

College of Life Sciences  
Wellbeing Survey  
May 2008

## HSE Indicator Tool - Question by Question

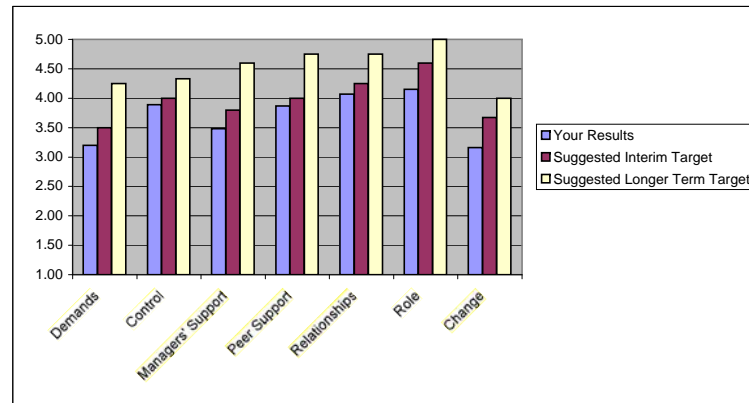
The results are grouped by stressor, and the average score is shown for each question associated with that stressor

Question	Average
<b>Demands</b>	
3 Different groups at work demand things from me that are hard to combine	3.31
6 I have unachievable deadlines	3.74
9 I have to work very intensively	2.16
12 I have to neglect some tasks because I have too much to do	3.06
16 I am unable to take sufficient breaks	3.53
18 I am pressured to work long hours	3.55
20 I have to work very fast	2.64
22 I have unrealistic time pressures	3.59
<b>Overall</b>	<b>3.20</b>
<b>Control</b>	
2 I can decide when to take a break	4.19
10 I have a say in my own work speed	3.81
15 I have a choice in deciding how I do my work	4.07
19 I have a choice in deciding what I do at work	3.50
25 I have some say over the way I work	4.10
30 My working time can be flexible	3.68
<b>Overall</b>	<b>3.89</b>
<b>Managers' Support</b>	
8 I am given supportive feedback on the work I do	3.22
23 I can rely on my line manager to help me out with a work problem	3.69
29 I can talk to my line manager about something that has upset or annoyed me about work	3.66
33 I am supported through emotionally demanding work	3.24
35 My line manager encourages me at work	3.57
<b>Overall</b>	<b>3.48</b>
<b>Peer Support</b>	
7 If work gets difficult, my colleagues will help me	3.72
24 I get help and support I need from colleagues	3.99
27 I receive the respect at work I deserve from my colleagues	3.76
31 My colleagues are willing to listen to my work-related problems	4.00
<b>Overall</b>	<b>3.87</b>

Question	Average
<b>Relationships</b>	
5 I am subject to personal harassment in the form of unkind words or behaviour	4.43
14 There is friction or anger between colleagues	3.69
21 I am subject to bullying at work	4.62 *
34 Relationships at work are strained	3.52
<b>Overall</b>	<b>4.07</b>
<b>* 26 (11.4%) of the staff who responded report that they are always, often or sometimes bullied.</b>	
<b>Role</b>	
1 I am clear what is expected of me at work	4.25
4 I know how to go about getting my job done	4.38
11 I am clear what my duties and responsibilities are	4.23
13 I am clear about the goals and objectives for my department	3.87
17 I understand how my work fits into the overall aim of the organisation	4.04
<b>Overall</b>	<b>4.15</b>
<b>Change</b>	
26 I have sufficient opportunities to question managers about change at work	3.42
28 Staff are always consulted about change at work	2.92
32 When changes are made at work, I am clear how they will work out in practice	3.15
<b>Overall</b>	<b>3.16</b>

