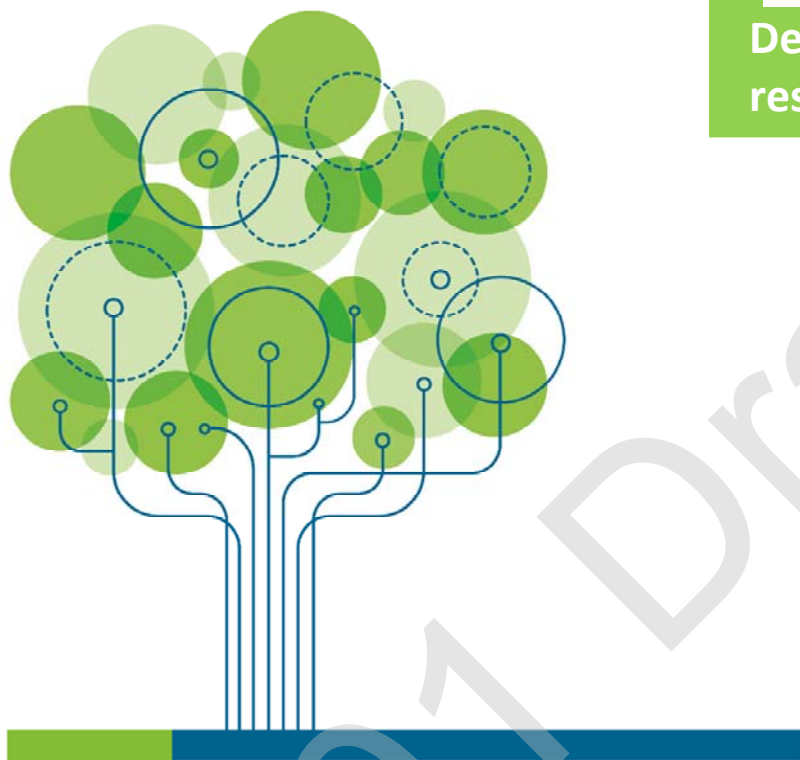


**Workplace Stress Report**  
Delivering quality survey,  
research and analysis solutions



**The University of Manchester**  
**Faculty by Academic/Research/Professional Services Staff Groups**  
Staff Survey 2019

July 2019

Project Number: 8383

**The University of Manchester Internal Use Only**

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## Review of Potential Work-Related Stressors for The University of Manchester

### Introduction

Legally all organisations have a duty to reduce the effects of work-related stress and undertake adequate priority assessments (Health and Safety at Work 1974; Management of Health and Safety at work Regulations 1992) (amended 1999).

#### What is stress?

The Health and Safety Executive (HSE) defines work related stress as ‘a harmful reaction that people have to undue pressures and demands placed on them at work’. This makes an important distinction between pressure, which can be positive if managed correctly, and stress which can be detrimental to health.

#### Context

- In UCU’s survey<sup>1</sup> of work-related stress in 2014, the proportion of respondents from higher education who agreed or strongly agreed that they find their job stressful increased from 72% in 2012 to 79%.
- The CIPD’s Absence Management Annual Survey 2016<sup>2</sup> revealed the median annual absence cost per employee is £522. It notes, however, that costs remain considerably higher in the public sector (£835).
- The HSE’s 2018 analysis<sup>3</sup> of the Labour Force Survey estimates that there were 595,000 cases of work related stress, anxiety or depression. Stress accounted for around 15.4 million lost working days per year (an average of 25.8 days lost per case).
- The CIPD’s Health and Well-being at Work Survey 2018<sup>4</sup> revealed that stress is in the top three causes of long-term absence. Around 37% of all organisations who took part in the survey report that stress related absence has increased. Of the private sector organisations, a third (34%) report an increase compared with 48% of public sector organisations.

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<sup>1</sup> Kinman, G and Wray, S (2014) UCU Survey of work-related stress 2014 – summary of findings, Nov 14

<sup>2</sup> CIPD Absence Management 2016: Annual survey report, CIPD and Simply Health. This document is available from <https://www.cipd.co.uk/knowledge/fundamentals/relations/absence/absence-management-surveys>

<sup>3</sup> Work Related Stress, Depression or Anxiety Statistics in Great Britain 2018. This document is available from <http://www.hse.gov.uk/statistics/causdis/stress.pdf>

<sup>4</sup> Health and Well-being at Work Survey 2018, CIPD and Simply Health. Documents are available from <https://www.cipd.co.uk/knowledge/culture/well-being/health-well-being-work>

## Health and Safety Executive - Management Standards

The HSE Management Standards and supporting processes are designed to:

- Help simplify priority assessment for stress
- Encourage employers, employees and their representatives to work in partnership to address work-related stress throughout the organisation
- Provide the yardstick by which organisations can gauge their performance in tackling the key causes of stress.

The Management Standards define the characteristics, or culture, of an organisation where stress is being managed effectively.

The Management Standards cover six key areas of work design that, if not properly managed, are associated with poor health and wellbeing, lower productivity and increased sickness absence. In other words, the six Management Standards cover the primary sources of stress at work. These are:

1. **Demands** – such as workload, work patterns and the work environment
2. **Control** – such as how much say the person has in the way they do their work
3. **Support** – such as the encouragement, sponsorship and resources provided by the organisation, line management and colleagues
4. **Relationships** – such as promoting positive working to avoid conflict and dealing with unacceptable behaviour
5. **Role** – such as whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles
6. **Change** – such as how organisational change (large or small) is managed and communicated in the organisation.

Employers have a sense of duty to ensure that priorities arising from work activity are properly controlled. The Management Standards approach helps employers work with their employees and representatives to undertake priority assessments for stress.

### How can performance be assessed against the Management Standards?

The HSE suggests that surveys can be utilised to provide information for assessment, by one or all of the following:

- Analysing existing information such as sickness absence, staff turnover data or any surveys that have been undertaken to get the views of employees.
- Using the HSE stress audit tool to give an indication of performance against the standards.
- Incorporating workplace stress questions into a broader Employee Engagement Survey. Data collected in this way within a broad range of subjects ensures that information is not 'skewed', i.e. staff who are both stressed and not stressed will have responded.

## About this Report and the HSE Benchmarking

The Workplace Stress report produced for the University is based on the data taken from the 2019 Staff Survey, relating to the six HSE management standards.

To assist organisations in undertaking an audit, the HSE designed and tested a survey questionnaire which they then piloted with a number of organisations. Analysis was done on this data which included statistical tests of validity and reliability, which resulted in a generic audit tool for measuring stress (i.e. a questionnaire and spreadsheet for data entry), and a benchmarking tool that would identify where organisations fell into one of 4 categories – namely red, orange, blue and green. For example, a score generating the colour red would indicate the score was in the bottom 20% of the benchmarking group, and should be considered a high priority for improvement, as 80% of other organisations had scores that were much better.

Questions have been developed by survey providers to measure the HSE management standards, and broadly replicate the questions from the original HSE audit questionnaire.

The stress reports provided by Capita are designed to assist organisations during their HSE visits, and are formatted in the same way that the HSE benchmark tool would present data, using the colour coding to identify priorities.

Where questions have been included that are directly linked to the HSE questionnaire, we have adopted their scoring system. For example, the question on harassment and bullying requires an absolute score of 5.0 in the HSE management standards, i.e. an organisation would automatically fall into the 'red' if they have just one respondent who identifies themselves as being harassed or bullied. In practice it is very hard to avoid a 'red'. However, the HSE view on this in particular, is that harassment and bullying is unacceptable and should be eradicated completely. Capita have therefore adopted this approach to analysing and displaying the score for harassment and bullying as a 'red' indicator.

