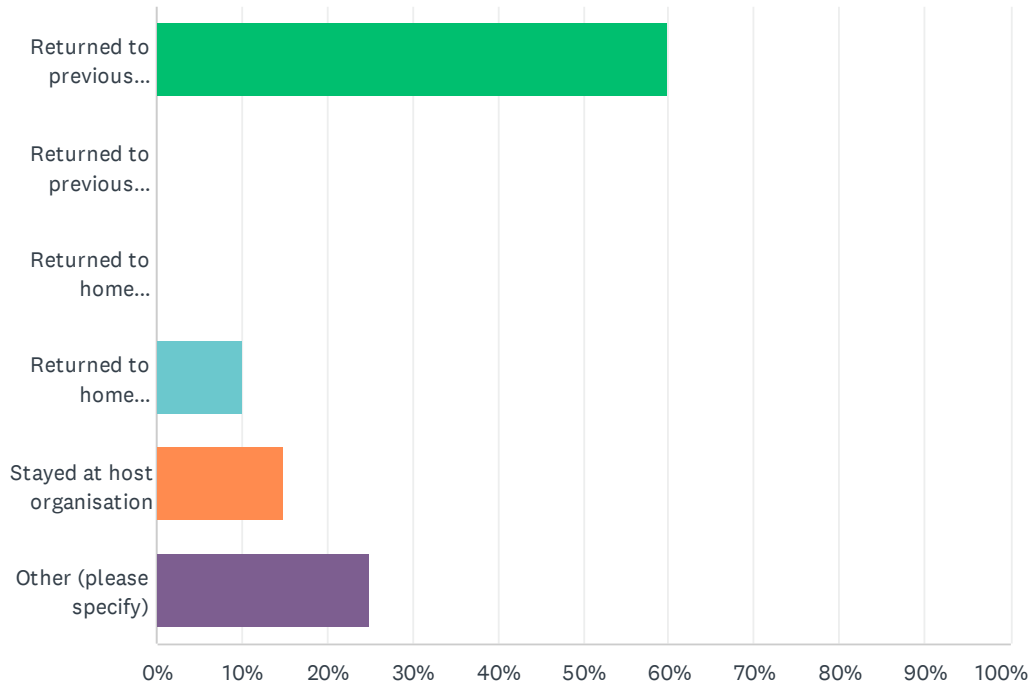
#	OTHER (PLEASE SPECIFY)	DATE
1	Getting paid - a lot of difficulty liaising with HR and Finance who had no policy/protocol for secondments	6/21/2022 2:23 PM
2	I was (and remain!) in a very hybrid/blended role and while it worked out, questions of 'what	6/15/2022 11:16 AM

Secondment Survey

	next' loomed large at the secondment came to an end	
3	It was a part-time secondment and I continued to work part time at my current employer so the main challenge was juggling conflicting deadlines and pressures on my time.	6/10/2022 12:48 PM
4	Lack of clarity over line management and responsibilities	6/1/2022 5:24 PM
5	Insufficient backfill for my day job	5/30/2022 7:35 PM
6	Part time secondment often means that your institutional workload is not reduced	5/30/2022 1:57 PM
7	My secondment was partial (0.5fte and 0.5fte in home organisation. Key difficulty was trying to fit it all into the required 0.5fte timeframe.	5/17/2022 3:24 PM
8	Processes of both organisations in terms of contracts and finance was a barrier	5/12/2022 5:31 PM

Q23 If your secondment has now been completed, how has the return to your employer been?

Answered: 20 Skipped: 130



ANSWER CHOICES	RESPONSES	
Returned to previous position (no change)	60.00%	12
Returned to previous position (new salary)	0.00%	0
Returned to home organisation (different job / same salary)	0.00%	0
Returned to home organisation (different job / different salary)	10.00%	2
Stayed at host organisation	15.00%	3
Other (please specify)	25.00%	5
Total Respondents: 20		

#	OTHER (PLEASE SPECIFY)	DATE
1	Took a new job	6/21/2022 2:23 PM
2	Currently negotiating a new role at home organisation.	6/8/2022 6:10 AM
3	Moved to a different institution	5/30/2022 1:57 PM
4	Still on secondment but have secured another job in the meantime	5/13/2022 6:11 PM
5	Returned from secondment 5 years ago having gained experience that has led to current internal secondment on to major project implementation	5/12/2022 5:58 AM

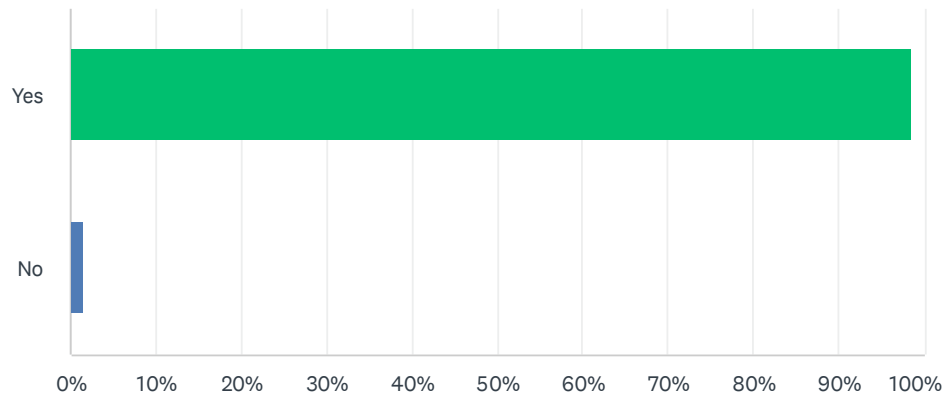
Q24 Do you have any other comments?

