CLS Other Non-Research

	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	0	1	2	0		
		Never	Seldom	Sometimes	Often	Always		
2	I can decide when to take a break;	0	0	0	3	0		
		Never	Seldom	Sometimes	Often	Always		
3	Different groups at work demand things from me	0	1	2	0	0		
	that are hard to combine;							
4	Livrous hous to go about gotting my job donor	Never 0	Seldom 0	Sometimes 0	Often 2	Always 1		
4	I know how to go about getting my job done;	U	U	0		ı		
5	I am subject to personal harassment in the form of	Never 2	Seldom 1	Sometimes 0	Often 0	Always 0		
J	unkind words or behaviour;		<u>'</u>	0	0	U		
		Never	Seldom	Sometimes	Often	Always		
6	I have unachievable deadlines;	0	1	1	1	0		
		Never	Seldom	Sometimes	Often	Always		
7	If work gets difficult, my colleagues will help me;	0	1	1	0	1		
		Never	Seldom	Sometimes	Often	Always		
8	I am given supportive feedback on the work I do;	0	0	2	0	1		
		Never	Seldom	Sometimes	Often	Always		
9	I have to work very intensively;	0	0	2	0	1		
	_	Never	Seldom	Sometimes	Often	Always		
10	I have a say in my own work speed	0	0	2	0	1		
		Never	Seldom	Sometimes	Often	Always		
11	I am clear what my duties and responsibilities are	0	0	2	11	0		
4.0		Never	Seldom	Sometimes	Often	Always		
12	I have to neglect some tasks because I have too much to do	0	1	0	2	0		
		Nover	Coldom	Comotimos	Otton	Alwaya		
13	I am clear about the goals and objectives for my department	Never 0	Seldom 0	Sometimes 2	Often 0	Always 1		
13		Never	Seldom	Sometimes	Often	Always		
14	There is friction or anger between colleagues	2	0	1	0	0		
		Never	Seldom	Sometimes	Often	Always		
15	I have a choice in deciding how I do my work	0	0	1	2	0		
		Never	Seldom	Sometimes	Often	Always		
16	I am unable to take sufficient breaks	0	2	1	0	0		
		Never	Seldom	Sometimes	Often	Always		
17	I understand how my work fits into the overall aim of the organisation	0	0	2	0	1		
	of the organisation							
18	I am pressured to work long hours	Never 0	Seldom 2	Sometimes 1	Often 0	Always 0		
10	Tam pressured to work long flours			1				
19	I have a choice in deciding what I do at work	Never 0	Seldom 0	Sometimes 1	Often 2	Always 0		
10	a choice in deciding what I do at work							
20	I have to work very fast	Never 0	Seldom 0	Sometimes 2	Often 1	Always 0		
0	to trotte roly lade	<u></u>			•			

		Never	Seldom	Sometimes	Often	Always
21	I am subject to bullying at work	2	0	1	0	0
		Never	Seldom	Sometimes	Often	Always
22	I have unrealistic time pressures	0	0	3	0	0
		Never	Seldom	Sometimes	Often	Always
23	I can rely on my line manager to help me out with	0	1	1	0	1 1
	a work problem					
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
24	I get help and support I need from colleagues	0	0	1	11	1
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
25	I have some say over the way I work	0	0	1	2	0
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
26	I have sufficient opportunities to question managers about change at work	1	0	0	2	0
	managers about change at work					
		Strongly				Strongly
27	I receive the respect at work I deserve from my	disagree 0	Disagree 0	Neutral 2	Agree 0	agree 1
21	colleagues		0		<u> </u>	
	-	0				0
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
28	Staff are always consulted about change at work	1	0	1	1	0
		Otana a alla				Otros os orbini
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
29	I can talk to my line manager about something	0	0	0	3	0
	that has upset or annoyed me about work					
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
30	My working time can be flexible	0	0	1	11	1
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
31	My colleagues are willing to listen to my work related problems	0	0	1	2	0
	Totaled problems					
		Strongly	ъ.	N1	Δ.	Strongly
32	When changes are made at work, I am clear how	disagree 0	Disagree 1	Neutral 1 1	Agree 1	agree 0
52	they will work out in practice		'	'		
		Strongly	Diagrams	Maritaal	Λ	Strongly
33	I am supported through emotionally demanding	disagree 1	Disagree 0	Neutral 1 1	Agree 1	agree 0
	work	<u>'</u>	<u>. </u>	<u>. · · </u>	· · · · · · · · · · · · · · · · · · ·	<u>. </u>
		Ctura in ails :				Ctromodi.
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
34	Relationships at work are strained	1	1	1	0	0
		C4				Chranal
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
35	My line manager encourages me at work	0	1	0	1	1
		-				<u>_</u>

Part 2 - Results grouped by stressor

		Stressors						
	Percentage			Managers'	Peer			
	Returned	Demands	Control	Support	Support	Relationships	Role	Change
CLS Other Non-Research	N/A	61%	76%	69%	73%	87%	75%	58%
•	_			-	-	-	-	- <u>-</u>
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.