

## 2012 occupational stress survey – the Demands stressor

The Demands stressor measures the respondent's level of stress, or well-being, relating to the demands made on them at work.

This 'stressor' covers the impact at work of conflicting demands, unachievable deadlines, high work intensity, insufficient breaks, long hours and unrealistic time pressures.

### Headlines – Demands stressor results for further education

- The lowest level of well-being, or highest level of stress, on the Demands stressor at a further education college (FEC), in the 2012 UCU occupational stress survey was 2.01, on a scale where 1=lowest well-being and 5=highest well-being.
- The highest level of well-being, or lowest level of stress, at a FEC was 2.93.
- The average level of well-being on the Demands stressor of UCU members in FE in the 2012 UCU occupational stress survey was 2.43, which was lower than well-being of UCU members in FE in 2008, of 2.52. So workload stress levels for UCU members in further education have got worse in the last four years.
- By contrast, the average level of well-being on the Demands stressor in the British working population, as measured by the Health and Safety Executive's 2008 study *Psychosocial Working Conditions in Britain*, was 3.65.
- In other words, UCU members at FECs showed considerably less well-being – or considerably higher stress - on the Demands stressor than the British working population as a whole.
- In addition, all FEC well-being scores on the Demands stressor were below the HSE British average. In other words, all FEC respondents on average showed higher stress due to workloads than the HSE British average.

## The data

The data in this survey are based on responses by UCU members to the Health and Safety Executive's questionnaire, the Management Standards Indicator Tool. The MSIT seeks to measure the level of well-being of respondents at work on the basis of their response to statements in the questionnaire.

The MSIT contains 35 statements, which are grouped under seven 'stressors': Demands (for which there are eight statements in the MSIT), Control (6 MSIT statements), Managerial Support (5 MSIT statements), Peer Support (4 MSIT statements), Relationships (4 MSIT statements), Role (5 MSIT statements) and Change (3 MSIT statements). There are five potential responses to each statement, ranging from 'Never' through to 'Always', or from 'Strongly disagree' through to 'Strongly agree'. For example, responses to the statement, 'I can decide when to take a break', under the Control stressor, are given a numerical value, ranging from 1 for 'Never', through to 5 for 'Always'.

An individual respondent's overall score for each stressor is calculated, based on the mean average of that individual's responses to each of the statements under a particular stressor, ranging from 1, for lowest well-being, to 5, for highest well-being.

To protect respondents' anonymity and promote data quality, in reporting results from UCU's 2012 occupational stress survey, UCU has been guided by the methodology of the UK's Higher Education Statistics Agency, that:

- Percentages based on 52 or fewer individuals must be suppressed
- Averages based on 7 or fewer individuals must be suppressed

The stress survey data make use of percentages and average data. Percentages are given when reporting the responses to a single item in the questionnaire. For example, in the higher education sample, 17.6% of respondents to the statement 'Different groups at work demand things from me that are hard to combine', relating to the Demands stressor, responded 'Always', 36.7% said 'Often', and so on.

In calculating the results for a given stressor, in this example the Demands stressor, a numerical value (for example, 1 for 'Never' through to 5 for 'Always', or vice-versa, and 1 for 'Strongly disagree' through to 5 for 'Strongly agree', or vice-versa) is given to each response by an individual – for example, a response of 'Never' to the statement 'Different groups at work demand things from me that are hard to combine', relating to the Demands stressor, would be given a score of 5. The average of an individual's response scores to the questions relating to a particular stressor is then calculated. Then the average of the average responses for respondents from a particular college or university is calculated, to give the stressor value for all respondents from a particular college or university.

Although, in the HESA methodology, averages based on 7 or fewer individuals should be suppressed, in higher education, UCU has not published averages for a particular higher education institution (HEI) based on 52 or fewer individuals, in the interests of robust data. In reporting the responses from UCU members in further education colleges (FECs), average data from FECs where there were 52 or fewer respondents are shown with a health warning; average data are not provided for a FEC where there were fewer than 20 respondents. UCU decided to publish FEC averages where there were between 20 and 52 respondents because the staff sizes at FECS tend to be smaller than in HEIs. Where any individual's response to one or more of the survey questions relating to a stressor is missing, then the average stressor for that individual is not calculated.

## The Demands stressor – further education

The Demands stressor measures the respondent's well-being relating to the demands made on them at work.

