CLS Scientific Service Provider

The results are grouped by stressor, and the average score is shown for each question associated with that stressor

Demands	Question	Average	Question	Average	Key	Doing very well - need to maintain performance
Demanus	3 Different groups at work demand things from me that are hard to combine	3.06	Relationships 5 I am subject to personal harassment in the form of unkind words or behaviour	4.28		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 [†]
	6 I have unachievable deadlines	3.83	14 There is friction or anger between colleagues	3.67		Clear need for improvement. Represents those likely to be below
	9 I have to work very intensively	2.33	21 I am subject to bullying at work	4.39	*	average but not at, below or close to the 20th percentile Urgent action needed. Represents those at, below or close to the 20th percentile
	12 I have to neglect some tasks because I	3.33	34 Relationships at work are strained	3.33		2011 PO 100111110
	have too much to do 16 I am unable to take sufficient breaks 18 I am pressured to work long hours	3.56 4.00	Overall 13 (10.7%) or the starr included in this query and who responded report that they are always often	3.92		
	20 I have to work very fast 22 I have unrealistic time pressures Overall	2.61 3.89 3.33	report that they are always, often or sometimes bullied. Role 1 I am clear what is expected of me at work 4 I know how to go about getting my job done 11 I am clear what my duties and responsibilities are			et: Psychosocial Working Conditions in Britain in 2004 ry Filter: Role=Scientific Service Provider (n=18, 7.9%)
Control			13 I am clear about the goals and objectives for my department	3.83		
	2 I can decide when to take a break	4.00	17 I understand how my work fits into the overall aim of the organisation	4.17		
	10 I have a say in my own work speed 15 I have a choice in deciding how I do my work	3.78 3.83	Overall	4.26		
	19 I have a choice in deciding what I do at work	2.94	Change			
	25 I have some say over the way I work	3.83	26 I have sufficient opportunities to question managers about change at work	3.72		
	30 My working time can be flexible	3.39	28 Staff are always consulted about change at work	3.17		
	Overall	3.63	32 When changes are made at work, I am clear how they will work out in practice	3.39		
Managers'	Support		Overall	3.43		
	8 I am given supportive feedback on the work I do	3.11				
	23 I can rely on my line manager to help me out with a work problem	3.78	5.00			
	29 I can talk to my line manager about something that has upset or annoyed me about work	3.83	4.50			
	33 I am supported through emotionally demanding work	3.39	3.50		■Your Results	
	35 My line manager encourages me at work	3.50	3.00		Suggested Inte	
Overall		3.52	2.50 + 2.00	nger Term Target		
Peer Supp	7 If work gets difficult, my colleagues will help me	3.72	1.50			
	24 I get help and support I need from colleagues	4.06	agrande Control support support matter gode	Change		
	27 I receive the respect at work I deserve from my colleagues	3.67	Jenerale Control Lander See Surport Seekerholites Role	C).		
	31 My colleagues are willing to listen to my work-related problems	4.11	Water			
	Overall	3.89				