Answered: 10 Skipped: 140

#	RESPONSES	DATE
1	The secondment - and esp. the vision and support of my (eventual) manager at the host organisation who proposed it - has been transformative in terms of my career!	6/15/2022 11:16 AM
2	I have experienced a number of supplements during my career, all of which have been enormously formative for all of the reasons you outline above. I am a strong advocate for both going on secondment and hosting Seconddees. To my mind, everybody wins!	6/8/2022 6:10 AM
3	My secondment is 2 days a week - adequate to work on the specific project but inadequate when factoring in team meetings, appraisals, team away days etc. I don't feel like part of the secondment organisation and don't necessarily want/need to but being an add on comes with its problems. At my usual job I have had some difficulties with support whilst on secondment - a sense of 'well if you don't understand something it is your fault for 'swanning off'. There is inconsistency and therefore resentment surrounding this, some people are encouraged, others are not. There is a fear of losing staff.	6/7/2022 11:03 AM
4	I was seconded on a Part time basis and my promised backfill never materialised which meant working hard for little immediate benefit.	5/30/2022 7:35 PM
5	It was great and was the push I needed	5/30/2022 1:57 PM
6	From my experience, there has to be someone in the host organisation who is either responsible for the project/activity the secondee is going to do otherwise it's very difficult for the secondee to progress/make things happen.	5/24/2022 9:55 AM
7	I would really recommend secondments to anyone! Mine was internal within the same University but in a different area and extremely good learning experience.	5/13/2022 6:11 PM
8	The secondment allowed me to progress up the career ladder.	5/12/2022 8:31 PM
9	I found the secondment so beneficial for skill development and knowledge exchange. My secondment was between a funder and a HEI and I think we should be encouraging more of this movement of staff. It has helped me progress in a relatively short amount of time whilst maintaining important links in both organisations which I still utilise today in my current role 7 years later.	5/12/2022 5:31 PM
10	We decided against a formal secondment agreement for external secondment - i took unpaid leave from my home organisation and took up a fixed-term post at host organisation.	5/12/2022 5:58 AM

Q25 Would you ever consider a secondment?

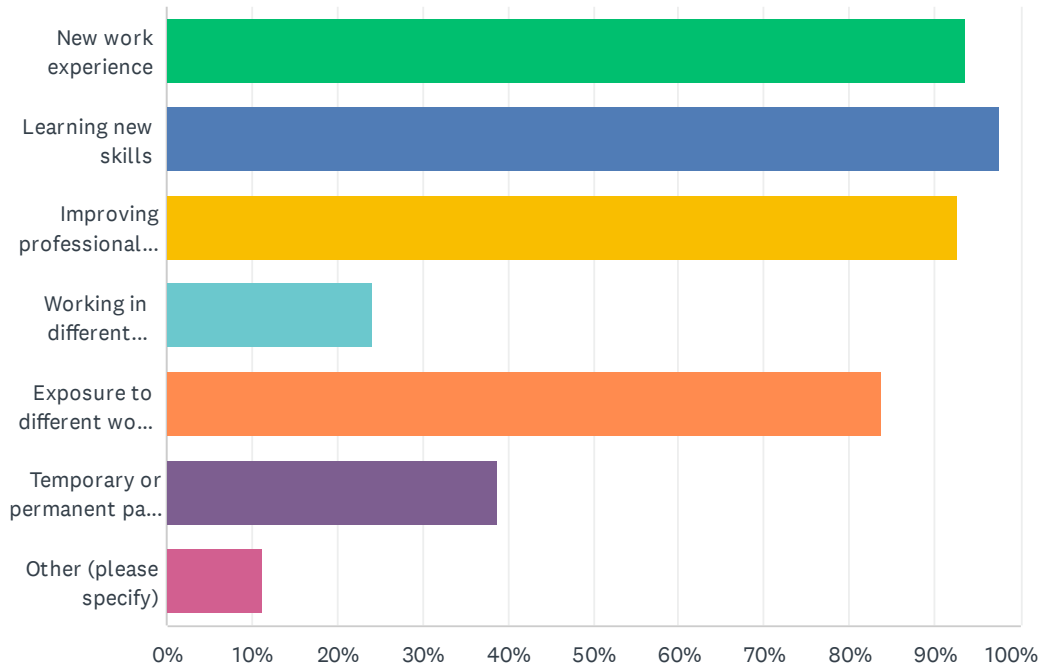
Answered: 126 Skipped: 24



ANSWER CHOICES	RESPONSES	
Yes	98.41%	124
No	1.59%	2
TOTAL		126

Q26 What do you think the benefits are to be seconded for the individual both personally and professionally?

Answered: 124 Skipped: 26



ANSWER CHOICES	RESPONSES	
New work experience	93.55%	116
Learning new skills	97.58%	121
Improving professional network	92.74%	115
Working in different geographical area	24.19%	30
Exposure to different work culture	83.87%	104
Temporary or permanent pay and / or benefit increase	38.71%	48
Other (please specify)	11.29%	14
Total Respondents: 124		

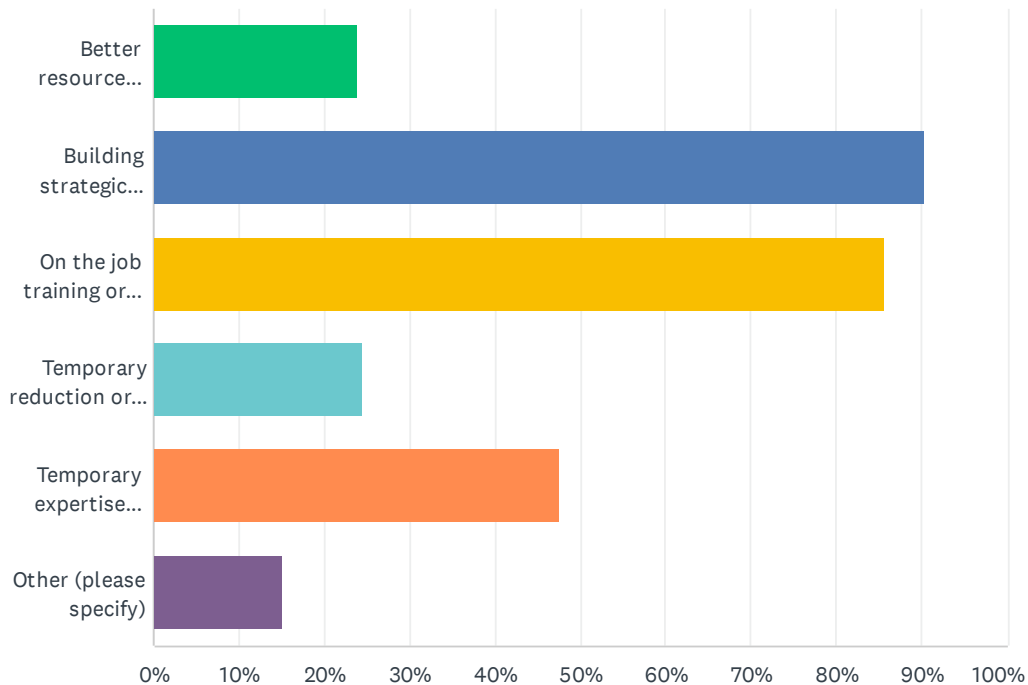
#	OTHER (PLEASE SPECIFY)	DATE
1	knowledge exchange	6/22/2022 9:44 AM
2	Getting formal experience in an area to strengthen CV like line managing staff, project management,	6/17/2022 2:41 PM
3	Seeing if you prefer different fields of work without committing	5/25/2022 10:52 AM
4	Relatively 'low risk' opportunity to try a new experience	5/23/2022 10:20 AM
5	change (even temporary) could help well being and motivation	5/19/2022 3:43 PM

