

CLS Postdoctoral/Research Fellow

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

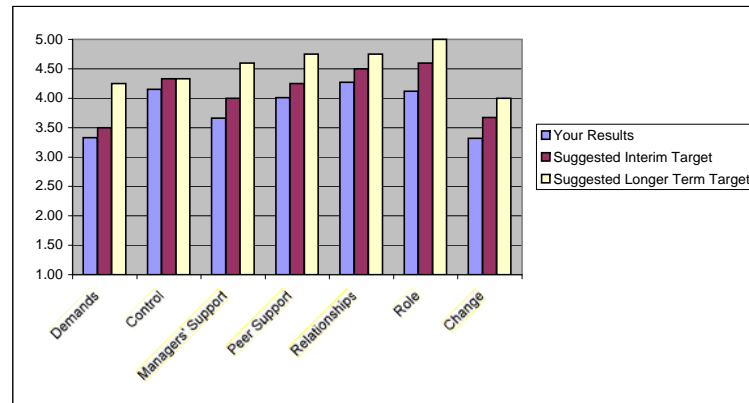
Question	Average
Demands	
3 Different groups at work demand things from me that are hard to combine	3.78
6 I have unachievable deadlines	3.94
9 I have to work very intensively	2.21
12 I have to neglect some tasks because I have too much to do	3.04
16 I am unable to take sufficient breaks	3.78
18 I am pressured to work long hours	3.37
20 I have to work very fast	2.75
22 I have unrealistic time pressures	3.79
Overall	3.33
Control	
2 I can decide when to take a break	4.62
10 I have a say in my own work speed	3.94
15 I have a choice in deciding how I do my work	4.21
19 I have a choice in deciding what I do at work	4.00
25 I have some say over the way I work	4.13
30 My working time can be flexible	4.03
Overall	4.15
Managers' Support	
8 I am given supportive feedback on the work I do	3.59
23 I can rely on my line manager to help me out with a work problem	3.93
29 I can talk to my line manager about something that has upset or annoyed me about work	3.65
33 I am supported through emotionally demanding work	3.28
35 My line manager encourages me at work	3.84
Overall	3.66
Peer Support	
7 If work gets difficult, my colleagues will help me	3.81
24 I get help and support I need from colleagues	4.10
27 I receive the respect at work I deserve from my colleagues	3.93
31 My colleagues are willing to listen to my work-related problems	4.19
Overall	4.01

Question	Average
Relationships	
5 I am subject to personal harassment in the form of unkind words or behaviour	4.69
14 There is friction or anger between colleagues	3.78
21 I am subject to bullying at work	4.81*
34 Relationships at work are strained	3.79
Overall	4.27
* 4 (5.9%) of the staff included in this query and who responded report that they are always, often or sometimes bullied.	
Role	
1 I am clear what is expected of me at work	4.29
4 I know how to go about getting my job done	4.34
11 I am clear what my duties and responsibilities are	4.28
13 I am clear about the goals and objectives for my department	3.81
17 I understand how my work fits into the overall aim of the organisation	3.88
Overall	4.12
Change	
26 I have sufficient opportunities to question managers about change at work	3.59
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	3.26
Overall	3.32

Key

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

Data Set: Psychosocial Working Conditions in Britain in 2004
 Category Filter: Role=Postdoctoral/Research Fellow (n=68, 29.7%)



[†] 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	1	3	39	25
2 I can decide when to take a break;	0	0	3	20	45
3 Different groups at work demand things from me that are hard to combine;	15	31	16	4	2
4 I know how to go about getting my job done;	0	1	2	38	27
5 I am subject to personal harassment in the form of unkind words or behaviour;	53	10	4	1	0
6 I have unachievable deadlines;	21	27	16	3	1
7 If work gets difficult, my colleagues will help me;	1	4	16	33	14
8 I am given supportive feedback on the work I do;	1	3	26	31	7
9 I have to work very intensively;	0	1	25	29	13
10 I have a say in my own work speed	1	4	11	34	18
11 I am clear what my duties and responsibilities are	1	1	1	40	25
12 I have to neglect some tasks because I have too much to do	4	12	38	11	3
13 I am clear about the goals and objectives for my department	0	6	15	33	14
14 There is friction or anger between colleagues	14	33	15	4	2
15 I have a choice in deciding how I do my work	2	0	4	38	24
16 I am unable to take sufficient breaks	15	31	14	8	0
17 I understand how my work fits into the overall aim of the organisation	2	3	13	33	17
18 I am pressured to work long hours	14	19	20	8	7
19 I have a choice in deciding what I do at work	0	1	15	35	17
20 I have to work very fast	2	6	37	19	4

	Never	Seldom	Sometimes	Often	Always
21 I am subject to bullying at work	60	4	3	1	0
22 I have unrealistic time pressures	17	29	15	5	2
23 I can rely on my line manager to help me out with a work problem	0	4	13	35	16
24 I get help and support I need from colleagues	Strongly disagree 0	Disagree 2	Neutral 7	Agree 41	Strongly agree 18
25 I have some say over the way I work	Strongly disagree 0	Disagree 1	Neutral 8	Agree 40	Strongly agree 19
26 I have sufficient opportunities to question managers about change at work	Strongly disagree 1	Disagree 7	Neutral 17	Agree 37	Strongly agree 6
27 I receive the respect at work I deserve from my colleagues	Strongly disagree 0	Disagree 3	Neutral 9	Agree 46	Strongly agree 10
28 Staff are always consulted about change at work	Strongly disagree 1	Disagree 11	Neutral 38	Agree 16	Strongly agree 2
29 I can talk to my line manager about something that has upset or annoyed me about work	Strongly disagree 2	Disagree 5	Neutral 15	Agree 39	Strongly agree 7
30 My working time can be flexible	Strongly disagree 1	Disagree 3	Neutral 8	Agree 37	Strongly agree 19
31 My colleagues are willing to listen to my work related problems	Strongly disagree 0	Disagree 1	Neutral 4	Agree 44	Strongly agree 19
32 When changes are made at work, I am clear how they will work out in practice	Strongly disagree 1	Disagree 7	Neutral 34	Agree 25	Strongly agree 1
33 I am supported through emotionally demanding work	Strongly disagree 2	Disagree 4	Neutral 37	Agree 23	Strongly agree 2
34 Relationships at work are strained	Strongly disagree 14	Disagree 35	Neutral 12	Agree 5	Strongly agree 2
35 My line manager encourages me at work	Strongly disagree 2	Disagree 2	Neutral 15	Agree 35	Strongly agree 14

Part 2 - Results grouped by stressor

	Stressors							
	Percentage Returned	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
CLS Postdoctoral/Research Fellow	N/A	67%	83%	73%	80%	85%	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%

1 staff report that they are always or often bullied.

17 staff report that they are always or often bullied.