Some of the other questions have different levels, for instance 'support from colleagues' must have a much higher score to be a 'green' than 'support from managers'. In summary the HSE research found these levels should be different because individuals have more contact with their colleagues than their managers, and therefore their interaction has a bigger effect on an individual's stress level. These levels are also replicated in our reports.

Any questions incorporated into the survey that were not included in the original HSE audit questionnaire, have been subjected to the generic scores used by the HSE using their colour formatting. This means that organisations benefit from having questions that are relevant to a higher proportion of staff in the organisation, while replicating the approach used by the HSE. Capita reports have been used successfully for HSE visits in a large number of organisations. Capita has considered whether it would be useful to use their own benchmark data for these reports as it is much more robust than the HSE data, however, client feedback so far has been for us to continue to use the published HSE colour thresholds, as they feel it is more acceptable for their HSE visits and audits.

## Presenting the Data

Using data for the University from relevant questions in the Staff Survey, this report gives an overview of work-related stress across the organisation, to give it both a benchmark and a starting point for action.

Within this report there is a section for each of the six Management Standards. The section of Support is split into two sub sections: Manager Support and Peer Support.

Each section details the University score for every question relating to that Standard. The score is colour coded to the appropriate Health and Safety Executive priority level, e.g. **red** indicates that the organisation is in the bottom 20% of HSE organisations and is considered a high priority area; **green** indicates that you are in the highest 20% of HSE organisations and are considered low priority. This information is also supplied as a colour coded look up table in the Appendix for the organisation as a whole and by areas of work.

<b>HSE High Priority Level</b>	<b>HSE Medium Priority Level</b>	<b>HSE Low Priority Level</b>	<b>HSE Zero Priority Level</b>
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The requirements for each Health and Safety Executive priority level are given in the tables for each section and in the Appendix. These requirements detail the range that the data must lie in for each of the priority levels. A key to the symbols used is detailed in the following table:

### Key to symbols used in describing requirements for HSE priority levels

Symbol	Meaning
<	Less than
<=	Less than or equal to
>	More than
>=	More than or equal to

Percentages are also shown for each question; these figures are used as a benchmark by which to identify groups within the University where there is need for most improvement. Improvement within groups should lead to an improvement in the overall organisation score.

Please note that the series of questions for Q8-11 relating to workplace stress are included in the University-level data in the tables and charts at the beginning of each section, but are excluded from the detailed area of work scores as the numbers of respondents are too small for the scores to be reliable indicators.

## Key Findings

### High Priority Level

The University falls into what can be considered the High Priority level for the following Management Standards and questions:

#### Relationships

- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflict with managers
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflict with colleagues / team members
- Do you believe you are currently being harassed or bullied at work?

### Medium Priority Level

The University falls into the Medium Priority level for the following Management Standards and questions:

#### Demands

- I am unable to handle all the conflicting demands on my time at work

#### Control

- I am able to take regular breaks on most days

#### Manager Support

- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient staff

#### Peer Support

- I am satisfied with the support I get from my work colleagues
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of support from colleagues

#### Relationships

- Relationships at work are strained

#### Role

- I have a clear understanding about my role within the University
- I have a clear understanding about what I am expected to achieve in my job
- I have a clear understanding about expected standards of performance
- I have a clear understanding about expected standards of behaviour

### Role (continued)



- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Unclear role
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient training / development

**Change**

- My immediate line manager involves me in decisions that affect me or my area of work
- I am consulted about changes that affect my team / School / Directorate

**Low Priority Level**

The University falls into the Low Priority level for the following Management Standards and questions:

**Demands**

- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient resources (other than staff)
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: My workload

**Control**

- I can decide on my own how to go about doing my work
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of autonomy / independence (i.e. personal freedom to make decisions)
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflicting instructions

**Manager Support**

- I am satisfied with the support I get from my immediate manager
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Unconstructive feedback
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Too much autonomy / independence
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient feedback
- People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of support from manager

### Change

- Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Organisational change

### Zero Priority Level

The University does not fall into the Zero Priority level for any of the Management Standards and questions.

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## Areas for Improvement

Thirteen stress factors were measured within the questionnaire (excluding the 15 questions relating to causes of workplace stress). The following tables show which areas of work and associated staff groups (shown in descending order of frequency) appeared at the highest frequencies in relation to these stress factors, and should therefore be considered high priority groups for improvements. Note that for the purposes of calculation, only factors scored below the University average which were categorised as high (red) and medium (orange) priority have been taken into consideration.

Academic Staff	Number of stress factors
Alliance Manchester Business School and Academic	12
Division of Neuroscience & Experimental Psychology and Academic	12
Division of Population Health, Health Services Research and Primary Care and Academic	12
Faculty of Humanities and Academic	12
School of Arts Languages and Cultures and Academic	12
School of Biological Sciences and Academic	12
School of Chemistry and Academic	12
School of Computer Science and Academic	12
School of Law and Academic	12
School of Social Sciences and Academic	11
Division of Developmental Biology & Medicine and Academic	10
Division of Evolution & Genomic Sciences and Academic	10
Division of Infection Immunity and Respiratory Medicine and Academic	10
Faculty of Science and Engineering and Academic	10
School of Mechanical Aerospace & Civil Engineering and Academic	10
Division of Cardiovascular Sciences and Academic	9
Division of Diabetes Endocrinology and Gastroenterology and Academic	9
Division of Molecular & Cellular Function and Academic	9
School of Mathematics and Academic	9
Division of Cancer Sciences and Academic	8
Division of Cell Matrix Biology & Regenerative Medicine and Academic	8
Division of Pharmacy and Optometry and Academic	8
Faculty of Biology, Medicine and Health and Academic	8
School of Electrical and Electronic Engineering and Academic	8
School of Medical Sciences and Academic	8
School of Physics and Astronomy and Academic	8
Division of Medical Education (inc. CHSTM) and Academic	7
School of Environment Education & Development and Academic	7
School of Materials and Academic	7
School of Chemical Engineering and Analytical Science and Academic	6
School of Earth & Environmental Sciences and Academic	6
School of Health Sciences and Academic	6
Division of Nursing Midwifery & Social Work and Academic	5
Division of Musculoskeletal and Dermatological Sciences and Academic	4
Division of Psychology and Mental Health and Academic	4
Division of Human Communication Development and Hearing and Academic	3
Division of Dentistry and Academic	1
Division of Informatics Imaging and Data Sciences and Academic	1

Research Staff	Number of stress factors
School of Earth & Environmental Sciences and Research	10
Division of Molecular & Cellular Function and Research	9
Division of Pharmacy and Optometry and Research	8
Cancer Research UK Manchester Institute and Research	7
Division of Informatics Imaging and Data Sciences and Research	7
School of Materials and Research	7
Alliance Manchester Business School and Research	6
Division of Cancer Sciences and Research	6
Division of Population Health, Health Services Research and Primary Care and Research	6
School of Mathematics and Research	6
School of Environment Education & Development and Research	5
Division of Developmental Biology & Medicine and Research	4
Division of Human Communication Development and Hearing and Research	4
Division of Infection Immunity and Respiratory Medicine and Research	4
Faculty of Humanities and Research	4
School of Health Sciences and Research	4
Division of Musculoskeletal and Dermatological Sciences and Research	3
School of Mechanical Aerospace & Civil Engineering and Research	3
School of Social Sciences and Research	3
Division of Evolution & Genomic Sciences and Research	2
Division of Neuroscience & Experimental Psychology and Research	2
Division of Psychology and Mental Health and Research	2
Faculty of Biology, Medicine and Health and Research	2
School of Arts Languages and Cultures and Research	2
School of Biological Sciences and Research	2
School of Chemical Engineering and Analytical Science and Research	2
School of Computer Science and Research	2
School of Electrical and Electronic Engineering and Research	2
School of Medical Sciences and Research	2
Division of Cardiovascular Sciences and Research	1
Division of Cell Matrix Biology & Regenerative Medicine and Research	1
Division of Diabetes Endocrinology and Gastroenterology and Research	1
Division of Nursing Midwifery & Social Work and Research	1
Faculty of Science and Engineering and Research	1
School of Physics and Astronomy and Research	1