Secondment Survey

6	insider knowledge into a funder for example if normally based at an HEI	5/19/2022 12:34 PM
7	Career development	5/19/2022 12:14 PM
8	Providing opportunities to extend best practice and collaboration beyond the length of the secondment itself	5/17/2022 7:54 AM
9	Better understanding of research support	5/15/2022 9:44 AM
10	existing skills enhancement	5/13/2022 4:00 PM
11	Career development	5/13/2022 9:08 AM
12	broader perspective of issues encountered	5/12/2022 4:48 PM
13	Providing individual knowledge to an entity that may require support	5/12/2022 4:14 PM
14	To try different roles and to inform future career choices	5/11/2022 4:12 PM

Q27 What do you think the benefits are to be seconded for your employer?

Answered: 126 Skipped: 24



ANSWER CHOICES	RESPONSES	
Better resource management	23.81%	30
Building strategic partnerships with other organisations	90.48%	114
On the job training or experience only available with another organisation	85.71%	108
Temporary reduction or increase in staff numbers	24.60%	31
Temporary expertise gained	47.62%	60
Other (please specify)	15.08%	19
Total Respondents: 126		

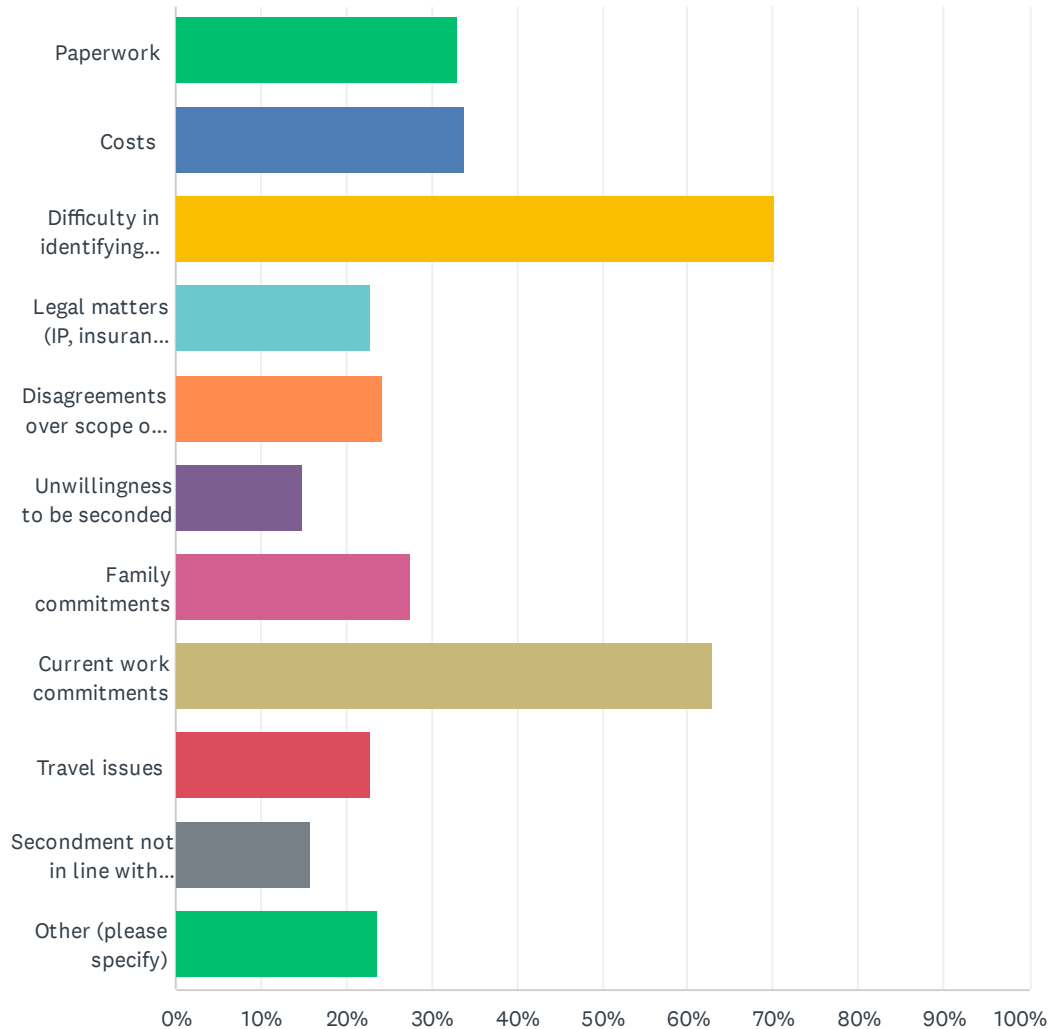
#	OTHER (PLEASE SPECIFY)	DATE
1	intelligence building and more robust workforce	6/22/2022 9:44 AM
2	Share best practice	6/16/2022 4:22 PM
3	Fresh perspectives brought into the organisation	6/10/2022 5:35 PM
4	Also provides a development opportunity internally for someone to backfill for the secondment.	6/3/2022 2:42 PM
5	Sharing of good practice across different organisations	5/25/2022 10:52 AM
6	Possibility that secondees to original employer will bring new ideas and motivation back with them	5/23/2022 10:20 AM
7	when staff return you have more experienced staff	5/19/2022 3:43 PM

Secondment Survey

8	new skills brought back to the team	5/19/2022 12:11 PM
9	Knowledge transfer from secondees	5/16/2022 2:35 PM
10	Career development and skills development for the secondees	5/15/2022 9:44 AM
11	A chance to understand other orgs experience with your organisation	5/13/2022 4:51 PM
12	Demonstrates positive work culture evidence of commitment to career development and requirements under the researcher concordat	5/13/2022 9:08 AM
13	Hung	5/12/2022 5:38 PM
14	Bringing outside knowledge in to an organisation	5/12/2022 4:19 PM
15	Sharing best practice	5/12/2022 4:14 PM
16	None	5/12/2022 11:16 AM
17	Employee bringing back new ideas and a fresh perspective after secondment	5/12/2022 8:49 AM
18	Ability to pilot test new initiatives	5/12/2022 5:54 AM
19	Just read Microsoft's Future of Work 2022 report which refers to buy, build, BORROW, bind, bounce and bot. As a medium sized research charity based in Edinburgh we could benefit a lot from 'borrow'.	5/11/2022 2:32 PM

Q28 What are the barriers to considering a secondment for the individual and / or employer?