Key	Description
Green	Doing very well - need to maintain performance. Represents those at, above or close to the 80th percentile†
Cyan	Good, but need for improvement. Represents those better than average but not at, above or close to the 80th percentile†
Yellow	Clear need for improvement. Represents those likely to be below average but not at, below or close to the 20th percentile†
Red	Urgent action needed. Represents those at, below or close to the 20th percentile†

Data Set: Psychosocial Working Conditions in Britain in 2004



~600 surveys issued  
 229 replies  
 ~38% return rate  
 £114.50 due to Caring for Kids

† Compared with results from 'Psychosocial Working Conditions in Britain in 2004' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)

## Part 2 - Results grouped by stressor

	Stressors							
	Percentage Returned	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
CLS Administrative	N/A	51%	71%	64%	68%	67%	80%	45%
CLS Clerical	N/A	66%	69%	68%	76%	81%	83%	54%
CLS Core Service Provider	N/A	61%	68%	58%	67%	69%	81%	52%
CLS Learning & Teaching Academic	N/A	60%	80%	67%	76%	79%	78%	67%
CLS Learning & Teaching Technician	N/A	68%	71%	73%	82%	78%	93%	67%
CLS Other Non-Research	N/A	67%	78%	67%	73%	81%	81%	63%
CLS PhD Student	N/A	64%	77%	71%	83%	83%	82%	66%
CLS Postdoctoral/Research Fellow	N/A	67%	83%	73%	80%	85%	82%	66%
CLS Research Academic	N/A	55%	85%	69%	77%	86%	88%	66%
CLS Research Technician	N/A	76%	78%	75%	81%	84%	82%	68%
CLS Scientific Service Provider	N/A	67%	73%	70%	78%	78%	85%	69%
College of Life Sciences	N/A	64%	78%	70%	77%	81%	83%	63%
University Staff Overall (Jan/Feb 2005)	28%	64%	77%	70%	76%	80%	82%	63%
Safety Services proposed standard		80%	80%	80%	80%	80%	80%	80%

1 staff report that they are always or often bullied.  
0 staff report that they are always or often bullied.  
0 staff report that they are always or often bullied.  
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1 staff report that they are always or often bullied.  
0 staff report that they are always or often bullied.  
0 staff report that they are always or often bullied.  
1 staff report that they are always or often bullied.

5 staff report that they are always or often bullied.

17 staff report that they are always or often bullied.

## Part 1 - Number of staff who selected each response

	Never	Seldom	Sometimes	Often	Always
1 I am clear what is expected of me at work;	0	5	20	117	87
2 I can decide when to take a break;	6	6	31	82	104
3 Different groups at work demand things from me that are hard to combine;	31	75	71	38	14
4 I know how to go about getting my job done;	0	2	11	115	101
5 I am subject to personal harassment in the form of unkind words or behaviour;	140	57	24	6	2
6 I have unachievable deadlines;	60	81	61	23	4
7 If work gets difficult, my colleagues will help me;	4	21	68	77	59
8 I am given supportive feedback on the work I do;	17	37	79	71	25
9 I have to work very intensively;	0	6	71	105	47
10 I have a say in my own work speed	2	16	60	96	55
11 I am clear what my duties and responsibilities are	2	6	23	105	93
12 I have to neglect some tasks because I have too much to do	20	56	87	49	17
13 I am clear about the goals and objectives for my department	3	16	49	100	61
14 There is friction or anger between colleagues	48	90	70	15	6
15 I have a choice in deciding how I do my work	3	4	33	123	66
16 I am unable to take sufficient breaks	43	84	61	34	7
17 I understand how my work fits into the overall aim of the organisation	4	11	33	105	76
18 I am pressured to work long hours	67	57	55	35	15
19 I have a choice in deciding what I do at work	14	21	68	88	38
20 I have to work very fast	4	23	107	77	18