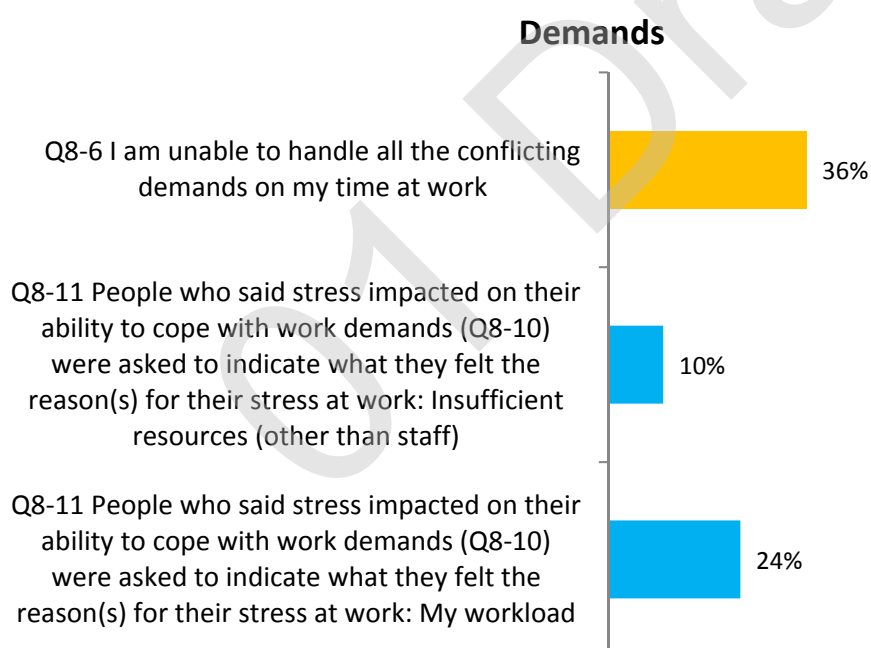
<b>Professional Services Staff</b>	<b>Number of stress factors</b>
School of Law and Professional Services	11
School of Materials and Professional Services	10
Research Institutes and Professional Services	9
School of Computer Science and Professional Services	9
SHS School Office and Professional Services	9
SMS School Office and Professional Services	9
Faculty Office - Humanities and Professional Services	8
School of Electrical and Electronic Engineering and Professional Services	7
Division of Dentistry and Professional Services	6
BMH Faculty Office and Professional Services	5
Division of Population Health, Health Services Research and Primary Care and Professional Services	5
Division of Psychology and Mental Health and Professional Services	5
School of Chemistry and Professional Services	5
School of Physics and Astronomy and Professional Services	5
Alliance Manchester Business School and Professional Services	4
School of Earth & Environmental Sciences and Professional Services	4
Faculty of Science and Engineering and Professional Services	3
School of Mechanical Aerospace & Civil Engineering and Professional Services	3
Cancer Research UK Manchester Institute and Professional Services	2
Division of Informatics Imaging and Data Sciences and Professional Services	2
Division of Medical Education (inc. CHSTM) and Professional Services	2
Faculty Office - Science and Engineering and Professional Services	2
SBS School Office and Professional Services	2
School of Arts Languages and Cultures and Professional Services	2
School of Environment Education & Development and Professional Services	2
School of Mathematics and Professional Services	2
School of Social Sciences and Professional Services	2
Division of Nursing Midwifery & Social Work and Professional Services	1
Division of Pharmacy and Optometry and Professional Services	1
Faculty of Biology, Medicine and Health and Professional Services	1
Faculty of Humanities and Professional Services	1
School of Health Sciences and Professional Services	1
School of Medical Sciences and Professional Services	1

## Section 1 – Demands

Using the Health and Safety Executive's calculations, the University's data can be analysed to show the priority level for each question relating to demands. As can be seen from the table below, one question falls into the medium priority category, and two fall into the low priority category.

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score*	2017 Score
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	3.31
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient resources (other than staff)	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.62	4.68
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: My workload	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.05	4.18

\* The lower the score, the greater the priority factor.



Using scores for the questions relating to demands, it can be identified where most improvement in the University can be made.

Please note that the series of questions for Q8-11 relating to workplace stress are included in the University-level data in the tables and charts at the beginning of each section, but are excluded from the detailed area of work scores as the numbers of respondents are too small for the scores to be reliable indicators.

**Q8-6 I am unable to handle all the conflicting demands on my time at work**

Around 36% of all University respondents said they are unable to handle all the conflicting demands on their time at work. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

<b>Academic Group</b>	<b>Score</b>
Division of Diabetes Endocrinology and Gastroenterology and Academic	<b>2.07</b>
School of Arts Languages and Cultures and Academic	<b>2.35</b>
Division of Psychology and Mental Health and Academic	<b>2.37</b>
School of Computer Science and Academic	<b>2.40</b>
Division of Cell Matrix Biology & Regenerative Medicine and Academic	<b>2.44</b>
Division of Cancer Sciences and Academic	<b>2.45</b>
School of Law and Academic	<b>2.45</b>
Division of Molecular & Cellular Function and Academic	<b>2.47</b>
Division of Human Communication Development and Hearing and Academic	<b>2.50</b>
Division of Developmental Biology & Medicine and Academic	<b>2.51</b>
Division of Pharmacy and Optometry and Academic	<b>2.51</b>
School of Chemistry and Academic	<b>2.54</b>
Division of Infection Immunity and Respiratory Medicine and Academic	<b>2.57</b>
School of Biological Sciences and Academic	<b>2.57</b>
School of Chemical Engineering and Analytical Science and Academic	<b>2.57</b>
Division of Evolution & Genomic Sciences and Academic	<b>2.58</b>
Division of Neuroscience & Experimental Psychology and Academic	<b>2.62</b>
Faculty of Humanities and Academic	<b>2.63</b>
Alliance Manchester Business School and Academic	<b>2.64</b>
Division of Population Health, Health Services Research and Primary Care and Academic	<b>2.64</b>
School of Physics and Astronomy and Academic	<b>2.70</b>
Division of Musculoskeletal and Dermatological Sciences and Academic	<b>2.72</b>
<b>University Score</b>	<b>3.31</b>

<b>Research Group</b>	<b>Score</b>
School of Earth & Environmental Sciences and Research	<b>2.86</b>
Division of Molecular & Cellular Function and Research	<b>2.87</b>
Division of Developmental Biology & Medicine and Research	<b>2.93</b>
Division of Human Communication Development and Hearing and Research	<b>3.15</b>
Division of Informatics Imaging and Data Sciences and Research	<b>3.21</b>
School of Materials and Research	<b>3.21</b>
Division of Neuroscience & Experimental Psychology and Research	<b>3.22</b>
School of Arts Languages and Cultures and Research	<b>3.22</b>
School of Physics and Astronomy and Research	<b>3.26</b>
Alliance Manchester Business School and Research	<b>3.28</b>
Division of Musculoskeletal and Dermatological Sciences and Research	<b>3.30</b>
<b>University Score</b>	<b>3.31</b>

Professional Services Group	Score
School of Law and Professional Services	3.06
School of Computer Science and Professional Services	3.13
SMS School Office and Professional Services	3.22
Division of Pharmacy and Optometry and Professional Services	3.29
University Score	3.31