Answered: 127 Skipped: 23



Secondment Survey

ANSWER CHOICES	RESPONSES	
Paperwork	33.07%	42
Costs	33.86%	43
Difficulty in identifying secondees or secondment opportunity	70.08%	89
Legal matters (IP, insurance etc)	22.83%	29
Disagreements over scope of work	24.41%	31
Unwillingness to be seconded	14.96%	19
Family commitments	27.56%	35
Current work commitments	62.99%	80
Travel issues	22.83%	29
Secondment not in line with future self-development plans	15.75%	20
Other (please specify)	23.62%	30
Total Respondents: 127		

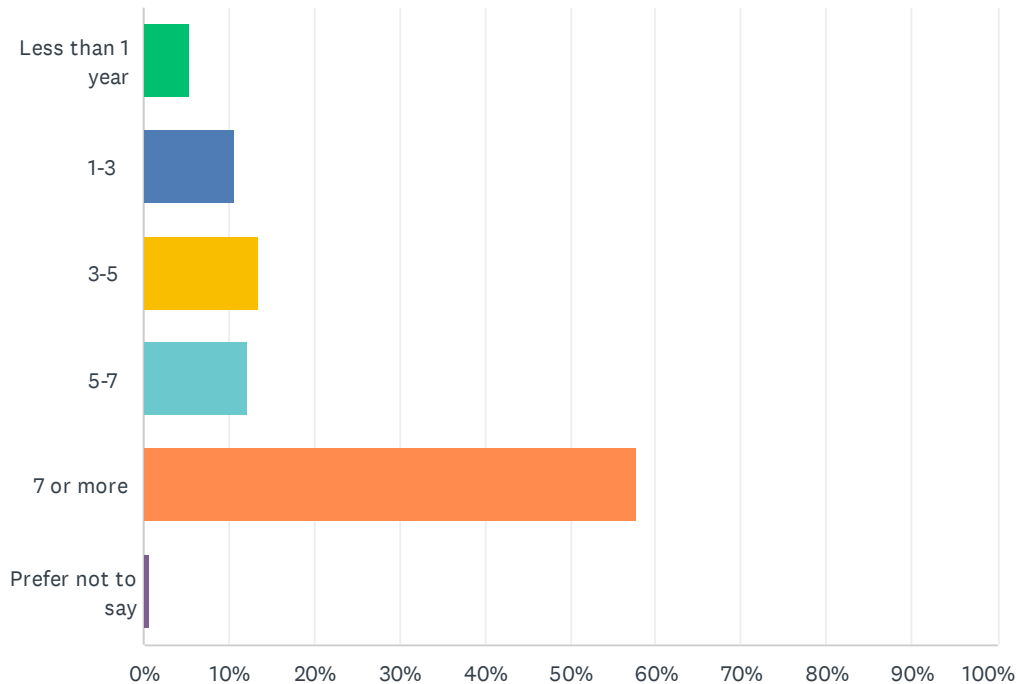
#	OTHER (PLEASE SPECIFY)	DATE
1	HR - never seems easy! May also be an issue for those on a Visa	6/21/2022 6:11 PM
2	relocation expenses and who would help	6/7/2022 4:10 PM
3	Risk that secondees will not return to original role	6/6/2022 7:00 PM
4	Finding and funding suitable cover for role being left, disruption to company / existing job role, being seen as causing a problem by temporarily leaving a role, being seen as not committed to current role.	5/25/2022 5:48 PM
5	Loosing a valuable resource for a specific amount of time	5/24/2022 11:52 AM
6	Difficulty in set up leading to staff departure	5/24/2022 7:54 AM
7	Employer been against secondments	5/19/2022 10:13 PM
8	Line manager / department	5/19/2022 3:43 PM
9	Employer not willing to allow secondment	5/19/2022 12:56 PM
10	I don't have experience with secondments, hence, I don't know what the potential barriers could be	5/19/2022 12:18 PM
11	Arranging staffing cover for the seconded	5/19/2022 12:14 PM
12	unfamiliar practice at my home institution	5/18/2022 12:15 PM
13	Ability to backfill a post due to time constraints, specialist nature of role etc	5/17/2022 1:13 PM
14	Backfill for seconded	5/17/2022 9:35 AM
15	Impact on business whilst seconded is away if a suitable replacement cannot be identified, thereby increasing burden on remaining staff/teams	5/17/2022 7:54 AM
16	No thought given by the seconding employer as to the effect on the permanent employer	5/16/2022 5:11 PM
17	Danger that current post may not be retained	5/16/2022 4:10 PM
18	employer	5/16/2022 3:42 PM
19	No support from Line manager	5/16/2022 3:09 PM
20	Unwillingness of employer to support external secondments	5/16/2022 1:57 PM

Secondment Survey

21	risk to end up doing two full time jobs if secondment is part time	5/13/2022 10:58 AM
22	Line managers not being supportive, see it as a hassle rather than an opportunity	5/13/2022 9:08 AM
23	Unwillingness to consider it as an option due to complexity, cost and low resource levels	5/12/2022 11:39 PM
24	in each of these questions all answers are relevant. I have chosen the ones which would be most pertinent to me	5/12/2022 4:03 PM
25	Difficulty in covering work load of person being seconded.	5/12/2022 11:16 AM
26	As a small charity it would be extremely difficult to cover the workload if someone went on secondment.	5/12/2022 8:49 AM
27	Home organisation may have difficulty recruiting cover for secondment period, especially if short term	5/12/2022 6:00 AM
28	For employers - arranging cover	5/11/2022 10:13 PM
29	Belief that research managers are "owned" and don't need career development or opportunities outside of their work area.	5/11/2022 9:39 AM
30	Unwillingness of team manager of letting people go on secondment	5/11/2022 8:30 AM

Q29 Approximately how many years in total have you been employed in the field of Research Management, Administration or support services such as contracts on knowledge management?

