CLS Learning & Teaching Technician

	Part 1 - Number of staff who selected each response							
1	I am clear what is expected of me at work;	Never 0	Seldom 0	Sometimes 0	Often 2	Always 4		
·		Never	Seldom	Sometimes	Often	Always		
2	I can decide when to take a break;	0	0	2	3	1		
3	Different groups at work demand things from me that are hard to combine:	Never 0	Seldom 4	Sometimes 1	Often 1	Always 0		
	that are right to combine,	Nover	Caldam	Camatina	Office	Almana		
4	I know how to go about getting my job done;	Never 0	Seldom 0	Sometimes 0	Often 1	Always 5		
5	I am subject to personal harassment in the form of unkind words or behaviour;	Never 3	Seldom 2	Sometimes 1	Often 0	Always 0		
		Never	Seldom	Sometimes	Often	Always		
6	I have unachievable deadlines;	3	3	0	0	0		
7	If work gets difficult, my colleagues will help me;	Never 0	Seldom 0	Sometimes 1	Often 1	Always 4		
		Never	Seldom	Sometimes	Often	Always		
8	I am given supportive feedback on the work I do;	1	0	0	1	4		
9	I have to work very intensively;	Never 0	Seldom 0	Sometimes 3	Often 3	Always 0		
10	I have a say in my own work speed	Never 0	Seldom 1	Sometimes 2	Often 2	Always 1		
11	I am clear what my duties and responsibilities are	Never 0	Seldom 0	Sometimes 1	Often 1	Always 4		
12	I have to neglect some tasks because I have too	Never 1	Seldom 3	Sometimes 1	Often 1	Always 0		
	much to do							
13	I am clear about the goals and objectives for my	Never 0	Seldom 0	Sometimes 1	Often 0	Always 5		
10	department	Never	Seldom	Sometimes	Often	Always		
14	There is friction or anger between colleagues	1	1	4	0	0		
15	I have a choice in deciding how I do my work	Never 0	Seldom 0	Sometimes 2	Often 2	Always 2		
		Never	Seldom	Sometimes	Often	Always		
16	I am unable to take sufficient breaks	0	2	4	0	0		
17	I understand how my work fits into the overall aim	Never 0	Seldom 0	Sometimes 0	Often 2	Always 4		
	of the organisation	Never	Seldom	Sometimes	Often	ΔΙνωνο		
18	I am pressured to work long hours	0	Seidom 1	3	2	Always 0		
19	I have a choice in deciding what I do at work	Never 1	Seldom 1	Sometimes 3	Often 0	Always		
13	Thave a choice in deciding what I do at work	Never	Seldom	Sometimes	Often	Always		
20	I have to work very fast	0	0	4	2	0		

		Never	Seldom	Sometimes	Often	Always
21 l ar	m subject to bullying at work	4	2	0	0	0
		Never	Seldom	Sometimes	Often	Always
22 I ha	ave unrealistic time pressures	1	5	0	0	0
		Never	Seldom	Sometimes	Often	Always
	an rely on my line manager to help me out with	0	1	2	2	1
a w	vork problem					
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
24 l ge	et help and support I need from colleagues	0	0	0	5	1
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
25 I ha	ave some say over the way I work	0	0	2	3	1
						Strongly
	20	Strongly disagree	Disagree	Neutral	Agree	agree
	ave sufficient opportunities to question anagers about change at work	1	1	0	3	1 1
IIIa	magers about change at work					
		Strongly	ъ.	N		Strongly
27 Iro	eceive the respect at work I deserve from my	disagree 0	Disagree 1	Neutral 1 1	Agree 3	agree 1
	colleagues		l l	<u> </u>	<u> </u>	
	·					
		Strongly disagree	Disagree	Neutral	Agree	Strongly
28 Sta	aff are always consulted about change at work	0	2	2	2	agree 0
	,	0: 1		•		0: 1
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
29 I ca	an talk to my line manager about something	0	1	1	4	0
tha	at has upset or annoyed me about work					_
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
30 My	working time can be flexible	0	2	2	1	1
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
	colleagues are willing to listen to my work	0	0	1	4	1
reia	ated problems					
		Strongly				Strongly
22 11/1	oon changes are made at work I am alear have	disagree	Disagree 1	Neutral 1 1	Agree 3	agree
	nen changes are made at work, I am clear how ey will work out in practice	0	<u> </u>	l l	<u> </u>	<u> </u>
0	Newson Newson	Strongly				Strongly
00 le	m ourported through emotionally demanding	disagree 0	Disagree	Neutral	Agree	agree
	I am supported through emotionally demanding work		1	1 1	3	1

		Strongly	D:	Mar tool	Λ	Strongly
34 Re	lationships at work are strained	disagree 1	Disagree 0	Neutral 3	Agree 2	agree 0
5. 10			<u>. </u>	<u>. </u>		•
		Strongly	D:	N1- 0-1	Δ	Strongly
35 My	line manager encourages me at work	disagree 1	Disagree 0	Neutral 1	Agree 4	agree 0
JJ IVIY	mile manager encodrages me at work		. 0	<u>' </u>	7	<u> </u>

Part 2 - Results grouped by stressor

		Stressors						
	Percentage			Managers'	Peer			
	Returned	Demands	Control	Support	Support	Relationships	Role	Change
CLS Learning & Teaching Technician	N/A	68%	71%	73%	82%	78%	93%	67%
•				-	-	-		-
University Staff Overall (Jan/Feb 2005)	28%	64%	77%	70%	76%	80%	82%	63%
	-1			•	•			•
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.