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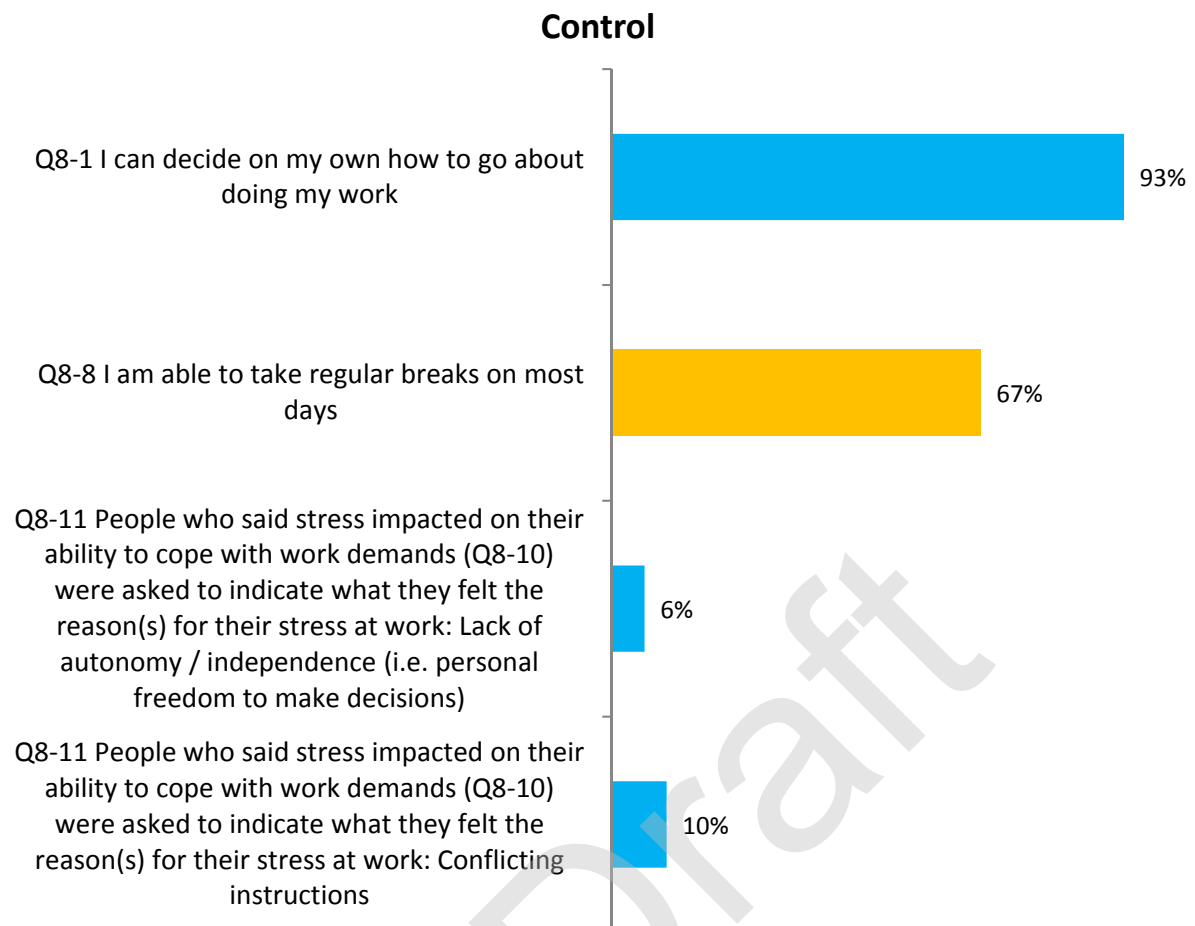


## Section 2 – Control

Using the Health and Safety Executive's calculations, the University's data can be analysed to show the priority level for each question relating to control. As can be seen from the table below, one question falls into the medium priority category, and three fall into the low priority category.

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score*	2017 Score
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	4.34
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	3.44
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of autonomy / independence (i.e. personal freedom to make decisions)	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	4.78	4.80
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflicting instructions	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.62	4.64

\* The lower the score, the greater the priority factor.



Using scores for the questions relating to control, it can be identified where most improvement in the University can be made.

Please note that the series of questions for Q8-11 relating to workplace stress are included in the University-level data in the tables and charts at the beginning of each section, but are excluded from the detailed area of work scores as the numbers of respondents are too small for the scores to be reliable indicators.

**Q8-1 I can decide on my own how to go about doing my work**

Around 93% of all University respondents said they can decide on their own how to go about doing their work. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

Academic Group	Score
School of Arts Languages and Cultures and Academic	3.74
Division of Diabetes Endocrinology and Gastroenterology and Academic	3.85
School of Computer Science and Academic	3.86
School of Law and Academic	3.98
Faculty of Humanities and Academic	4.04
Alliance Manchester Business School and Academic	4.05
School of Mechanical Aerospace & Civil Engineering and Academic	4.06
Division of Molecular & Cellular Function and Academic	4.08
School of Mathematics and Academic	4.09
School of Social Sciences and Academic	4.18
School of Chemical Engineering and Analytical Science and Academic	4.25
Division of Infection Immunity and Respiratory Medicine and Academic	4.26
Division of Cell Matrix Biology & Regenerative Medicine and Academic	4.28
Faculty of Science and Engineering and Academic	4.31
Division of Population Health, Health Services Research and Primary Care and Academic	4.33
Division of Nursing Midwifery & Social Work and Academic	4.33
Division of Medical Education (inc. CHSTM) and Academic	4.33
School of Biological Sciences and Academic	4.34
School of Medical Sciences and Academic	4.34
<b>University Score</b>	<b>4.35</b>

Research Group	Score
Division of Pharmacy and Optometry and Research	4.04
Cancer Research UK Manchester Institute and Research	4.15
Division of Human Communication Development and Hearing and Research	4.28
Division of Population Health, Health Services Research and Primary Care and Research	4.31
School of Arts Languages and Cultures and Research	4.33
School of Mechanical Aerospace & Civil Engineering and Research	4.33
School of Mathematics and Research	4.33
<b>University Score</b>	<b>4.35</b>

Professional Services Group	Score
School of Law and Professional Services	4.11
School of Computer Science and Professional Services	4.12
Faculty Office - Humanities and Professional Services	4.18
SMS School Office and Professional Services	4.22
Division of Population Health, Health Services Research and Primary Care and Professional Services	4.30
SHS School Office and Professional Services	4.33
Faculty of Humanities and Professional Services	4.34
University Score	4.35

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**Q8-8 I am able to take regular breaks on most days**

Around 67% of all University respondents said they are able to take regular breaks on most days. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

<b>Academic Group</b>	<b>Score</b>
Division of Psychology and Mental Health and Academic	2.25
Division of Cell Matrix Biology & Regenerative Medicine and Academic	2.33
School of Chemistry and Academic	2.40
Division of Cardiovascular Sciences and Academic	2.42
Division of Cancer Sciences and Academic	2.44
School of Arts Languages and Cultures and Academic	2.46
School of Computer Science and Academic	2.46
Division of Diabetes Endocrinology and Gastroenterology and Academic	2.51
Division of Infection Immunity and Respiratory Medicine and Academic	2.54
School of Law and Academic	2.56
Division of Pharmacy and Optometry and Academic	2.64
Division of Developmental Biology & Medicine and Academic	2.69
School of Health Sciences and Academic	2.72
School of Mechanical Aerospace & Civil Engineering and Academic	2.73
Division of Evolution & Genomic Sciences and Academic	2.73
Division of Informatics Imaging and Data Sciences and Academic	2.73
Division of Human Communication Development and Hearing and Academic	2.74
Faculty of Humanities and Academic	2.75
Faculty of Biology, Medicine and Health and Academic	2.75
School of Biological Sciences and Academic	2.76
School of Electrical and Electronic Engineering and Academic	2.76
Division of Population Health, Health Services Research and Primary Care and Academic	2.77
School of Medical Sciences and Academic	2.79
Alliance Manchester Business School and Academic	2.81
School of Social Sciences and Academic	2.84
Faculty of Science and Engineering and Academic	2.85
Division of Neuroscience & Experimental Psychology and Academic	2.88
Division of Nursing Midwifery & Social Work and Academic	2.93
Division of Dentistry and Academic	2.94
School of Materials and Academic	2.94
School of Physics and Astronomy and Academic	2.97
Division of Molecular & Cellular Function and Academic	3.02
Division of Medical Education (inc. CHSTM) and Academic	3.04
Division of Musculoskeletal and Dermatological Sciences and Academic	3.06
School of Environment Education & Development and Academic	3.07
School of Mathematics and Academic	3.08
School of Chemical Engineering and Analytical Science and Academic	3.09
School of Earth & Environmental Sciences and Academic	3.18
<b>University Score</b>	<b>3.47</b>