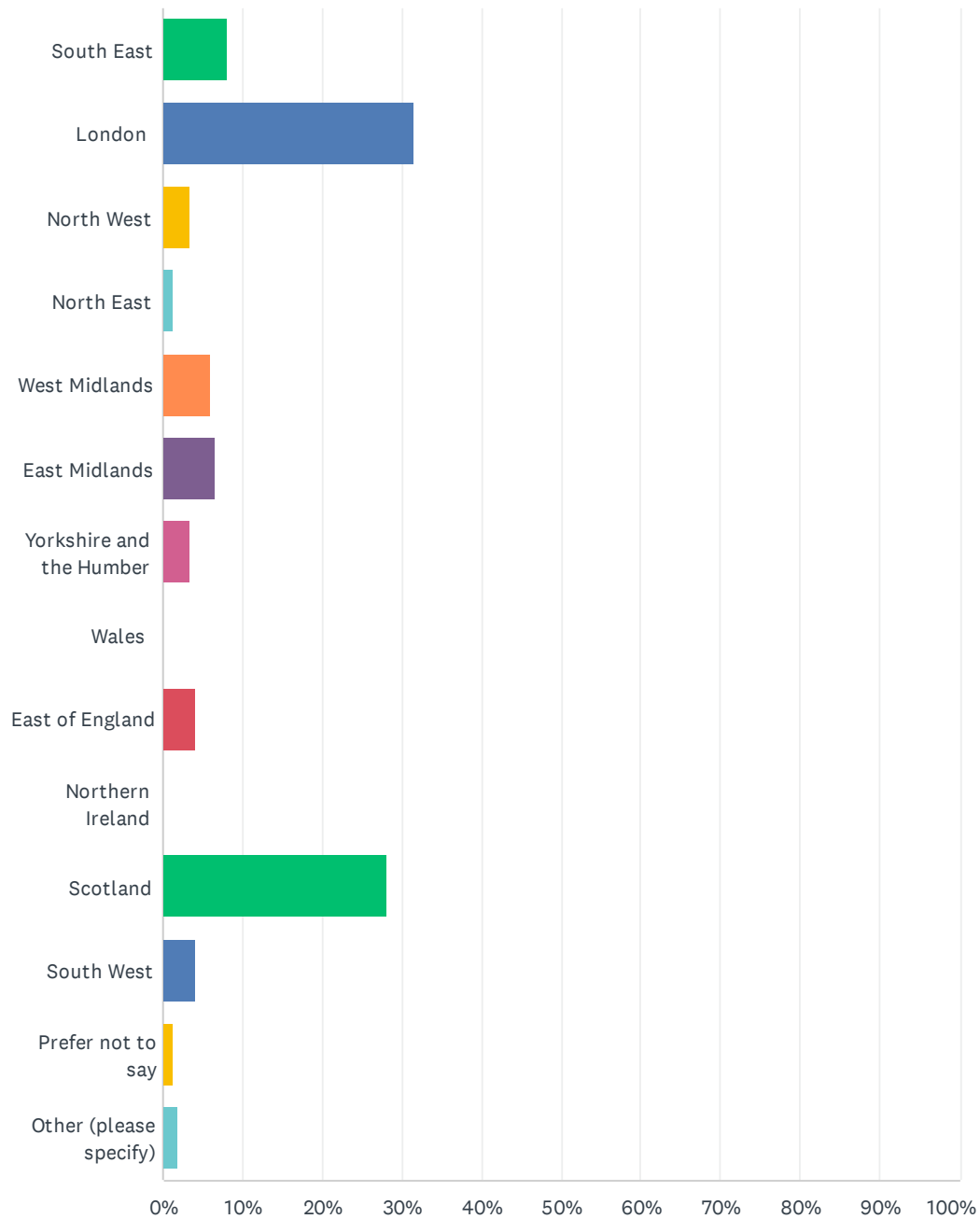
Answered: 149 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than 1 year	5.37%	8
1-3	10.74%	16
3-5	13.42%	20
5-7	12.08%	18
7 or more	57.72%	86
Prefer not to say	0.67%	1
TOTAL		149

Q30 Which region are you based in?

Answered: 149 Skipped: 1



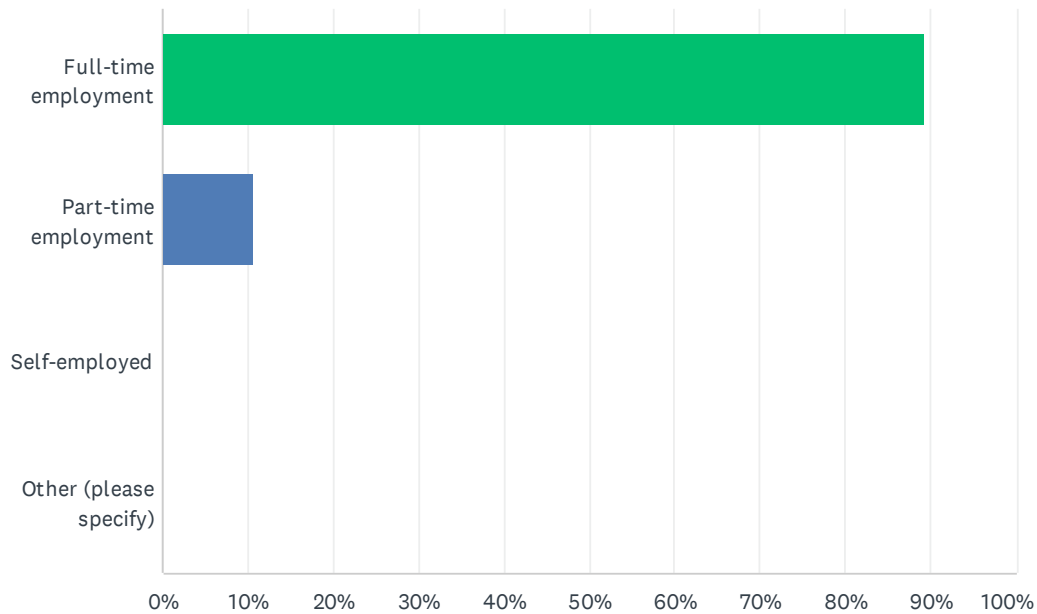
Secondment Survey

ANSWER CHOICES	RESPONSES
South East	8.05% 12
London	31.54% 47
North West	3.36% 5
North East	1.34% 2
West Midlands	6.04% 9
East Midlands	6.71% 10
Yorkshire and the Humber	3.36% 5
Wales	0.00% 0
East of England	4.03% 6
Northern Ireland	0.00% 0
Scotland	28.19% 42
South West	4.03% 6
Prefer not to say	1.34% 2
Other (please specify)	2.01% 3
TOTAL	149

#	OTHER (PLEASE SPECIFY)	DATE
1	Portugal	5/24/2022 11:53 AM
2	Portugal	5/18/2022 12:16 PM
3	Malta	5/12/2022 5:55 AM

Q31 What is your current employment status?