The FECs, in England, Wales and Northern Ireland, are grouped by score as follows:

**Group A: UCU survey well-being highest 20 / stress level lowest 20**

**Group B: UCU survey average or above average well-being / average or below average stress level**

**Group C: Below UCU survey average well-being / above average stress level**

**Group D: UCU survey well-being lowest 20 / stress level highest 20**

Those with the highest 'well-being' had the lowest stress level relating to workload demands, and vice-versa.

Stressor score range: 1.00 = lowest well-being / highest stress, 5.00 = highest well-being / lowest stress.

Demands range, UCU 2012 survey: FEC highest score 2.93; lowest score 2.01.

Demands: 2012 UCU FE respondents mean average: 2.43; UCU 2008 occupational stress survey mean average: 2.52.

Health and Safety Executive 2008 mean average for British working population <sup>1</sup>: 3.65

The Top and/or Bottom 20 may include more than 20 FECs where there is a tied position.

### Demands – the statements

- 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.

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<sup>1</sup> HSE (2008) Psychosocial Working Conditions in Britain in 2008, pp 26-27. The 'not target' group.

<p><b>DEMANDS STRESSOR – Further Education</b></p> <p><b>All FE college scores for the Demands stressor were below the HSE 2008 average of 3.65. In other words, stress levels were higher in all FECs than the HSE average.</b></p> <p>UCU FE 2012 average = 2.430 (N=6,776)</p> <p>1.00 = lowest well-being (or highest stress), 5.00 = highest well-being (or lowest stress). Within each group, FECs are ranked alphabetically.</p> <p>N= number of respondents. Averages are not shown where there were fewer than 20 respondents at a FEC; averages where there were between 20 and 52 respondents should be treated with caution because of the small sample size.</p>	<p><b>N</b></p>
<p><b>Group A: UCU survey well-being highest 20 / stress level lowest 20 (range of averages: 2.643 to 2.931)</b></p>	
Bournemouth And Poole College	24
Bournville College Of Further Education	29
Brooksby Melton College	27
Cardiff and Vale College	55
Central Sussex College	37
City And Islington College	43
Coleg Menai	43
Furness College	20
Kensington And Chelsea College	51
Leicester College	48
Lewisham College	48
Milton Keynes College	91
Rotherham College Of Arts And Technology	25
South and West Kent College	27
South Devon College	34
South Downs College	41
Suffolk New College	68
Swindon College	22
Westminster Kingsway College	62
Yeovil College	32
<p><b>Group B: UCU survey average or above average well-being / average or below average stress level (range of averages: 2.430 to 2.640)</b></p>	
Bishop Auckland College	23
Blackburn College	73

<b>DEMANDS STRESSOR – Further Education</b>	
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	<b>N</b>
Bromley College Of Further And Higher Education	39
Burnley College	34
Cambridge Regional College	24
City College, Birmingham	26
City Literary Institute (The)	25
City Of Wolverhampton College	42
Colchester Institute	41
Darlington College Of Technology	31
Deeside College	23
Ealing, Hammersmith And West London College	55
Exeter College	45
Filton College	30
Gateshead College	40
Greenwich Community College	33
Harlow College	48
Harrow College	26
Herefordshire College Of Art	21
Hugh Baird College	28
Kingston College	46
Kirklees College	100
Leeds City College	120
Leeds College Of Building	34
Lincoln College	28
Liverpool Community College	72
New College Stamford	24
New College, Nottingham	108
New College, Swindon	34
Northern Regional College (NI)	31
Runshaw College	22

<b>DEMANDS STRESSOR – Further Education</b>	
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	<b>N</b>
Sandwell College	22
Sheffield College	80
Shrewsbury College Of Arts And Technology	29
Solihull College (The)	40
South Birmingham College	41
South Cheshire College	39
South Eastern Regional College (NI)	37
South Nottingham College	78
South West College (NI)	20
Southport College	42
St Helens College	44
Stanmore College	25
Stroud College Of Further Education	22
Telford College Of Arts And Technology	42
Truro & Penwith College	68
Uxbridge College	63
Waltham Forest College	46
Warwickshire College	76
West Nottinghamshire College	42
Wigan And Leigh College	41
York College	31
<b>Group C: Below UCU survey average well-being / above average stress level (range of averages: 2.224 to 2.429)</b>	
Barking College	33
Barnet College	42
Barnfield College	22
Barnsley College	64