[†] 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							
1	I am clear what is expected of me at work;	Never 0	Seldom 1	Sometimes 0	Often 8	Always 9		
		Never	Seldom	Sometimes	Often	Always		
2	I can decide when to take a break;	0	2	3	6	7		
3	Different groups at work demand things from me that are hard to combine:	Never 2	Seldom 6	Sometimes 4	Often 3	Always 3		
	and are flare to combine,	Never	Seldom	Sometimes	Often	Alwaya		
4	I know how to go about getting my job done;	0	1	0	7	Always 10		
5	I am subject to personal harassment in the form of unkind words or behaviour;	Never 9	Seldom 6	Sometimes 2	Often 1	Always 0		
	unking words of beneviour,	Never	Seldom	Sometimes	Often	Always		
6	I have unachievable deadlines;	7	4	4	3	0		
7	If work gets difficult, my colleagues will help me;	Never 0	Seldom 2	Sometimes 6	Often 5	Always 5		
·		Never		Seldom Sometimes		Always		
8	I am given supportive feedback on the work I do;	2	4	5	Often 4	3		
9	I have to work very intensively;	Never 0	Seldom 1	Sometimes 8	Often 5	Always 4		
10	I have a say in my own work speed	Never 0	Seldom 2	Sometimes 4	Often 8	Always 4		
11	I am clear what my duties and responsibilities are	Never 0	Seldom 1	Sometimes 0	Often 7	Always		
	Tam oldar what my dation and reopendibilities are	Never	Seldom	Sometimes	Often	Always		
12	I have to neglect some tasks because I have too much to do	3	7	3	3	2		
13	I am clear about the goals and objectives for my	Never 1	Seldom 1	Sometimes 3	Often 8	Always 5		
	department	Never	Seldom	Sometimes	Often	Always		
14	There is friction or anger between colleagues	3	9	3	3	0		
15	I have a choice in deciding how I do my work	Never 0	Seldom 1	Sometimes 4	Often 10	Always 3		
16	I am unable to take sufficient breaks	Never 4	Seldom 6	Sometimes	Often	Always		
16	I alli ullable to take sullicient bleaks			5	2			
17	I understand how my work fits into the overall aim of the organisation	Never 0	Seldom 1	Sometimes 1	Often 10	Always 6		
_		Never	Seldom	Sometimes	Often	Always		
18	I am pressured to work long hours	8	3	6	1	0		
19	I have a choice in deciding what I do at work	Never 2	Seldom 5	Sometimes 4	Often 6	Always 1		
20	I have to work very fast	Never 1	Seldom 2	Sometimes 6	Often 7	Always 2		
20 III	Thave to work very last	1		_				

		Never	Seldom	Sometimes	Often	Always
21	I am subject to bullying at work	11	4	2	1	0
		Never	Seldom	Sometimes	Often	Always
22	I have unrealistic time pressures	7	4	5	2	0
		Never	Seldom	Sometimes	Often	Always
23	I can rely on my line manager to help me out with	2	0	6	2	8
	a work problem					
		Strongly				Strongly
24	Last halp and aupport Lagad from collegation	disagree	Disagree	Neutral	Agree	agree
24	I get help and support I need from colleagues	0	1	4	6	7
		Strongly	D'	NI- (1	Δ	Strongly
25	I have some say over the way I work	disagree 0	Disagree 2	Neutral 3	Agree 9	agree 4
_0	That come cay ever the may threm					
		Strongly	Disagrae	Neutral	Agree	Strongly
26	I have sufficient opportunities to question	disagree 0	Disagree 3	3	Agree 8	agree 4
	managers about change at work					
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
27	I receive the respect at work I deserve from my	0	3	4	7	4
	colleagues					
		Strongly	ъ.	N 1 (1		Strongly
28	Staff are always consulted about change at work	disagree 2	Disagree 4	Neutral 4	Agree 5	agree 3
	etan are amaje concurred about onlyings at work		· ·			
		Strongly	Disagrag	Noutral	Agroo	Strongly
29	I can talk to my line manager about something	disagree 2	Disagree 1	Neutral 2	Agree 6	agree 7
	that has upset or annoyed me about work	<u>-</u>				
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
30	My working time can be flexible	1	3	3	10	1
		Strongly				Strongly
0.4		disagree	Disagree	Neutral	Agree	agree
31	My colleagues are willing to listen to my work related problems	0	1	1 1	11	5
	•					
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
32	When changes are made at work, I am clear how	0	5	4	6	3
	they will work out in practice	Ctrongly				Ctrongly
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
33	I am supported through emotionally demanding	0	3	7	6	2
	work					
		Strongly				Strongly
0.4	Deletionships at work one strains d	disagree	Disagree	Neutral	Agree	agree
34	Relationships at work are strained	4	4	6	2	2
		Strongly				Strongly
25	My line manager encourages me at work	disagree	Disagree	Neutral	Agree	agree
35	My line manager encourages me at work	1	3	5	4	5

Part 2 - Results grouped by stressor

		Stressors						
	Percentage			Managers'	Peer			
	Returned	Demands	Control	Support	Support	Relationships	Role	Change
CLS Scientific Service Provider	N/A	67%	73%	70%	78%	78%	85%	69%
•	-	•		·=	-		-	-
University Staff Overall (Jan/Feb 2005)	28%	64%	77%	70%	76%	80%	82%	63%
		_		-				
Safety Services prop	80%	80%	80%	80%	80%	80%	80%	

- staff report that they are always or often bullied.
- 17 staff report that they are always or often bullied.