Answered: 149 Skipped: 1

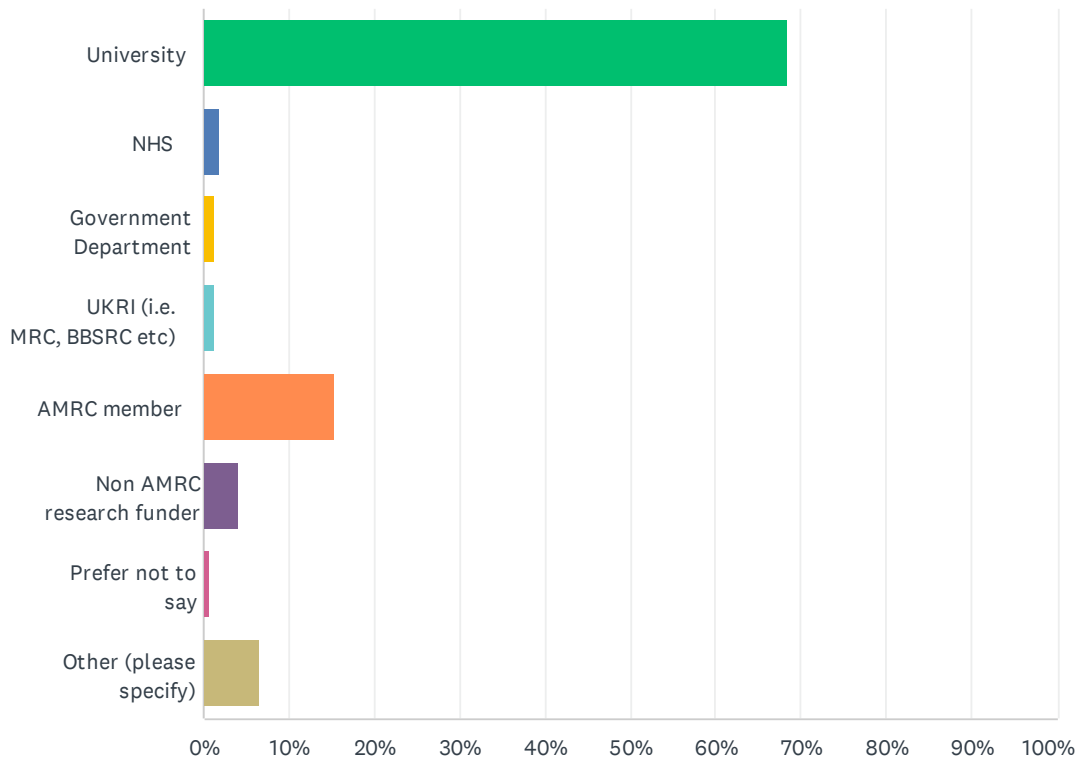


ANSWER CHOICES		RESPONSES	
Full-time employment		89.26%	133
Part-time employment		10.74%	16
Self-employed		0.00%	0
Other (please specify)		0.00%	0
TOTAL			149

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q32 Which sort of organisation do you work for?

Answered: 149 Skipped: 1



ANSWER CHOICES	RESPONSES	
University	68.46%	102
NHS	2.01%	3
Government Department	1.34%	2
UKRI (i.e. MRC, BBSRC etc)	1.34%	2
AMRC member	15.44%	23
Non AMRC research funder	4.03%	6
Prefer not to say	0.67%	1
Other (please specify)	6.71%	10
TOTAL		149

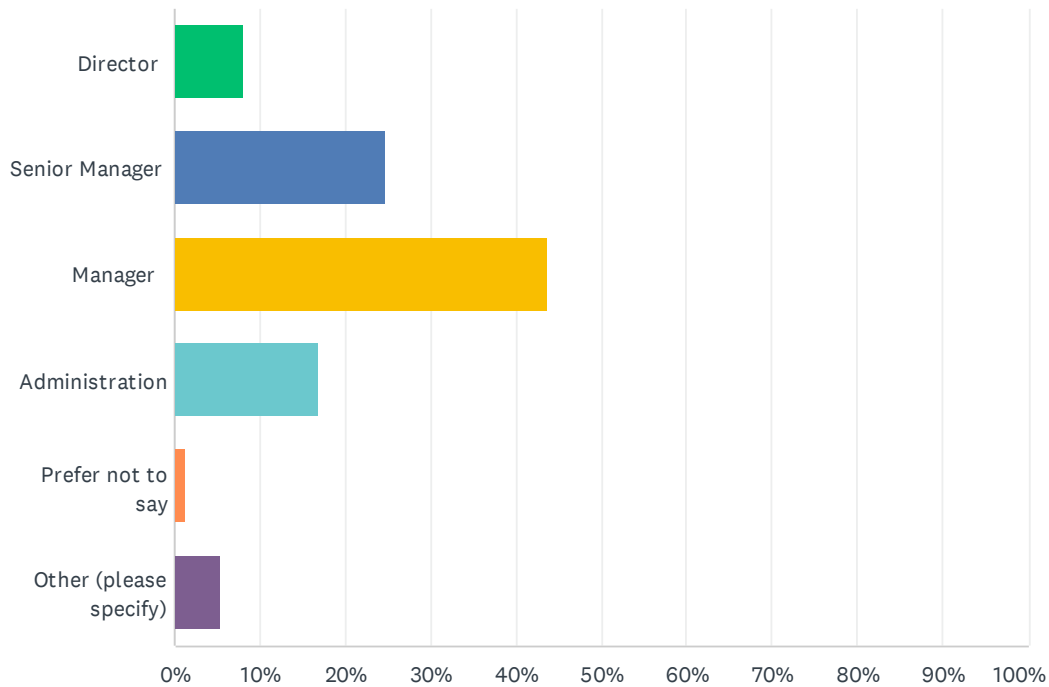
#	OTHER (PLEASE SPECIFY)	DATE
1	NIHR	6/15/2022 11:18 AM
2	NIHR	6/1/2022 2:56 PM
3	LGC/NIHR	5/25/2022 12:16 PM
4	NIHR CC	5/25/2022 10:53 AM

