

CLS Research Academic

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

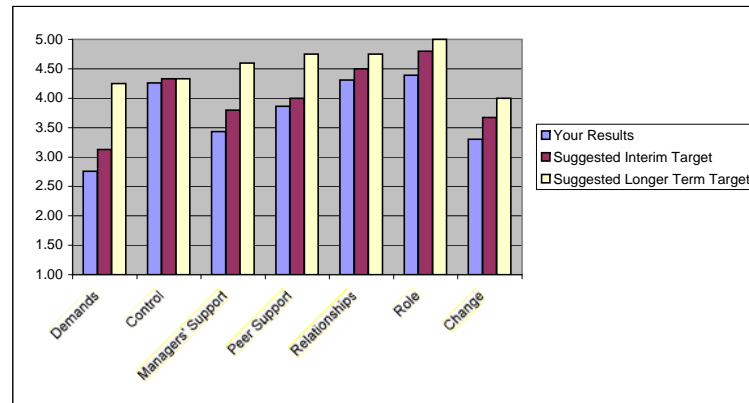
Question	Average
Demands	
3 Different groups at work demand things from me that are hard to combine	2.75
6 I have unachievable deadlines	3.36
9 I have to work very intensively	1.61
12 I have to neglect some tasks because I have too much to do	2.75
16 I am unable to take sufficient breaks	3.29
18 I am pressured to work long hours	2.96
20 I have to work very fast	2.29
22 I have unrealistic time pressures	3.11
Overall	2.76
Control	
2 I can decide when to take a break	4.46
10 I have a say in my own work speed	4.11
15 I have a choice in deciding how I do my work	4.29
19 I have a choice in deciding what I do at work	4.00
25 I have some say over the way I work	4.46
30 My working time can be flexible	4.21
Overall	4.26
Managers' Support	
8 I am given supportive feedback on the work I do	3.04
23 I can rely on my line manager to help me out with a work problem	3.21
29 I can talk to my line manager about something that has upset or annoyed me about work	3.79
33 I am supported through emotionally demanding work	3.39
35 My line manager encourages me at work	3.71
Overall	3.43
Peer Support	
7 If work gets difficult, my colleagues will help me	3.50
24 I get help and support I need from colleagues	3.96
27 I receive the respect at work I deserve from my colleagues	4.07
31 My colleagues are willing to listen to my work-related problems	3.89
Overall	3.86

Question	Average
Relationships	
5 I am subject to personal harassment in the form of unkind words or behaviour	4.64
14 There is friction or anger between colleagues	3.86
21 I am subject to bullying at work	4.82 *
34 Relationships at work are strained	3.93
Overall	4.31
† 1 (3.0%) 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	4.57
4 I know how to go about getting my job done	4.39
11 I am clear what my duties and responsibilities are	4.50
13 I am clear about the goals and objectives for my department	4.14
17 I understand how my work fits into the overall aim of the organisation	4.32
Overall	4.39
Change	
26 I have sufficient opportunities to question managers about change at work	3.57
28 Staff are always consulted about change at work	3.04
32 When changes are made at work, I am clear how they will work out in practice	3.29
Overall	3.30

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=Research Academic (n=28, 12.2%)



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

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

Part 2 - Results grouped by stressor

	Stressors							
	Percentage Returned	Demands	Control	Managers' Support	Peer Support	Relationships	Role	Change
CLS Research Academic	N/A	55%	85%	69%	77%	86%	88%	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.