

## 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
<b>Demands</b>	
3 Different groups at work demand things from me that are hard to combine	2.00
6 I have unachievable deadlines	2.00
9 I have to work very intensively	2.00
12 I have to neglect some tasks because I have too much to do	2.00
16 I am unable to take sufficient breaks	1.00
18 I am pressured to work long hours	1.00
20 I have to work very fast	2.00
22 I have unrealistic time pressures	1.00
<b>Overall</b>	<b>1.63</b>

Question	Average
<b>Control</b>	
2 I can decide when to take a break	1.00
10 I have a say in my own work speed	1.00
15 I have a choice in deciding how I do my work	2.00
19 I have a choice in deciding what I do at work	2.00
25 I have some say over the way I work	2.00
30 My working time can be flexible	2.00
<b>Overall</b>	<b>1.67</b>

Question	Average
<b>Managers' Support</b>	
8 I am given supportive feedback on the work I do	2.00
23 I can rely on my line manager to help me out with a work problem	1.00
29 I can talk to my line manager about something that has upset or annoyed me about work	1.00
33 I am supported through emotionally demanding work	2.00
35 My line manager encourages me at work	1.00
<b>Overall</b>	<b>1.40</b>

Question	Average
<b>Peer Support</b>	
7 If work gets difficult, my colleagues will help me	3.00
24 I get help and support I need from colleagues	4.00
27 I receive the respect at work I deserve from my colleagues	2.00
31 My colleagues are willing to listen to my work-related problems	3.00
<b>Overall</b>	<b>3.00</b>

Question	Average
<b>Relationships</b>	
5 I am subject to personal harassment in the form of unkind words or behaviour	2.00
14 There is friction or anger between colleagues	2.00
21 I am subject to bullying at work	2.00 *
34 Relationships at work are strained	1.00
<b>Overall</b>	<b>1.75</b>

Question	Average
<b>Role</b>	
1 I am clear what is expected of me at work	3.00
4 I know how to go about getting my job done	4.00
11 I am clear what my duties and responsibilities are	5.00
13 I am clear about the goals and objectives for my department	3.00
17 I understand how my work fits into the overall aim of the organisation	4.00
<b>Overall</b>	<b>3.80</b>

Question	Average
<b>Change</b>	
26 I have sufficient opportunities to question managers about change at work	1.00
28 Staff are always consulted about change at work	1.00
32 When changes are made at work, I am clear how they will work out in practice	2.00
<b>Overall</b>	<b>1.33</b>

**Key**

- Doing very well - need to maintain performance. Represents those at, above or close to the 80th percentile<sup>†</sup>
- Good, but need for improvement. Represents those better than average but not at, above or close to the 80th percentile<sup>†</sup>
- Clear need for improvement. Represents those better than average but not at, below or close to the 20th percentile<sup>†</sup>
- Urgent action needed. Represents those at, below or close to the 20th percentile<sup>†</sup>