Secondment Survey

5	Research centee	5/24/2022 11:53 AM
6	Royal Academy	5/20/2022 12:09 PM
7	NIHR	5/13/2022 2:35 PM
8	NIHR	5/13/2022 2:03 PM
9	NIHR	5/13/2022 10:55 AM
10	Charitable foundation trust research institute	5/12/2022 5:09 PM

Q33 Experience

Answered: 149 Skipped: 1

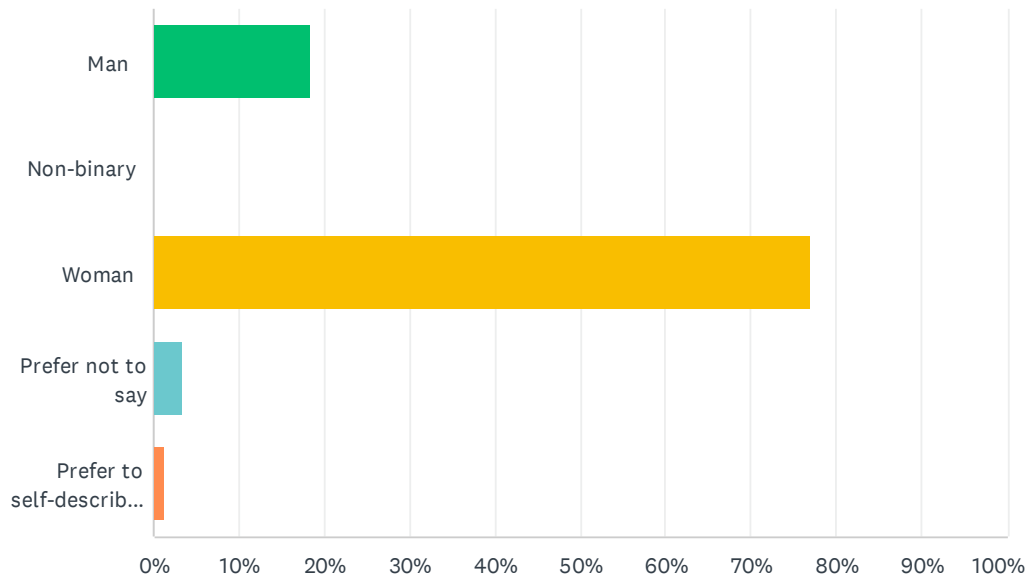


ANSWER CHOICES	RESPONSES	
Director	8.05%	12
Senior Manager	24.83%	37
Manager	43.62%	65
Administration	16.78%	25
Prefer not to say	1.34%	2
Other (please specify)	5.37%	8
TOTAL		149

#	OTHER (PLEASE SPECIFY)	DATE
1	Blended but at equivalent senior manager level	6/15/2022 11:18 AM
2	Research-enabling staff not admin	6/14/2022 8:19 PM
3	Specialist with no officially recognizes management responsibility	5/24/2022 7:56 AM
4	facilitator	5/19/2022 12:35 PM
5	Research Finance	5/13/2022 4:08 PM
6	Research Funding	5/13/2022 4:08 PM
7	Research support	5/13/2022 4:00 PM
8	Research Management Trainee	5/13/2022 11:03 AM

Q34 Which of the following best describes your gender?

Answered: 148 Skipped: 2

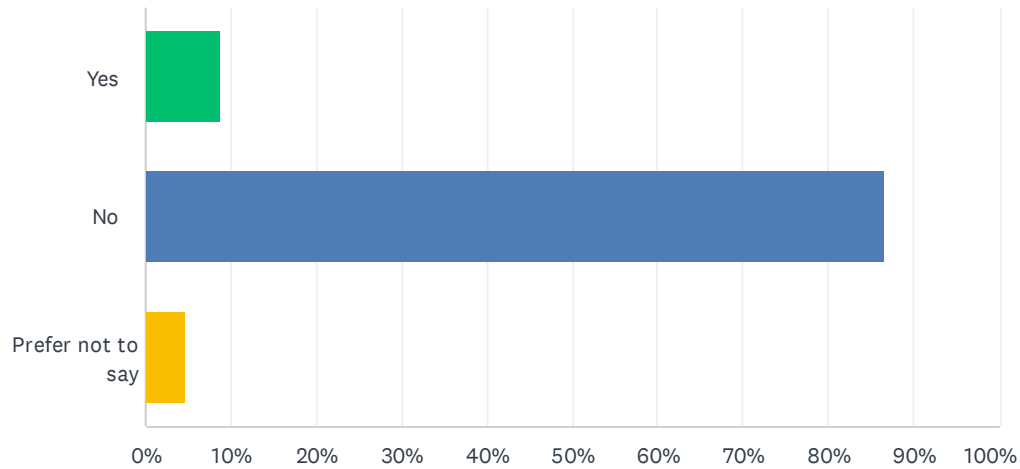


ANSWER CHOICES	RESPONSES	
Man	18.24%	27
Non-binary	0.00%	0
Woman	77.03%	114
Prefer not to say	3.38%	5
Prefer to self-describe (please describe)	1.35%	2
TOTAL		148

#	PREFER TO SELF-DESCRIBE (PLEASE DESCRIBE)	DATE
1	I am biologically female. I do not believe in gender	5/19/2022 1:08 PM
2	human adult female	5/12/2022 4:06 PM

**Q35 Do you consider yourself to have a disability or long-term condition?
(such as dyslexia, diabetes, arthritis, a heart condition, or a mental health
condition)**

