

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

Stressor	Question	Average
Demands	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	2.00
	18 I am pressured to work long hours	2.00
	20 I have to work very fast	2.00
Overall	2.00	
Control	2 I can decide when to take a break	2.00
	10 I have a say in my own work speed	3.00
	15 I have a choice in deciding how I do my work	4.00
	19 I have a choice in deciding what I do at work	3.00
	25 I have some say over the way I work	4.00
	30 My working time can be flexible	2.00
Overall	3.00	
Managers' Support	8 I am given supportive feedback on the work I do	3.00
	23 I can rely on my line manager to help me out with a work problem	3.00
	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	3.00
	35 My line manager encourages me at work	3.00
Overall	3.20	
Peer Support	7 If work gets difficult, my colleagues will help me	4.00
	24 I get help and support I need from colleagues	4.00
	27 I receive the respect at work I deserve from my colleagues	4.00
	31 My colleagues are willing to listen to my work-related problems	4.00
	Overall	4.00

Stressor	Question	Average
Relationships	5 I am subject to personal harassment in the form of unkind words or behaviour	3.00
	14 There is friction or anger between colleagues	2.00
	21 I am subject to bullying at work	4.00
	34 Relationships at work are strained	2.00
Overall	2.75	
Role	1 I am clear what is expected of me at work	4.00
	4 I know how to go about getting my job done	3.00
	11 I am clear what my duties and responsibilities are	4.00
	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	3.00
Overall	3.40	
Change	26 I have sufficient opportunities to question managers about change at work	3.00
	28 Staff are always consulted about change at work	2.00
	32 When changes are made at work, I am clear how they will work out in practice	2.00
	Overall	2.33

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 better than average but not at, below or close to the 20th percentile[†]
- Urgent action needed. Represents those at, below or close to the 20th percentile[†]

