# HSE stress management standards indicator tool

This survey can be used for UCU branches that wish to understand how their employer is performing under each source of stress following the [HSE management standards](https://www.hse.gov.uk/stress/standards/index.htm) approach.

UCU reps can contact their regional office or [UCU H&S advice line](https://www.ucu.org.uk/article/2486/HS-advice-line) to request support to run this survey and analyse the results at branch level.

## 1. Demands

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Never** | **Seldom** | **Sometimes** | **Often** | **Always** |
| Different groups at work demand things from me that are hard to combine | ( ) | ( ) | ( ) | ( ) | ( ) |
| I have unachievable deadlines | ( ) | ( ) | ( ) | ( ) | ( ) |
| I have to work very intensively | ( ) | ( ) | ( ) | ( ) | ( ) |
| I have to neglect some tasks because I have too much to do | ( ) | ( ) | ( ) | ( ) | ( ) |
| I am unable to take sufficient breaks | ( ) | ( ) | ( ) | ( ) | ( ) |
| I am pressured to work long hours | ( ) | ( ) | ( ) | ( ) | ( ) |
| I have to work very fast | ( ) | ( ) | ( ) | ( ) | ( ) |
| I have unrealistic time pressures | ( ) | ( ) | ( ) | ( ) | ( ) |

## 2. Control

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Never** | **Seldom** | **Sometimes** | **Often** | **Always** |
| I can decide when to take a break | ( )  | ( )  | ( )  | ( )  | ( )  |
| I have a say in my own work speed | ( )  | ( )  | ( )  | ( )  | ( )  |
| I have a choice in deciding how I do my work | ( )  | ( )  | ( )  | ( )  | ( )  |
| I have a choice in deciding what I do at work | ( )  | ( )  | ( )  | ( )  | ( )  |
| I have some say over the way I work | ( )  | ( )  | ( )  | ( )  | ( )  |
| My working time can be flexible | ( )  | ( )  | ( )  | ( )  | ( )  |

## 3. Role

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Never** | **Seldom** | **Sometimes** | **Often** | **Always** |
| I am clear what is expected of me at work | ( )  | ( )  | ( )  | ( )  | ( )  |
| I know how to go about getting my job done | ( )  | ( )  | ( )  | ( )  | ( )  |
| I am clear what my duties and responsibilities are | ( )  | ( )  | ( )  | ( )  | ( )  |
| I am clear about the goals and objectives for my department | ( )  | ( )  | ( )  | ( )  | ( )  |
| I understand how my work fits into the overall aim of the organisation  | ( )  | ( )  | ( )  | ( )  | ( )  |

## 4. Managers' support

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Never** | **Seldom** | **Sometimes** | **Often** | **Always** |
| I am given supportive feedback on the work I do | ( )  | ( )  | ( )  | ( )  | ( )  |
| I can rely on my line manager to help me out with a work problem | ( )  | ( )  | ( )  | ( )  | ( )  |
| I can talk to my line manager about something that has upset or annoyed me about work | ( )  | ( )  | ( )  | ( )  | ( )  |
| I am supported through emotionally demanding work | ( )  | ( )  | ( )  | ( )  | ( )  |
| My line manager encourages me at work | ( )  | ( )  | ( )  | ( )  | ( )  |

## 5. Peer support

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Never** | **Seldom** | **Sometimes** | **Often** | **Always** |
| If work gets difficult, my colleagues will help me | ( )  | ( )  | ( )  | ( )  | ( )  |
| I get help and support I need from colleagues | ( )  | ( )  | ( )  | ( )  | ( )  |
| I receive the respect at work I deserve from my colleagues | ( )  | ( )  | ( )  | ( )  | ( )  |
| My colleagues are willing to listen to my work-related problems | ( )  | ( )  | ( )  | ( )  | ( )  |

## 6. Relationships

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Never** | **Seldom** | **Sometimes** | **Often** | **Always** |
| I am subject to personal harassment in the form of unkind words or behaviour | ( )  | ( )  | ( )  | ( )  | ( )  |
| There is friction or anger between colleagues | ( )  | ( )  | ( )  | ( )  | ( )  |
| I am subject to bullying at work | ( )  | ( )  | ( )  | ( )  | ( )  |
| Relationships at work are strained | ( )  | ( )  | ( )  | ( )  | ( )  |

## 7. Change

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Never** | **Seldom** | **Sometimes** | **Often** | **Always** |
| I have sufficient opportunities to question managers about change at work | ( )  | ( )  | ( )  | ( )  | ( )  |
| Staff are always consulted about change at work | ( )  | ( )  | ( )  | ( )  | ( )  |
| When changes are made at work, I am clear how they will work out in practice | ( )  | ( )  | ( )  | ( )  | ( )  |

## 8. Please enter any other comments that are relevant to workload and stress at your institution, department or school.

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# About you

## 9. Please select your gender

( ) Female

( ) Male

( ) Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## 10) Is your gender the same as you were assigned at birth?

( ) Yes

( ) No

## 11) Please select your ethnicity

( ) White British

( ) White Irish

( ) White other

( ) Black or British Black - African

( ) Black or British Black - Caribbean

( ) Black or British Black - Other

( ) Asian or British Asian - Bangladeshi

( ) Asian or British Asian - Indian

( ) Asian or British Asian - Pakistani

( ) Asian or British Asian - Other

( ) Chinese

( ) Other ethnic group

( ) Mixed - White and Asian

( ) Mixed - White and Black African

( ) Mixed - White and Black Caribbean

## 12) Do you consider yourself to have a disability?

( ) Yes

( ) No

## 13) Would you like to specify the nature of your disability? If yes, please provide details below. If not, please leave blank.

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## 14) Please select your age group

( ) 18-25

( ) 26-30

( ) 31-35

( ) 36-40

( ) 41-45

( ) 46-50

( ) 51-55

( ) 56-60

( ) 61-65

( ) 65+

## Thank you!