<b>Research Group</b>	<b>Score</b>
Cancer Research UK Manchester Institute and Research	3.06
School of Mathematics and Research	3.19
Division of Nursing Midwifery & Social Work and Research	3.24
Division of Pharmacy and Optometry and Research	3.30
Division of Molecular & Cellular Function and Research	3.40
School of Environment Education & Development and Research	3.44
<b>University Score</b>	<b>3.47</b>

<b>Professional Services Group</b>	<b>Score</b>
School of Electrical and Electronic Engineering and Professional Services	3.34
School of Earth & Environmental Sciences and Professional Services	3.34
School of Computer Science and Professional Services	3.40
Alliance Manchester Business School and Professional Services	3.46
<b>University Score</b>	<b>3.47</b>

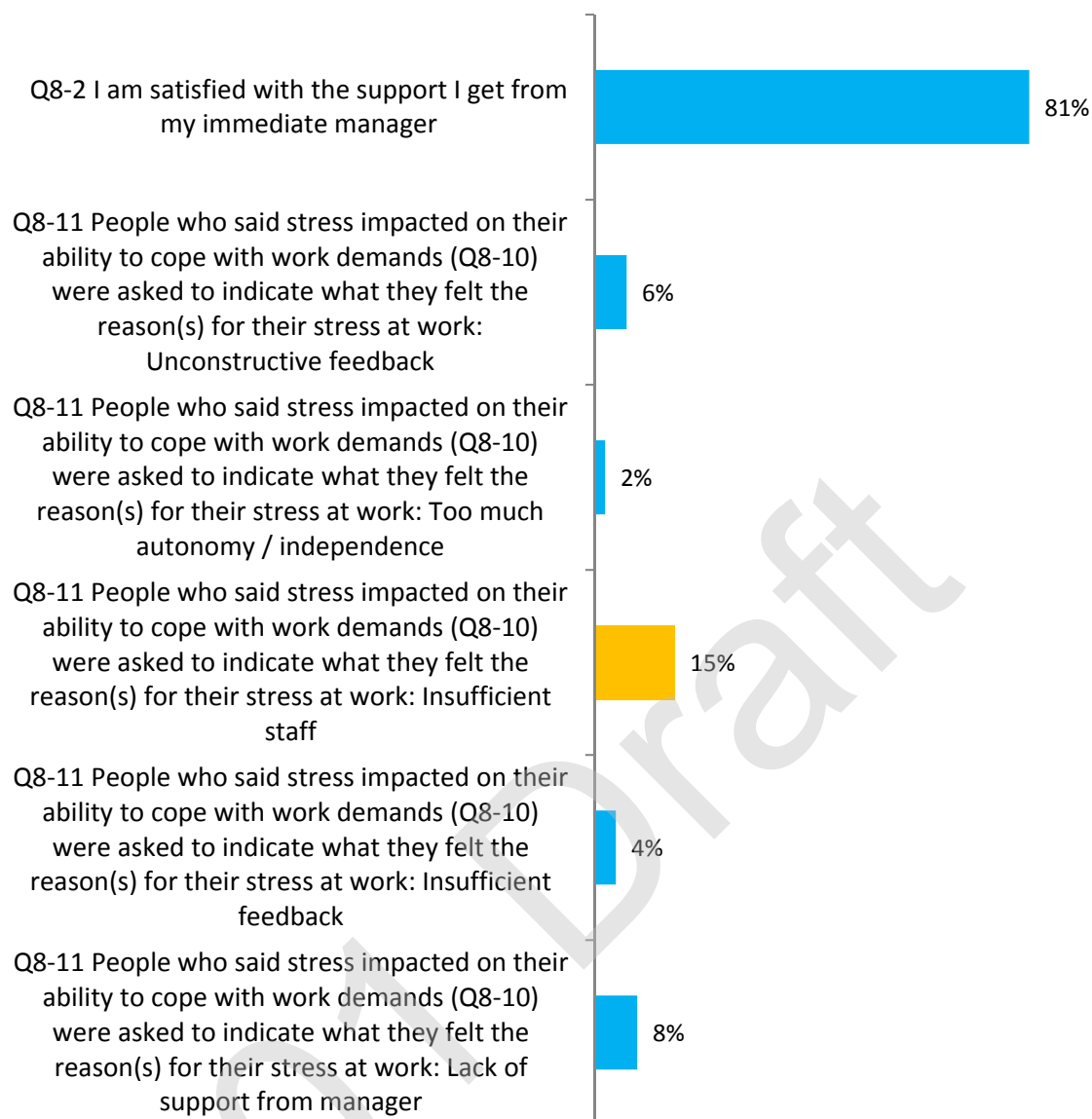
## Section 3a – Manager Support

Using the Health and Safety Executive's calculations, the University's data can be analysed to show the priority level for each question relating to manager support. As can be seen from the table below, one question falls into the medium priority category, and five fall into the low priority category.

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score*	2017 Score
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	4.04
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Unconstructive feedback	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.78	4.80
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Too much autonomy / independence	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	4.94	4.94
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient staff	<4.00	>=4.00 & <4.95	None	>=4.95	4.40	4.51
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient feedback	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.83	4.84
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of support from manager	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.67	4.70

\* The lower the score, the greater the priority factor.

### Manager Support



Using scores for the questions relating to manager support, it can be identified where most improvement in the University can be made.

Please note that the series of questions for Q8-11 relating to workplace stress are included in the University-level data in the tables and charts at the beginning of each section, but are excluded from the detailed area of work scores as the numbers of respondents are too small for the scores to be reliable indicators.



**Q8-2 I am satisfied with the support I get from my immediate manager**

Around 81% of all University respondents said they are satisfied with the support they get from their immediate manager. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

Academic Group	Score
School of Law and Academic	2.94
School of Earth & Environmental Sciences and Academic	3.43
School of Arts Languages and Cultures and Academic	3.50
Division of Infection Immunity and Respiratory Medicine and Academic	3.52
School of Materials and Academic	3.52
Division of Neuroscience & Experimental Psychology and Academic	3.53
School of Computer Science and Academic	3.63
Faculty of Humanities and Academic	3.64
Division of Developmental Biology & Medicine and Academic	3.67
Alliance Manchester Business School and Academic	3.68
School of Mechanical Aerospace & Civil Engineering and Academic	3.73
Faculty of Science and Engineering and Academic	3.73
School of Electrical and Electronic Engineering and Academic	3.79
School of Chemistry and Academic	3.81
Division of Evolution & Genomic Sciences and Academic	3.81
School of Social Sciences and Academic	3.81
School of Chemical Engineering and Analytical Science and Academic	3.84
School of Biological Sciences and Academic	3.86
School of Environment Education & Development and Academic	3.86
Division of Pharmacy and Optometry and Academic	3.87
Division of Population Health, Health Services Research and Primary Care and Academic	3.91
School of Physics and Astronomy and Academic	3.93
Division of Nursing Midwifery & Social Work and Academic	3.98
School of Mathematics and Academic	3.99
Faculty of Biology, Medicine and Health and Academic	4.00
Division of Medical Education (inc. CHSTM) and Academic	4.01
School of Health Sciences and Academic	4.03
<b>University Score</b>	<b>4.04</b>

