

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

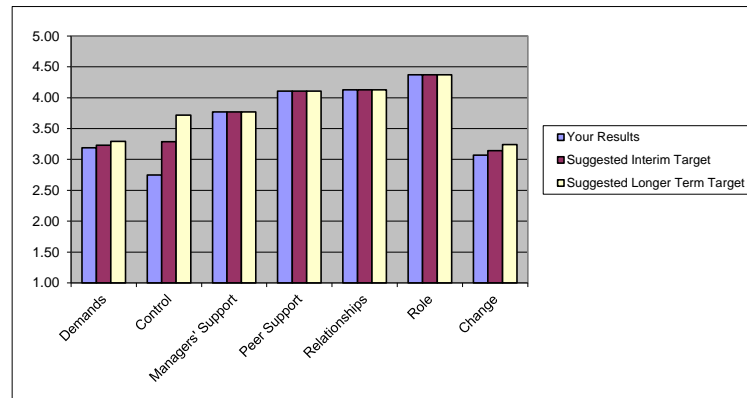
Question	Average
Demands	
3 Different groups at work demand things from me that are hard to combine	3.33
6 I have unachievable deadlines	3.78
9 I have to work very intensively	2.05
12 I have to neglect some tasks because I have too much to do	3.20
16 I am unable to take sufficient breaks	3.33
18 I am pressured to work long hours	3.72
20 I have to work very fast	2.38
22 I have unrealistic time pressures	3.75
Overall	3.19
Control	
2 I can decide when to take a break	1.95
10 I have a say in my own work speed	2.80
15 I have a choice in deciding how I do my work	3.30
19 I have a choice in deciding what I do at work	2.42
25 I have some say over the way I work	3.55
30 My working time can be flexible	2.44
Overall	2.75
Managers' Support	
8 I am given supportive feedback on the work I do	3.43
23 I can rely on my line manager to help me out with a work problem	4.13
29 I can talk to my line manager about something that has upset or annoyed me about work	4.00
33 I am supported through emotionally demanding work	3.50
35 My line manager encourages me at work	3.80
Overall	3.77
Peer Support	
7 If work gets difficult, my colleagues will help me	4.25
24 I get help and support I need from colleagues	4.22
27 I receive the respect at work I deserve from my colleagues	4.00
31 My colleagues are willing to listen to my work-related problems	3.98
Overall	4.11

Question	Average
Relationships	
5 I am subject to personal harassment in the form of unkind words or behaviour	4.58
14 There is friction or anger between colleagues	3.68
21 I am subject to bullying at work	4.65*
34 Relationships at work are strained	3.63
Overall	4.13
75 (7.5%) of the staff who responded report that they are always, often or sometimes bullied.	
Role	
1 I am clear what is expected of me at work	4.30
4 I know how to go about getting my job done	4.53
11 I am clear what my duties and responsibilities are	4.30
13 I am clear about the goals and objectives for my department	4.33
17 I understand how my work fits into the overall aim of the organisation	4.40
Overall	4.37
Change	
26 I have sufficient opportunities to question managers about change at work	3.10
28 Staff are always consulted about change at work	2.88
32 When changes are made at work, I am clear how they will work out in practice	3.23
Overall	3.07

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: Organisational Averages



† Compared with results from 'Organisational Averages' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)