

Unite Survey



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Creating Success Through Wellbeing in Higher Education

Unite - Survey

'Creating success through wellbeing in higher education' is a national HEFCE (Higher Education Funding Council) funded project, developed and led by the Universities of Birmingham, Bristol, Derby, Leeds and University College Falmouth. The Universities of Newcastle and Liverpool as also closely involved.

The aim of the project is to explore how investments in staff wellbeing can make HE institutions great places to work, and in turn, help organisations to be more successful. The first phase of this project has been focused on identifying best practice case studies from around the sector and creating opportunities for individuals to come together and share experiences and ideas. We are now working on a proposal for the second phase of work and are very interested in the views of our key stakeholders on what should be included and what the priorities should be.

Please note that the following questionnaire is confidential. The data and its analysis will be approved by Unite before being used by the project. Unite will also have full rights to use the data.

For more information please contact:

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Survey Overview

Number of respondents: 63
Expected number of respondents: 0
Response rate: 0%
Launch date: 27 Mar 2009
Close date: 01 May 2009

Section 1

1. What aspects of the higher education work environment would you include in the staff wellbeing agenda?

Leadership and management:	<input type="checkbox"/>	n/a	42
Health and safety:	<input type="checkbox"/>	n/a	49
Occupational health:	<input type="checkbox"/>	n/a	45
Sport and physical activity:	<input type="checkbox"/>	n/a	26

Health promotion:		n/a	34
Staff development:		n/a	47
Equality and diversity:		n/a	35
Bullying and harassment:		n/a	51
Work load management:		n/a	51
Flexible working (eg. shorter working week):		n/a	43
Benefits package:		n/a	31
Mediation:		n/a	26
Staff social events:		n/a	27
Absence management:		n/a	27
Change management:		n/a	32
Stress management:		n/a	50
Employee communications:		n/a	47
Mentoring and coaching:		n/a	34
Attendance management policies and procedures:		n/a	19
Employee assistance services:		n/a	23
On-site health interventions:		n/a	28
Promotion of, and participation in, national events (eg. No Smoking Day):		n/a	23
Health screening services:		n/a	36
Gym facilities:		n/a	28
Diet/nutrition/catering provision:		n/a	25
Long-term disability/group income		n/a	31

protection/early retirement/ill health cover:			
Staff counseling: 🗳️		n/a	46
Chaplaincy: 🗳️		n/a	16
Other (please specify): 🗳️		n/a	13

"lighter" level staff counseling (I once enquired about this and I got the impression you almost had to be contemplating suicide before this service was appropriate) approach

A change to management that is corrupt. Being told by your manager why you were overlooked for performance awards year on year was due to others higher up the tree!!(Hay)

An end to the discrimination of staff who are not graduates but who have 30 years' experience in various departments and are now prevented from applying from even a grade 6 post because the criteria has been changed through HERA. Personally, I was seconded to a grade 5 (then upgraded to a 6 after HERA) for 11 years and now through redeployment am sitting in a grade 4 post waiting to be offered grade 5s. All I've been offered are technical posts which neither interest me or would make use of my experience, yet there have been several grade 6 jobs I could have done but was not eligible to apply for.

Car park facilities

childcare provision

Determining "reasonable adjustments" for disabled staff.

Gender I D

Globalisation Environment & recycling Be self-sufficient: food, clothes, energy

I seem to have ticked nearly all of them.

I would include access to advice and details on availability of the un-ticked items, ie sport, fitness, health and social events etc.


management!!!

management!!!!

UK spelling lessons for survey writers, and additional counselling sessions!

2. Does your institution provide data to trade union reps on:

2.a. Bullying and harassment level?

Yes:		22.2%	10
No:		77.8%	35

2.b. Stress levels?

Yes:		21.7%	10
No:		78.3%	36

3. Are willing to share this information?

Yes:		66.7%	8
No:		33.3%	4

3.a. If yes, please can you give the name of your institution:

Do not know if allowed.
University of Leeds
University of Leeds
UNIVERSITY OF LEICESTER
university of limerick
University of Ulster

4. What are the biggest challenges to staff wellbeing in higher education which you would like to see the project prioritise? (please rank from 1-5, 1 being the most important)
4.a. Priority 1 -- Please write your responses in the boxes below
A lack of fair play
Adequate staff support to the section of work I do, in having enough similar staff.
Bullying
bullying & harassment
Bullying and harassment
career progression
Change management
Employee communication
Employee communication
Employee communications
feeling valued instead of being told that there isn't enough money and your job is at risk.
Getting the job done when noone wants to take responsibility
Health and Safety not just being a box ticking and badge collecting exercise and really taken seriously.
Health Screening
Health screening service
Job security
job security
Job uncertainty
Lack of communication
Lack of good management that is monitored adequately to ensure lack of bias/corruption
lack of information on current staff wellbeing status
Lower class sizes to technician ratio

Management of short term contracts
Management to take greater interest in day to day staff objectives
Open discussion from top to bottom cleaners included instead being directed
perception that PRP is related to working additional hours rather than qualitatively.
poor management of staff which causes many staff problems
Poor management skills
Proper training of Line managers on procedures and processes, to ensure equality of treatment of staff
sickness procedures (same for all employees)
Staff development
Staff training & development of careers.
stopping unfair treatment by some supervisors and managers and favoritism towards others and other trades.
Stress
stress management
Sufficient staff to carry out the required workload, allowing for holidays and sickness.
Uncertainty
Work load management
work load management/planning
workload
workload induced stress
workload management
workload management
Workloads
4.b. Priority 2 -- Please write your responses in the boxes below

Adequate facilities to ensure the tasks are achievable.
all members of staff being treated the same by management
Attitude alteration to see staff as real people and not 'a resource' to be done with as you please
bullying and harassment
Change
change
change management
dis-courtesy from people in middle/low management
Far too many senior staff earning huge salaries and yet being carried by support staff
flexible working
Flexible working
Gym Facilities
Health and safety
Health and Safety
Health screening especially of staff working in high risk areas ie labs
health screening service
Human Resources able to set realistic policies and then ensure they are adhered to
Implement the above
Increase in use of Human Resources to "cloud" staffing decisions.
Increased work load
Lack of coordinated planning
managers who know something about our jobs
More administrative help for Lecturers, their attendance in lectures suffers because they have too much administration. The technicians are left to take up the slack.
poor and inflexible management (& management systems)
Positive actions resulting from consultation with front line staff, to improve institutional effectiveness - not centralisation with pseudo-efficiency gains as in the

computerised ordering system which is worse for the front line staff.
Promotion and advancement (staff development) not just being a 'paper exercise'.
Proper Communication
recognising there is a problem & changing the above managment practices
repetitive work
Staff development
Staff Development
staff development/planning
Staff wellbeing. Occupational health.
Stress
Stress
Stress
Stress counseling
stress management
strong management to identify needs
training for all staff
work load management
workloads/deadlines and balance at peak times
Would think we all worked for same company
4.c. Priority 3 -- Please write your responses in the boxes below
A focus on equality of treatment of all members of staff
adequate staffing levels to ensure work load set is achievable to an acceptable standard
Adequate training.

Be self-sufficient in energy and food grown on our extensive grounds
Bullying and harassment
Bullying and Harassment
Cessation of the bourgeoning of financial, admin and personnel department staff at the expense of front line technical and teaching staff
Closer monitoring and help regarding bullying and harassment.
Communications
Equality
equality & diversity
equity with other staff
facilities, particularly catering close when students away but staff expected to work.
Fairness (treating all equally)
flexible retirement
Flexible working
giving duty of care to all staff not just lip service
good administrative support
health and safety
health and safety
health promotion
managers who manage people and workloads
managing increasing workloads
not enough exercise
Occupational Health
On Site Health
onsite health interventions
Physio

recognition of a persons ability
Recognition of work (non Academic)
Security
staff development
Staff development
stress
Stress management especially in the current financial climate where resources are short which can lead to staff not getting what they need to complete their jobs and can cause issues with some managers.
The Academic/ support staff divide
work load
Work load issues
workload
Workload management
4.d. Priority 4 -- Please write your responses in the boxes below
A management that is more supportive with a greater understanding on the issues in my sphere of work.
Benefits package
Better pay for technical staff
communication
Communication is improved so that all staff are part of the team, not just senior management
Employee communications
Equality and Diversity
equality of work hours for all
Flexible working for staff with children on all levels within the staff structure.
gaining back workers trust in the unions & management missusing the greivance procedure to cover up bad management & protecting poor supervisors & bullying

management
Have everyone who is able cycle or walk to work from 8 miles around
health and safety issues
health education
health screening
hours to be flexiable
improved working conditions
Lack of support
Leadership & Management
low status of support staff
Management communication
Mentoring and coaching, more staff especially those who have experience in it to pass on skills to other workers in the ir line of work especially if management are not actively involved.
Not enough training to complete the job
Pooling and movement of staff and resultant loss of identity
salary protection
sport & physical activity
staff development
Staff Social events:
unwillingness to work with Unions
Work load management
Workload management
workload too high
4.e. Priority 5 -- Please write your responses in the boxes below

A choice of paid overtime rather than expected time in lue
better leadership
Bulling
classess ie. pilates/yoga
diet
Equality & Diversity
Fair car parking options. Not just 'free passes' for the senior management, non car sharing levels.
Flexible Working
Have staff and students to mix through games or doing exercises to improve our staff relations
Health & Safety rules to be perceived as a positive step towards individual well being, not as problems to be hidden and ignored.
Health Promotions
Health screening
Health screening services
Inequality of Treatment
Lack of training at all levels from inhouse to national level
Leadership
Leadership and management
Long-term disability/group income protection/early retirement/ill health cover
low pay
proper job descriptions
sports provision
staff counselling
stopping the sweep it under the carpet attitude of the human resources,unions & the establishment
Stress management
Those with change management experience should be utilised and supported better and pass on skills to othere swho have not been through change processes.

5. Do you have any further final comments?
A good web site to promote all this
As a practising manager and also a chemist would be willing to pass on skills that I have.
better pass . . .
convincing management to adhere to the policies they sign up for
I have come across cases where people are promoted not on ability but on their willingness to carry out 'dirty work' for the management
I've worked here for nearly 40 years and things don't get any better!
It possibly shouldnt have been a suprise but when the 35 hour working week was introduced the break times for support staff were reduced to 10 minutes. This seemed to me to be an anti wellbeing initiative.
Q3 - I don't know so can't answer
The conditions I endure at work placed me on the verge of suicide and it is only because of the fantastic services of Staff Counselling that saw me survive.
Universities need to show the way in environemnt matters at every level, not just pretend.