Research Group	Score
Division of Pharmacy and Optometry and Research	3.81
Division of Human Communication Development and Hearing and Research	3.98
Division of Molecular & Cellular Function and Research	4.00
School of Materials and Research	4.01
School of Earth & Environmental Sciences and Research	4.02
<b>University Score</b>	<b>4.04</b>

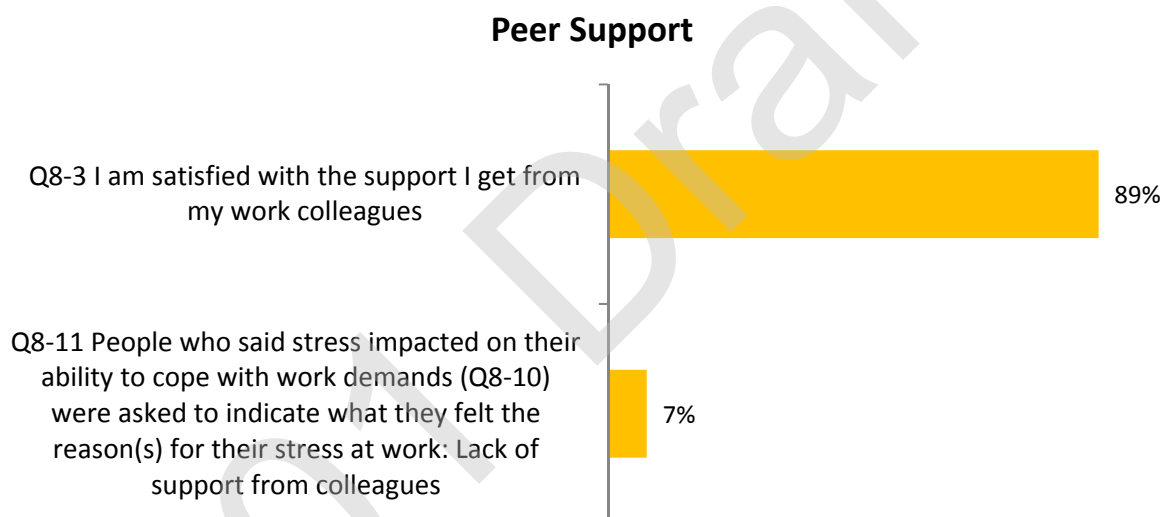
Professional Services Group	Score
SMS School Office and Professional Services	3.22
Division of Dentistry and Professional Services	3.55
School of Electrical and Electronic Engineering and Professional Services	3.63
School of Materials and Professional Services	3.74
SHS School Office and Professional Services	3.79
School of Physics and Astronomy and Professional Services	3.91
Division of Population Health, Health Services Research and Primary Care and Professional Services	3.94
School of Law and Professional Services	3.95
School of Computer Science and Professional Services	3.97
Research Institutes and Professional Services	3.98
Faculty Office - Humanities and Professional Services	3.99
Faculty of Science and Engineering and Professional Services	4.01
BMH Faculty Office and Professional Services	4.01
School of Chemistry and Professional Services	4.02
<b>University Score</b>	<b>4.04</b>

## Section 3b – Peer Support

Using the Health and Safety Executive's calculations, the University's data can be analysed to show the priority level for each question relating to peer support. As can be seen from the table below, both questions fall into the medium priority category.

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score*	2017 Score
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	4.20
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of support from colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.71	4.74

\* The lower the score, the greater the priority factor.



Using scores for the questions relating to peer support, it can be identified where most improvement in the University can be made.

Please note that the series of questions for Q8-11 relating to workplace stress are included in the University-level data in the tables and charts at the beginning of each section, but are excluded from the detailed area of work scores as the numbers of respondents are too small for the scores to be reliable indicators.

**Q8-3 I am satisfied with the support I get from my work colleagues**

Around 89% of all University respondents said they are satisfied with the support they get from their work colleagues. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

Academic Group	Score
School of Law and Academic	3.58
School of Computer Science and Academic	3.64
Division of Cell Matrix Biology & Regenerative Medicine and Academic	3.67
School of Mechanical Aerospace & Civil Engineering and Academic	3.70
Division of Neuroscience & Experimental Psychology and Academic	3.81
Alliance Manchester Business School and Academic	3.91
School of Electrical and Electronic Engineering and Academic	3.91
Faculty of Science and Engineering and Academic	3.95
Division of Infection Immunity and Respiratory Medicine and Academic	3.96
School of Arts Languages and Cultures and Academic	3.97
Faculty of Humanities and Academic	3.97
School of Materials and Academic	3.99
School of Social Sciences and Academic	3.99
School of Biological Sciences and Academic	3.99
School of Chemistry and Academic	4.00
School of Chemical Engineering and Analytical Science and Academic	4.04
Division of Cardiovascular Sciences and Academic	4.05
School of Mathematics and Academic	4.09
School of Earth & Environmental Sciences and Academic	4.13
Division of Population Health, Health Services Research and Primary Care and Academic	4.13
Division of Molecular & Cellular Function and Academic	4.13
Division of Evolution & Genomic Sciences and Academic	4.16
School of Environment Education & Development and Academic	4.16
Division of Pharmacy and Optometry and Academic	4.16
School of Physics and Astronomy and Academic	4.21
<b>University Score</b>	<b>4.23</b>

Research Group	Score
School of Earth & Environmental Sciences and Research	3.82
Cancer Research UK Manchester Institute and Research	3.95
Division of Pharmacy and Optometry and Research	3.96
School of Environment Education & Development and Research	4.01
School of Materials and Research	4.13
Alliance Manchester Business School and Research	4.14
School of Mathematics and Research	4.14
School of Computer Science and Research	4.15
School of Electrical and Electronic Engineering and Research	4.16
School of Mechanical Aerospace & Civil Engineering and Research	4.17
<b>University Score</b>	<b>4.23</b>

<b>Professional Services Group</b>	<b>Score</b>
School of Electrical and Electronic Engineering and Professional Services	<b>3.96</b>
Division of Dentistry and Professional Services	<b>3.98</b>
SHS School Office and Professional Services	<b>4.09</b>
Division of Population Health, Health Services Research and Primary Care and Professional Services	<b>4.11</b>
Research Institutes and Professional Services	<b>4.15</b>
School of Law and Professional Services	<b>4.17</b>
BMH Faculty Office and Professional Services	<b>4.17</b>
Alliance Manchester Business School and Professional Services	<b>4.17</b>
School of Physics and Astronomy and Professional Services	<b>4.19</b>
School of Materials and Professional Services	<b>4.20</b>
School of Mechanical Aerospace & Civil Engineering and Professional Services	<b>4.20</b>
School of Mathematics and Professional Services	<b>4.20</b>
<b>University Score</b>	<b>4.23</b>

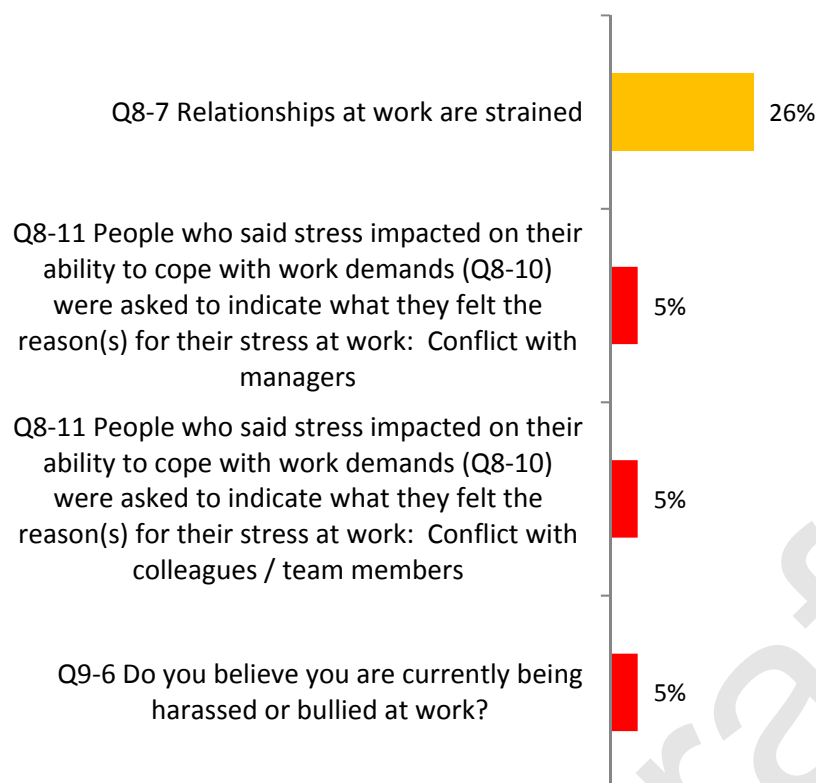
## Section 4 – Relationships

Using the Health and Safety Executive's calculations, the University's data can be analysed to show the priority level for each question relating to relationships. As can be seen from the table below, three questions fall into the high priority category, and one falls into the medium priority category.

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score*	2017 Score
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	3.70
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflict with managers	<5.00	None	None	5.00	4.78	4.81
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflict with colleagues / team members	<5.00	None	None	5.00	4.80	4.79
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	4.79

\* The lower the score, the greater the priority factor.

### Relationships



Using scores for the questions relating to relationships, it can be identified where most improvement in the University can be made.

Please note that the series of questions for Q8-11 relating to workplace stress are included in the University-level data in the tables and charts at the beginning of each section, but are excluded from the detailed area of work scores as the numbers of respondents are too small for the scores to be reliable indicators.

**Q8-7 Relationships at work are strained**

Around 26% of all University respondents said relationships at work are strained. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

<b>Academic Group</b>	<b>Score</b>
School of Law and Academic	2.62
Division of Diabetes Endocrinology and Gastroenterology and Academic	2.96
School of Mechanical Aerospace & Civil Engineering and Academic	3.22
Alliance Manchester Business School and Academic	3.25
School of Computer Science and Academic	3.28
Division of Cancer Sciences and Academic	3.28
Division of Neuroscience & Experimental Psychology and Academic	3.29
School of Arts Languages and Cultures and Academic	3.29
Faculty of Humanities and Academic	3.35
Division of Cell Matrix Biology & Regenerative Medicine and Academic	3.39
Division of Molecular & Cellular Function and Academic	3.39
School of Chemistry and Academic	3.43
School of Social Sciences and Academic	3.44
Division of Population Health, Health Services Research and Primary Care and Academic	3.45
Division of Developmental Biology & Medicine and Academic	3.49
School of Biological Sciences and Academic	3.50
Division of Evolution & Genomic Sciences and Academic	3.52
School of Electrical and Electronic Engineering and Academic	3.55
School of Earth & Environmental Sciences and Academic	3.55
Division of Musculoskeletal and Dermatological Sciences and Academic	3.55
Faculty of Science and Engineering and Academic	3.57
Faculty of Biology, Medicine and Health and Academic	3.68
School of Medical Sciences and Academic	3.68
<b>University Score</b>	<b>3.71</b>

<b>Research Group</b>	<b>Score</b>
Division of Pharmacy and Optometry and Research	3.48
Cancer Research UK Manchester Institute and Research	3.55
Division of Population Health, Health Services Research and Primary Care and Research	3.63
School of Earth & Environmental Sciences and Research	3.67
Division of Musculoskeletal and Dermatological Sciences and Research	3.67
<b>University Score</b>	<b>3.71</b>



Professional Services Group	Score
School of Law and Professional Services	2.61
Division of Dentistry and Professional Services	2.85
School of Materials and Professional Services	3.32
SHS School Office and Professional Services	3.49
Faculty Office - Humanities and Professional Services	3.56
School of Chemistry and Professional Services	3.57
SMS School Office and Professional Services	3.61
Division of Medical Education (inc. CHSTM) and Professional Services	3.61
Division of Population Health, Health Services Research and Primary Care and Professional Services	3.62
SBS School Office and Professional Services	3.63
Alliance Manchester Business School and Professional Services	3.70
University Score	3.71

**Q9-6 Are currently being harassed or bullied at work?**

Around 5% of all University respondents said they are currently being harassed or bullied at work. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

<b>Academic Group</b>	<b>Score</b>
School of Computer Science and Academic	4.22
School of Law and Academic	4.48
Division of Musculoskeletal and Dermatological Sciences and Academic	4.50
Alliance Manchester Business School and Academic	4.58
School of Physics and Astronomy and Academic	4.62
Division of Population Health, Health Services Research and Primary Care and Academic	4.64
School of Electrical and Electronic Engineering and Academic	4.64
Division of Neuroscience & Experimental Psychology and Academic	4.66
School of Mechanical Aerospace & Civil Engineering and Academic	4.69
Faculty of Humanities and Academic	4.71
Division of Molecular & Cellular Function and Academic	4.71
School of Social Sciences and Academic	4.72
Division of Diabetes Endocrinology and Gastroenterology and Academic	4.73
Division of Developmental Biology & Medicine and Academic	4.73
Faculty of Science and Engineering and Academic	4.74
Division of Cardiovascular Sciences and Academic	4.75
School of Arts Languages and Cultures and Academic	4.77
School of Biological Sciences and Academic	4.77
Division of Psychology and Mental Health and Academic	4.77
Division of Medical Education (inc. CHSTM) and Academic	4.78
School of Chemical Engineering and Analytical Science and Academic	4.79
School of Chemistry and Academic	4.80
School of Medical Sciences and Academic	4.81
<b>University Score</b>	<b>4.82</b>

<b>Research Group</b>	<b>Score</b>
School of Earth & Environmental Sciences and Research	4.54
Division of Molecular & Cellular Function and Research	4.58
Cancer Research UK Manchester Institute and Research	4.64
School of Mechanical Aerospace & Civil Engineering and Research	4.68
Division of Population Health, Health Services Research and Primary Care and Research	4.69
Division of Human Communication Development and Hearing and Research	4.69
Division of Informatics Imaging and Data Sciences and Research	4.70
School of Mathematics and Research	4.71
School of Chemical Engineering and Analytical Science and Research	4.76
School of Health Sciences and Research	4.77
Division of Psychology and Mental Health and Research	4.80
<b>University Score</b>	<b>4.82</b>

