

Stress at Work Survey

The Health and Safety Executive defines stress as ‘the adverse reaction people have to excessive pressures or other types of demands placed on them’.

At Unite the union, we know that stress at work increasingly impacts on people at work to some extent, and therefore would ask you to take 10 minutes to fill out this survey. This will form part of a year-long campaign the union is running to ensure that your organisation has an action plan in place to combat work-related stress.

This survey will form a baseline to understanding what is happening in your workplace, following a recent survey by Unite which showed that 92% of staff working in Not for Profit organisations experienced excessive pressure or stress at work.

Unite will seek to ensure that the identity of respondents is kept anonymous, so we have not asked for personal details.

ABOUT YOU

Name of Employer

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Please ring your answer

Age

<25 25 – 34 35 – 44 45 – 54 55>

Male Female

1. I am aware of a stress at work strategy at work

Yes No

2. Do you feel you are stressed by your work?

Yes No

HOW ARE YOU?

Do you generally suffer from symptoms caused by stress in your workplace? (frequent headaches, depression, anxiety attacks, sleeplessness, indigestion, continual tiredness, or other symptoms)

Yes No

WHAT MAKES YOU STRESSED AT WORK?

(Please mark 1 for low level of stress, 5 for high level of stress)

1. Demands of the job

- | | | | | | |
|-------------------------------------|---|---|---|---|---|
| a. Long working hours | 1 | 2 | 3 | 4 | 5 |
| b. Too much work | 1 | 2 | 3 | 4 | 5 |
| c. Too little work | 1 | 2 | 3 | 4 | 5 |
| d. Repetitive or monotonous work | 1 | 2 | 3 | 4 | 5 |
| e. Insufficient time to do your job | 1 | 2 | 3 | 4 | 5 |
| f. Not enough rest breaks | 1 | 2 | 3 | 4 | 5 |

2. Lack of control

- | | | | | | |
|---|---|---|---|---|---|
| a. Lack of control over work | 1 | 2 | 3 | 4 | 5 |
| b. Unrealistic targets | 1 | 2 | 3 | 4 | 5 |
| c. Pace of the work dictated by others | 1 | 2 | 3 | 4 | 5 |
| d. Deadline which are regularly too tight | 1 | 2 | 3 | 4 | 5 |
| e. Unremitting pressures to perform well | 1 | 2 | 3 | 4 | 5 |
| f. Over-harsh discipline | 1 | 2 | 3 | 4 | 5 |
| g. Too much supervision | 1 | 2 | 3 | 4 | 5 |
| h. Too little supervision | 1 | 2 | 3 | 4 | 5 |
| i. Too little job/task specific training | 1 | 2 | 3 | 4 | 5 |

3. Work-life balance

- a. Inflexible working hours (causing childcare, domestic problems, etc) 1 2 3 4 5
- b. Unsympathetic management 1 2 3 4 5
- c. Unfair pay system 1 2 3 4 5
- d. Failure to recognise achievements 1 2 3 4 5
- e. Skills not being fully utilised 1 2 3 4 5

4. Relationships at work

- a. Bullying, harassment or unwanted behaviour 1 2 3 4 5
- b. Respect as an employee 1 2 3 4 5
- c. Discrimination or prejudice from colleagues or managers 1 2 3 4 5
- d. Risk of violence and abuse from customers or service users 1 2 3 4 5
- e. Working alone 1 2 3 4 5
- f. Lack of communication between colleagues 1 2 3 4 5
- g. Lack of communication between staff and management 1 2 3 4 5

5. Change

- a. Uncertainty about your future 1 2 3 4 5
- b. Lack of job security 1 2 3 4 5
- c. Introduction of new management techniques 1 2 3 4 5
- d. Restructuring 1 2 3 4 5
- e. Lack of consultation over changes 1 2 3 4 5

6. Conflicting roles

- a. Unclear job responsibilities 1 2 3 4 5
- b. Conflicting responsibilities 1 2 3 4 5
- c. Confused demands 1 2 3 4 5

7. Working environment

- a. Overcrowding or cramped work areas 1 2 3 4 5
- b. Untidy or unclean working areas 1 2 3 4 5
- c. Poor facilities 1 2 3 4 5
- d. Badly designed, unsuitable or uncomfortable equipment 1 2 3 4 5

What do you believe are the major causes of your stress at work?

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What do you believe your organisation could do to reduce stress at your workplace?

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I am a Unite member

Yes No

I am a Unite representative

Yes No

I am interested in getting more involved in this campaign

Yes No

I am interested in being a Unite representative

Yes No

(If you are interested in becoming a representative or getting more involved in the campaign, please contact your local representative or contact your Unite local office (details on the Unite website)

If you are interested in joining Unite, please goto **www.unitetheunion.org** to join on line or talk to your local representative.



Thank you for completing the questionnaire. Please return to your representative or stress at work campaign co-ordinator.

RETURN SURVEY TO:

NAME:

CONTACT DETAILS: