

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

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

## Part 2 - Results grouped by stressor

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