

CLS PhD Student

## 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

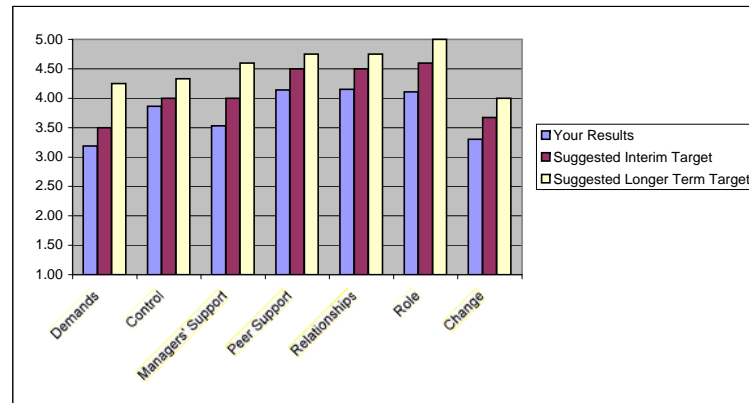
Question	Average
<b>Demands</b>	
3 Different groups at work demand things from me that are hard to combine	3.65
6 I have unachievable deadlines	3.70
9 I have to work very intensively	2.05
12 I have to neglect some tasks because I have too much to do	3.20
16 I am unable to take sufficient breaks	3.80
18 I am pressured to work long hours	3.00
20 I have to work very fast	2.65
22 I have unrealistic time pressures	3.45
<b>Overall</b>	<b>3.19</b>
<b>Control</b>	
2 I can decide when to take a break	4.20
10 I have a say in my own work speed	3.50
15 I have a choice in deciding how I do my work	3.75
19 I have a choice in deciding what I do at work	3.65
25 I have some say over the way I work	4.05
30 My working time can be flexible	4.00
<b>Overall</b>	<b>3.86</b>
<b>Managers' Support</b>	
8 I am given supportive feedback on the work I do	3.60
23 I can rely on my line manager to help me out with a work problem	3.65
29 I can talk to my line manager about something that has upset or annoyed me about work	3.50
33 I am supported through emotionally demanding work	3.30
35 My line manager encourages me at work	3.60
<b>Overall</b>	<b>3.53</b>
<b>Peer Support</b>	
7 If work gets difficult, my colleagues will help me	3.95
24 I get help and support I need from colleagues	4.20
27 I receive the respect at work I deserve from my colleagues	4.15
31 My colleagues are willing to listen to my work-related problems	4.25
<b>Overall</b>	<b>4.14</b>

Question	Average
<b>Relationships</b>	
5 I am subject to personal harassment in the form of unkind words or behaviour	4.35
14 There is friction or anger between colleagues	4.00
21 I am subject to bullying at work	4.65 *
34 Relationships at work are strained	3.60
<b>Overall</b>	<b>4.15</b>
* 20 (150%) of the staff included in this query and who responded report that they are always, often or sometimes bullied.	
<b>Role</b>	
1 I am clear what is expected of me at work	4.15
4 I know how to go about getting my job done	4.15
11 I am clear what my duties and responsibilities are	4.20
13 I am clear about the goals and objectives for my department	4.00
17 I understand how my work fits into the overall aim of the organisation	4.05
<b>Overall</b>	<b>4.11</b>
<b>Change</b>	
26 I have sufficient opportunities to question managers about change at work	3.50
28 Staff are always consulted about change at work	3.10
32 When changes are made at work, I am clear how they will work out in practice	3.30
<b>Overall</b>	<b>3.30</b>

**Key**

- Doing very well - need to maintain performance  
Represents those at, above or close to the 80th percentile<sup>†</sup>
- Good, but need for improvement. Represents those better than average but not at, above or close to the 80th percentile<sup>†</sup>
- Clear need for improvement. Represents those likely to be below average but not at, below or close to the 20th percentile<sup>†</sup>
- Urgent action needed. Represents those at, below or close to the 20th percentile<sup>†</sup>

Data Set: Psychosocial Working Conditions in Britain in 2004  
Category Filter: Role=PhD Student (n=20, 8.7%)



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

	Never	Seldom	Sometimes	Often	Always
21 I am subject to bullying at work	14	5	1	0	0
22 I have unrealistic time pressures	3	7	6	4	0
23 I can rely on my line manager to help me out with a work problem	1	3	4	6	6
24 I get help and support I need from colleagues	Strongly disagree 0	Disagree 0	Neutral 2	Agree 12	Strongly agree 6
25 I have some say over the way I work	Strongly disagree 0	Disagree 2	Neutral 1	Agree 11	Strongly agree 6
26 I have sufficient opportunities to question managers about change at work	Strongly disagree 0	Disagree 3	Neutral 7	Agree 7	Strongly agree 3
27 I receive the respect at work I deserve from my colleagues	Strongly disagree 0	Disagree 0	Neutral 3	Agree 11	Strongly agree 6
28 Staff are always consulted about change at work	Strongly disagree 1	Disagree 3	Neutral 10	Agree 5	Strongly agree 1
29 I can talk to my line manager about something that has upset or annoyed me about work	Strongly disagree 1	Disagree 3	Neutral 5	Agree 7	Strongly agree 4
30 My working time can be flexible	Strongly disagree 1	Disagree 0	Neutral 4	Agree 8	Strongly agree 7
31 My colleagues are willing to listen to my work related problems	Strongly disagree 0	Disagree 0	Neutral 1	Agree 13	Strongly agree 6
32 When changes are made at work, I am clear how they will work out in practice	Strongly disagree 1	Disagree 2	Neutral 7	Agree 10	Strongly agree 0
33 I am supported through emotionally demanding work	Strongly disagree 1	Disagree 3	Neutral 6	Agree 9	Strongly agree 1
34 Relationships at work are strained	Strongly disagree 5	Disagree 5	Neutral 7	Agree 3	Strongly agree 0
35 My line manager encourages me at work	Strongly disagree 2	Disagree 1	Neutral 4	Agree 9	Strongly agree 4

## Part 2 - Results grouped by stressor

	Stressors							
	Percentage Returned	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
CLS PhD Student	N/A	64%	77%	71%	83%	83%	82%	66%
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%

0 staff report that they are always or often bullied.

17 staff report that they are always or often bullied.