	Never	Seldom	Sometimes	Often	Always
21 I am subject to bullying at work	173	30	21	4	1
22 I have unrealistic time pressures	49	76	72	26	6
23 I can rely on my line manager to help me out with a work problem	10	28	53	69	69
24 I get help and support I need from colleagues	Strongly disagree 1	Disagree 6	Neutral 43	Agree 124	Strongly agree 55
25 I have some say over the way I work	Strongly disagree 2	Disagree 6	Neutral 25	Agree 131	Strongly agree 65
26 I have sufficient opportunities to question managers about change at work	Strongly disagree 11	Disagree 35	Neutral 59	Agree 94	Strongly agree 30
27 I receive the respect at work I deserve from my colleagues	Strongly disagree 5	Disagree 16	Neutral 49	Agree 118	Strongly agree 41
28 Staff are always consulted about change at work	Strongly disagree 23	Disagree 51	Neutral 86	Agree 60	Strongly agree 9
29 I can talk to my line manager about something that has upset or annoyed me about work	Strongly disagree 11	Disagree 31	Neutral 34	Agree 103	Strongly agree 50
30 My working time can be flexible	Strongly disagree 13	Disagree 30	Neutral 33	Agree 94	Strongly agree 59
31 My colleagues are willing to listen to my work related problems	Strongly disagree 1	Disagree 10	Neutral 32	Agree 130	Strongly agree 56
32 When changes are made at work, I am clear how they will work out in practice	Strongly disagree 14	Disagree 38	Neutral 86	Agree 81	Strongly agree 10
33 I am supported through emotionally demanding work	Strongly disagree 10	Disagree 28	Neutral 101	Agree 76	Strongly agree 14
34 Relationships at work are strained	Strongly disagree 42	Disagree 87	Neutral 61	Agree 27	Strongly agree 12
35 My line manager encourages me at work	Strongly disagree 14	Disagree 20	Neutral 61	Agree 90	Strongly agree 44

Part 4 - Scoring system used in Well-being survey  
Please note the score beside the response to each statement

	Never	Seldom	Sometimes	Often	Always
1 I am clear what is expected of me at work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2 I can decide when to take a break	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3 Different groups at work demand things from me that are hard to combine	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
4 I know how to go about getting my job done	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
5 I am subject to personal harassment in the form of unkind words or behaviour	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
6 I have unachievable deadlines	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
7 If work gets difficult, my colleagues will help me	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8 I am given supportive feedback on the work I do	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
9 I have to work very intensively	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
10 I have a say in my own work speed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
11 I am clear what my duties and responsibilities are	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
12 I have to neglect some tasks because I have too much to do	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
13 I am clear about the goals and objectives for my department	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
14 There is friction or anger between colleagues	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
15 I have a choice in deciding how I do my work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
16 I am unable to take sufficient breaks	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
17 I understand how my work fits into the overall aim of the organisation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
18 I am pressured to work long hours	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
19 I have a choice in deciding what I do at work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
20 I have to work very fast	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

21	I am subject to bullying at work	Never <input type="checkbox"/> 5	Seldom <input type="checkbox"/> 4	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 2	Always <input type="checkbox"/> 1
22	I have unrealistic time pressures	Never <input type="checkbox"/> 5	Seldom <input type="checkbox"/> 4	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 2	Always <input type="checkbox"/> 1
23	I can rely on my line manager to help me out with a work problem	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
24	I get help and support I need from colleagues	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
25	I have some say over the way I work	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
26	I have sufficient opportunities to question managers about change at work	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
27	I receive the respect at work I deserve from my colleagues	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
28	Staff are always consulted about change at work	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
29	I can talk to my line manager about something that has upset or annoyed me about work	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
30	My working time can be flexible	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
31	My colleagues are willing to listen to my work-related problems	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
32	When changes are made at work, I am clear how they will work out in practice	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
33	I am supported through emotionally demanding work	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5
34	Relationships at work are strained	Strongly disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly agree <input type="checkbox"/> 1
35	My line manager encourages me at work	Strongly disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly agree <input type="checkbox"/> 5

**Thank you for completing the questionnaire.**