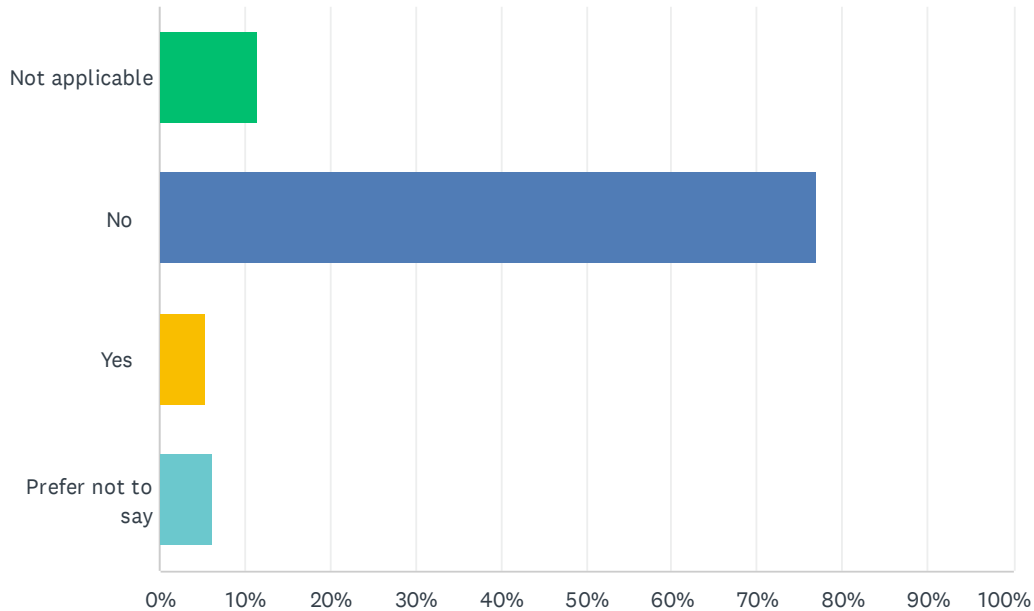
Answered: 149 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	8.72%	13
No	86.58%	129
Prefer not to say	4.70%	7
TOTAL		149

Q36 Do you experience barriers or limitations in your day-to-day activities related to any disability, health conditions or impairments?

Answered: 148 Skipped: 2

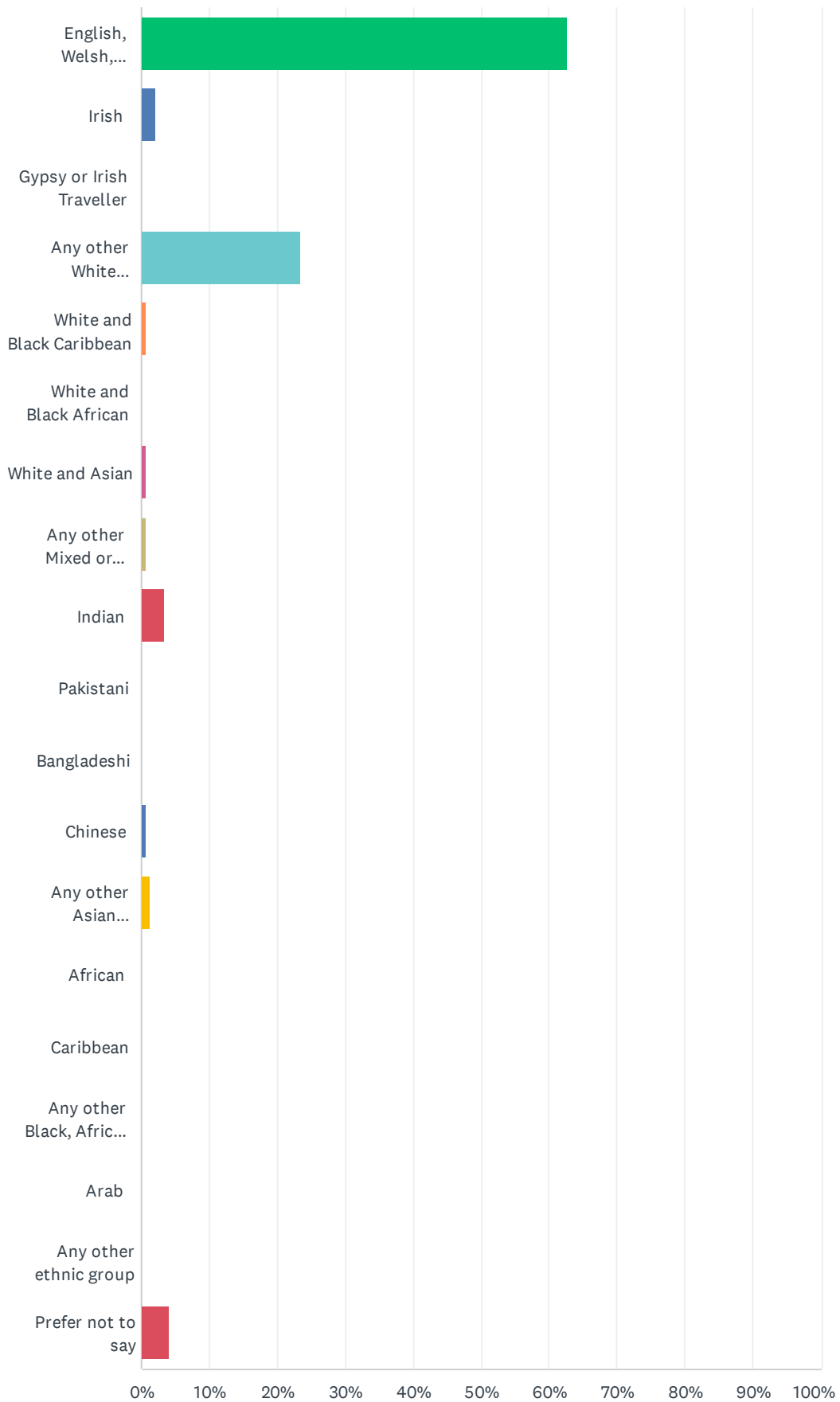


ANSWER CHOICES	RESPONSES	
Not applicable	11.49%	17
No	77.03%	114
Yes	5.41%	8
Prefer not to say	6.08%	9
TOTAL		148

Q37 Which ethnic group would best describe you?

Answered: 145 Skipped: 5

Secondment Survey



Secondment Survey

ANSWER CHOICES	RESPONSES	
English, Welsh, Scottish, Northern Irish or British	62.76%	91
Irish	2.07%	3
Gypsy or Irish Traveller	0.00%	0
Any other White background	23.45%	34
White and Black Caribbean	0.69%	1
White and Black African	0.00%	0
White and Asian	0.69%	1
Any other Mixed or Multiple ethnic background	0.69%	1
Indian	3.45%	5
Pakistani	0.00%	0
Bangladeshi	0.00%	0
Chinese	0.69%	1
Any other Asian background	1.38%	2
African	0.00%	0
Caribbean	0.00%	0
Any other Black, African or Caribbean background	0.00%	0
Arab	0.00%	0
Any other ethnic group	0.00%	0
Prefer not to say	4.14%	6
TOTAL		145