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	<b>N</b>
Belfast Metropolitan College	108
Blackpool And The Fylde College	46
Bolton College	65
Bracknell And Wokingham College	22
Bradford College	138
Bridgwater College	41
Brooklands College	32
City College Coventry	63
City College Plymouth	22
City College, Brighton And Hove	20
City of Bristol College	72
City of Sunderland College	79
Coleg Gwent	81
Coleg Llandrillo Cymru	46
Coleg Sir Gar	68
College Of Haringey, Enfield And North East London	58
College Of North West London (The)	25
Cornwall College	66
Derby College	82
Doncaster College	54
Dudley College Of Technology	65
Fareham College	24
Guildford College Of Further And Higher Education	22
Hackney Community College	58
Hopwood Hall College	60
Hull College	59
Isle Of Wight College (The)	20
Loughborough College	31
Mid-Kent College Of Higher And Further Education	36



<b>DEMANDS STRESSOR – Further Education</b>	
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	<b>N</b>
Newcastle College	56
Newcastle-Under-Lyme College	25
North Warwickshire And Hinckley College	35
Northampton College	21
Northumberland College	66
Northwest Regional College (NI)	74
Oxford And Cherwell Valley College	21
Preston College	26
Richmond Upon Thames College	54
South East Essex College Of Further And Higher Education	46
South Thames College	62
Southern Regional College (NI)	104
Southwark College	22
Stafford College	40
Stockport College Of F&He	35
The Manchester College	123
Tower Hamlets College	43
Tresham Institute	35
Wakefield College	46
Walsall College	21
West Suffolk College	24
West Thames College	40
<b>Group D: UCU survey well-being lowest 20 / stress level highest 20 (range of averages: 2.006 to 2.223)</b>	
Birmingham Metropolitan College	44
Canterbury College	38
Chesterfield College	57

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	<b>N</b>
Chichester College Of Arts, Science And Technology	24
City College Norwich	53
College of West Anglia	56
Grimsby Institute of Further and Higher Education	49
Hertford Regional College	26
Knowsley Community College	24
Lambeth College	37
Macclesfield College	28
New College, Durham	39
Oaklands College	52
South Staffordshire College	25
South Tyneside College	67
Stephenson College	21
Stoke-On-Trent College	45
Sussex Coast College Hastings	20
Sussex Downs College	50
Wiltshire College	34

Source: UCU 2012 occupational stress survey

## UCU 2012 occupational stress survey

### Average weekly hours of work in further education

The table shows average weekly hours of work for full-time employees at FE colleges where there were 20 or more respondents to UCU's 2012 stress survey (conducted 16 April to 4 May). Averages where there were between 20 and 52 respondents should be treated with caution because of the small sample size. The FECs are ranked by the proportion of all full-time respondents working more than 50 hours a week. The FECs range from Hertford Regional College, where 50.0% of full-time respondents reported working more than 50 hours a week on average, to Deeside College, where 4.8% of full-time respondents reported working more than 50 hours a week on average. UCU represents academic staff at FECs in England, Wales and Northern Ireland.

<b>Further Education College</b>	<b>% of all full-time respondents working over 40 hours a week</b>	<b>% of all full-time respondents working over 50 hours a week</b>	<b>N</b>
Hertford Regional College	85.0%	50.0%	20
South Tyneside College	87.8%	42.9%	49
Dudley College Of Technology	81.4%	41.9%	43
Richmond Upon Thames College	86.5%	40.5%	37
Cornwall College	76.7%	39.5%	43
Uxbridge College	74.0%	36.0%	50
Exeter College	82.1%	35.7%	28
Newcastle College	70.0%	35.0%	40
Sussex Downs College	76.9%	34.6%	26
City College Coventry	65.7%	34.3%	35
South Devon College	75.0%	33.3%	24
Canterbury College	71.4%	33.3%	21
Bridgwater College	69.7%	33.3%	33
College Of West Anglia (The)	69.7%	33.3%	33
Hopwood Hall College	81.4%	32.6%	43
Wiltshire College	86.4%	31.8%	22
Oaklands College	91.4%	31.4%	35
Macclesfield College	73.9%	30.4%	23
Grimsby Institute of Further and Higher Education	78.8%	30.3%	33
Kingston College	67.5%	30.0%	40
Northwest Regional College (NI)	76.9%	29.2%	65
Stafford College	82.1%	28.6%	28
West Nottinghamshire College	80.0%	28.6%	35
Truro & Penwith College	76.1%	28.3%	46
Coleg Gwent	65.9%	27.3%	44

