

# HSE INDICATOR TOOL FOR WORK RELATED STRESS

	Never	Seldom	Sometimes	Often	Always
1 I am clear what is expected of me at work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2 I can decide when to take a break	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3 Different groups at work demand things from me that are hard to combine	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
4 I know how to go about getting my job done	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
5 I am subject to personal harassment in the form of unkind words or behaviour	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
6 I have unachievable deadlines	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
7 If work gets difficult, my colleagues will help me	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8 I am given supportive feedback on the work I do	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
9 I have to work very intensively	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
10 I have a say in my own work speed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
11 I am clear what my duties and responsibilities are	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
12 I have to neglect some tasks because I have too much to do	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
13 I am clear about the goals and objectives for my department	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
14 There is friction or anger between colleagues	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
15 I have a choice in deciding how I do my work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
16 I am unable to take sufficient breaks	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
17 I understand how my work fits into the overall aim of the organisation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
18 I am pressured to work long hours	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
19 I have a choice in deciding what I do at work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
20 I have to work very fast	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

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|----|---|---|--|---|-------------------------------------|--|
| 21 | I am subject to bullying at work  | Never<br><input type="checkbox"/> 5             | Seldom<br><input type="checkbox"/> 4   | Sometimes<br><input type="checkbox"/> 3 | Often<br><input type="checkbox"/> 2 | Always<br><input type="checkbox"/> 1         |
| 22 | I have unrealistic time pressures   | Never<br><input type="checkbox"/> 5             | Seldom<br><input type="checkbox"/> 4   | Sometimes<br><input type="checkbox"/> 3 | Often<br><input type="checkbox"/> 2 | Always<br><input type="checkbox"/> 1         |
| 23 | I can rely on my line manager to help me out with a work problem                      | Never<br><input type="checkbox"/> 1             | Seldom<br><input type="checkbox"/> 2   | Sometimes<br><input type="checkbox"/> 3 | Often<br><input type="checkbox"/> 4 | Always<br><input type="checkbox"/> 5         |
| 24 | I get help and support I need from colleagues   | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 25 | I have some say over the way I work   | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 26 | I have sufficient opportunities to question managers about change at work             | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 27 | I receive the respect at work I deserve from my colleagues                            | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 28 | Staff are always consulted about change at work                                       | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 29 | I can talk to my line manager about something that has upset or annoyed me about work | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 30 | My working time can be flexible   | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 31 | My colleagues are willing to listen to my work-related problems                       | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 32 | When changes are made at work, I am clear how they will work out in practice          | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 33 | I am supported through emotionally demanding work                                     | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |
| 34 | Relationships at work are strained  | Strongly disagree<br><input type="checkbox"/> 5 | Disagree<br><input type="checkbox"/> 4 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 2 | Strongly agree<br><input type="checkbox"/> 1 |
| 35 | My line manager encourages me at work   | Strongly disagree<br><input type="checkbox"/> 1 | Disagree<br><input type="checkbox"/> 2 | Neutral<br><input type="checkbox"/> 3   | Agree<br><input type="checkbox"/> 4 | Strongly agree<br><input type="checkbox"/> 5 |

**Thank you for completing the questionnaire.**