



MRS Employee Engagement and Satisfaction Research Terms and Conditions for Participating Organisations

Coverage and Participation

1. Participation in the Employee Engagement and Satisfaction Research is open to those organisations that are MRS Company Partners and/or employ MRS members based in the UK.
2. Participating organisations agree to distribute the questionnaire to all employees covered by the identified scope of the research. For example, if the aim of the participating organisation is to measure employee attitudes of UK employees the questionnaire is issued by the participating organisation to all employees employed by the organisation in the UK.
3. Participating organisations agree to distribute the questionnaire excluding those staff not covered by the research which includes workers such as contractors.
4. Participating organisations agree to distribute the questionnaire and accompanying email wording as provided by MRS without any changes.
5. Participating organisations agree not to influence or distort the outcome of the research e.g., by encouraging employees to be more positive than they might feel.

Complaints

6. Participating organisations agree to adhere to the MRS Code of Conduct when implementing the research within their organisations including acting honestly, avoiding harm to participants and avoiding any activities which could bring research, MRS or the research sector into disrepute.
7. Participating organisations agree to be subject to the MRS Disciplinary Regulations (for members) and the Company Partner Complaint Procedure (for MRS Company Partners) for any complaints which may arise as a result of participation in the MRS Employee Engagement and Satisfaction Research.

Data Collection and Analysis

8. Participating organisations agree to MRS retaining the services of suppliers to undertake the data collection and analysis for the Employee Engagement and Satisfaction Research.
9. Only one supplier, Synygis, will have access to the identifiable data. Synygis are contractually bound not to reveal the identifiable data to anyone other than MRS.
10. MRS will anonymise the data from the survey before it is shared with any other suppliers to undertake analysis.
11. All suppliers used by MRS to undertake the data collection and/or analysis will be either MRS members or MRS Company Partners and will be bound to adhere to the MRS Code of Conduct.

Reporting

12. Participating organisations shall receive a report detailing their aggregate corporate results based upon their employee results.

13. Participating organisations may publish their aggregated data. All results published must be accurate and be reported in accordance with the [MRS Code of Conduct](#) reporting requirements.
14. MRS reserves the right to withhold corporate results if there is the possibility that individual employee results could be identified by the research e.g., only one staff member in an organisation responds to the questionnaire.
15. MRS reserves the right to withhold corporate results if the results are unrepresentative of a participating organisation e.g., very low response rates, results skewed towards certain roles, etc.
16. Participating organisations agree to have their results from the research published within aggregated benchmark data reports which shall be issued by MRS reflecting the results from all participating organisations.
17. Participating organisations agree to have their individual corporate results published as 'Top 5' tables by MRS, if they appear in the top five.
18. The selection of the specific metrics reported will be at the discretion of MRS.
19. MRS will not share or report participating organisation's data other than to publish 'Top 5' tables.
20. Any data collected from any participating client-side organisations will not be published or included in the aggregate results for the MRS Employee Engagement & Satisfaction survey.

Ownership

21. All materials including the questionnaires, metrics and reports generated by the MRS Employee Engagement and Satisfaction Research will remain the property of MRS with all rights reserved.

Fees

22. Participating organisations agree to pay MRS an annual fee to take part in the annual MRS Employee Engagement and Satisfaction Research, based upon company turnover as per the following fee schedule:

| Turnover Band | Annual Fee – 2024 (£) |
|-------------------------|--------------------------|
| Under £1million | 500 + VAT |
| £1million to £10million | 1,000 + VAT |
| Over £10million | 3,000 + VAT |

23. All fees must be paid in full before individual corporate results from the survey are issued.
24. The fees for the survey will be reviewed annually.