<b>Further Education College</b>	<b>% of all full-time respondents working over 40 hours a week</b>	<b>% of all full-time respondents working over 50 hours a week</b>	<b>N</b>
City Of Sunderland College	77.1%	27.1%	70
Chesterfield College	83.8%	27.0%	37
Warwickshire College	62.2%	27.0%	37
North Warwickshire And Hinckley College	70.0%	26.7%	30
City Of Bristol College	85.3%	26.5%	34
Coleg Llandrillo Cymru	63.2%	26.3%	38
Northumberland College	64.0%	26.0%	50
Brooklands College	81.5%	25.9%	27
City College Norwich	70.4%	25.9%	27
Kirklees College	73.0%	25.4%	63
South Downs College	87.5%	25.0%	24
South East Essex College Of Further And Higher Education	70.0%	25.0%	40
Wakefield College	75.7%	24.3%	37
Darlington College Of Technology	79.3%	24.1%	29
South Cheshire College	65.5%	24.1%	29
Coleg Sir Gar	78.3%	23.9%	46
City College, Birmingham	71.4%	23.8%	21
Barnfield College	66.7%	23.8%	21
Blackpool And The Fylde College	78.9%	23.7%	38
Westminster Kingsway College	60.5%	23.7%	38
Telford College Of Arts And Technology	80.0%	23.3%	30
Tresham Institute	70.0%	23.3%	30
Gateshead College	66.7%	23.3%	30
Derby College	72.1%	23.0%	61
Doncaster College	73.3%	22.2%	45
Mid-Kent College Of Higher And Further Education	66.7%	22.2%	27
New College, Nottingham	70.6%	22.1%	68
Bradford College	70.8%	21.9%	96
Solihull College (The)	73.9%	21.7%	23
Burnley College	69.6%	21.7%	23
Leeds City College	67.1%	21.4%	70
City Of Wolverhampton College	53.6%	21.4%	28
Sheffield College (The)	66.0%	21.3%	47
Southport College	54.2%	20.8%	24
Loughborough College	85.0%	20.0%	20
New College, Swindon	80.0%	20.0%	20
Yeovil College	80.0%	20.0%	25
New College, Durham	72.0%	20.0%	25

<b>Further Education College</b>	<b>% of all full-time respondents working over 40 hours a week</b>	<b>% of all full-time respondents working over 50 hours a week</b>	<b>N</b>
Stoke-On-Trent College	68.6%	20.0%	35
Central Sussex College	53.3%	20.0%	30
Barnet College	45.0%	20.0%	20
Ealing, Hammersmith And West London College	72.2%	19.4%	36
Harlow College	72.2%	19.4%	36
Tower Hamlets College	52.4%	19.0%	21
Birmingham Metropolitan College	70.3%	18.9%	37
Southern Regional College (NI)	78.8%	18.8%	85
Belfast Metropolitan College	77.5%	18.8%	80
Colchester Institute	59.3%	18.5%	27
College Of Haringey, Enfield And North East London	68.4%	18.4%	38
Hull College	77.3%	18.2%	44
Leicester College	78.6%	17.9%	28
Suffolk New College	60.0%	17.8%	45
Cardiff and Vale College	61.8%	17.6%	34
South Nottingham College	75.0%	17.5%	40
Lambeth College	69.6%	17.4%	23
South and West Kent College	65.2%	17.4%	23
The Manchester College	50.0%	17.2%	64
Waltham Forest College	63.6%	15.2%	33
Harrow College	55.0%	15.0%	20
South Birmingham College	58.8%	14.7%	34
Greenwich Community College	66.7%	14.3%	21
Blackburn College	64.3%	14.3%	56
Northern Regional College (NI)	53.6%	14.3%	28
South Thames College	69.4%	13.9%	36
Wigan And Leigh College	58.6%	13.8%	29
Milton Keynes College	49.3%	13.4%	67
Hugh Baird College	56.5%	13.0%	23
Barnsley College	69.1%	12.7%	55
Liverpool Community College	63.2%	12.3%	57
Hackney Community College	61.0%	12.2%	41
Stockport College Of F&He	76.0%	12.0%	25
Barking College	68.0%	12.0%	25
Bolton College	67.4%	11.6%	43
St Helens College	58.5%	9.8%	41
West Thames College	64.5%	9.7%	31
Coleg Menai	46.9%	9.4%	32

<b>Further Education College</b>	<b>% of all full-time respondents working over 40 hours a week</b>	<b>% of all full-time respondents working over 50 hours a week</b>	<b>N</b>
Leeds College Of Building	77.3%	9.1%	22
City And Islington College	50.0%	8.3%	24
Bournville College Of Further Education	52.0%	8.0%	25
Middlesbrough College	76.9%	7.7%	13
Lewisham College	55.9%	5.9%	34
Kensington And Chelsea College	45.7%	5.7%	35
Deeside College	42.9%	4.8%	21

Source: UCU 2012 occupational stress survey