

CLS Administrative

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	1	2	2	4
2 I can decide when to take a break;	1	0	1	5	2
3 Different groups at work demand things from me that are hard to combine;	1	1	2	4	1
4 I know how to go about getting my job done;	0	0	1	4	4
5 I am subject to personal harassment in the form of unkind words or behaviour;	4	2	2	0	1
6 I have unachievable deadlines;	0	1	6	1	1
7 If work gets difficult, my colleagues will help me;	1	0	5	2	1
8 I am given supportive feedback on the work I do;	2	3	1	3	0
9 I have to work very intensively;	0	1	0	4	4
10 I have a say in my own work speed	0	1	3	3	2
11 I am clear what my duties and responsibilities are	0	1	1	4	3
12 I have to neglect some tasks because I have too much to do	2	0	3	2	2
13 I am clear about the goals and objectives for my department	1	1	1	4	2
14 There is friction or anger between colleagues	1	1	4	2	1
15 I have a choice in deciding how I do my work	0	1	1	5	2
16 I am unable to take sufficient breaks	1	1	1	4	2
17 I understand how my work fits into the overall aim of the organisation	0	1	2	1	5
18 I am pressured to work long hours	1	1	5	1	1
19 I have a choice in deciding what I do at work	1	2	3	2	1
20 I have to work very fast	0	1	1	5	2

	Never	Seldom	Sometimes	Often	Always
21 I am subject to bullying at work	5	1	2	0	1
22 I have unrealistic time pressures	0	2	3	3	1
23 I can rely on my line manager to help me out with a work problem	1	1	3	0	4
24 I get help and support I need from colleagues	Strongly disagree 0	Disagree 0	Neutral 3	Agree 5	Strongly agree 1
25 I have some say over the way I work	Strongly disagree 1	Disagree 0	Neutral 1	Agree 4	Strongly agree 3
26 I have sufficient opportunities to question managers about change at work	Strongly disagree 1	Disagree 3	Neutral 2	Agree 3	Strongly agree 0
27 I receive the respect at work I deserve from my colleagues	Strongly disagree 0	Disagree 2	Neutral 4	Agree 3	Strongly agree 0
28 Staff are always consulted about change at work	Strongly disagree 5	Disagree 0	Neutral 2	Agree 2	Strongly agree 0
29 I can talk to my line manager about something that has upset or annoyed me about work	Strongly disagree 1	Disagree 3	Neutral 0	Agree 1	Strongly agree 4
30 My working time can be flexible	Strongly disagree 0	Disagree 3	Neutral 4	Agree 1	Strongly agree 1
31 My colleagues are willing to listen to my work related problems	Strongly disagree 0	Disagree 0	Neutral 5	Agree 4	Strongly agree 0
32 When changes are made at work, I am clear how they will work out in practice	Strongly disagree 4	Disagree 3	Neutral 1	Agree 1	Strongly agree 0
33 I am supported through emotionally demanding work	Strongly disagree 0	Disagree 2	Neutral 5	Agree 1	Strongly agree 1
34 Relationships at work are strained	Strongly disagree 1	Disagree 1	Neutral 2	Agree 3	Strongly agree 2
35 My line manager encourages me at work	Strongly disagree 1	Disagree 2	Neutral 2	Agree 1	Strongly agree 3

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%
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.

17 staff report that they are always or often bullied.