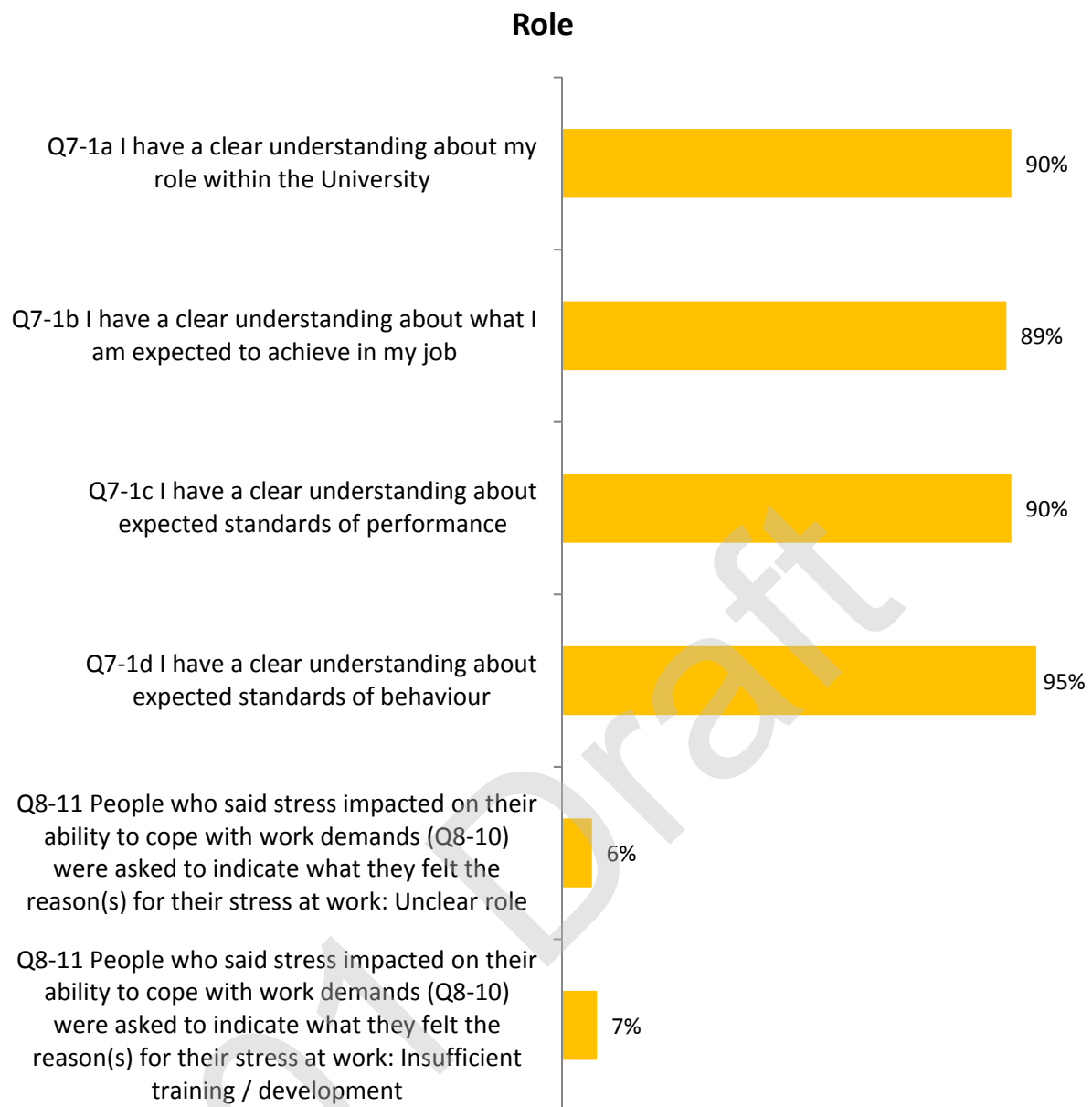
<b>Professional Services Group</b>	<b>Score</b>
Division of Dentistry and Professional Services	<b>4.38</b>
Division of Medical Education (inc. CHSTM) and Professional Services	<b>4.65</b>
School of Electrical and Electronic Engineering and Professional Services	<b>4.68</b>
School of Law and Professional Services	<b>4.69</b>
School of Materials and Professional Services	<b>4.72</b>
Cancer Research UK Manchester Institute and Professional Services	<b>4.73</b>
Division of Nursing Midwifery & Social Work and Professional Services	<b>4.73</b>
School of Arts Languages and Cultures and Professional Services	<b>4.74</b>
Faculty Office - Humanities and Professional Services	<b>4.75</b>
School of Computer Science and Professional Services	<b>4.77</b>
Research Institutes and Professional Services	<b>4.79</b>
School of Physics and Astronomy and Professional Services	<b>4.79</b>
School of Medical Sciences and Professional Services	<b>4.81</b>
School of Mathematics and Professional Services	<b>4.81</b>
<b>University Score</b>	<b>4.82</b>

## Section 5 – Role

Using the Health and Safety Executive's calculations, the University's data can be analysed to show the priority level for each question relating to role. As can be seen from the table below, all six questions fall into the medium priority category.

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score*	2017 Score
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	4.34
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	4.29
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	4.36
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	4.54
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Unclear role	<4.00	>=4.00 & <4.95	None	>=4.95	4.75	4.78
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient training / development	<4.00	>=4.00 & <4.95	None	>=4.95	4.73	4.82

\* The lower the score, the greater the priority factor.



Using scores for the questions relating to role, it can be identified where most improvement in the University can be made.

Please note that the series of questions for Q8-11 relating to workplace stress are included in the University-level data in the tables and charts at the beginning of each section, but are excluded from the detailed area of work scores as the numbers of respondents are too small for the scores to be reliable indicators.

**Q7-1a I have a clear understanding about my role within the University**

Around 90% of all University respondents said they have a clear understanding about their role within the University. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

Academic Group	Score
Division of Population Health, Health Services Research and Primary Care and Academic	3.73
Division of Cardiovascular Sciences and Academic	3.92
Division of Diabetes Endocrinology and Gastroenterology and Academic	3.93
Division of Molecular & Cellular Function and Academic	3.94
Division of Cancer Sciences and Academic	3.99
Division of Medical Education (inc. CHSTM) and Academic	4.05
Division of Infection Immunity and Respiratory Medicine and Academic	4.05
School of Law and Academic	4.06
School of Chemistry and Academic	4.13
School of Medical Sciences and Academic	4.15
Division of Neuroscience & Experimental Psychology and Academic	4.16
School of Arts Languages and Cultures and Academic	4.16
Alliance Manchester Business School and Academic	4.18
School of Computer Science and Academic	4.21
Faculty of Humanities and Academic	4.21
School of Biological Sciences and Academic	4.21
School of Mechanical Aerospace & Civil Engineering and Academic	4.22
Faculty of Biology, Medicine and Health and Academic	4.23
School of Social Sciences and Academic	4.24
School of Mathematics and Academic	4.27
School of Health Sciences and Academic	4.28
Division of Developmental Biology & Medicine and Academic	4.29
<b>University Score</b>	<b>4.31</b>

Research Group	Score
School of Earth & Environmental Sciences and Research	3.78
School of Environment Education & Development and Research	3.96
Cancer Research UK Manchester Institute and Research	3.99
Division of Molecular & Cellular Function and Research	4.00
Division of Infection Immunity and Respiratory Medicine and Research	4.02
Division of Developmental Biology & Medicine and Research	4.07
Division of Musculoskeletal and Dermatological Sciences and Research	4.09
Division of Population Health, Health Services Research and Primary Care and Research	4.10
School of Social Sciences and Research	4.10
Division of Cancer Sciences and Research	4.11
School of Biological Sciences and Research	4.14
Division of Pharmacy and Optometry and Research	4.15
Division of Neuroscience & Experimental Psychology and Research	4.15
Division of Informatics Imaging and Data Sciences and Research	4.16
Division of Human Communication Development and Hearing and Research	4.18
Faculty of Biology, Medicine and Health and Research	4.18
Division of Evolution & Genomic Sciences and Research	4.19
School of Medical Sciences and Research	4.23
School of Health Sciences and Research	4.24
School of Materials and Research	4.25
Faculty of Humanities and Research	4.26
<b>University Score</b>	<b>4.31</b>

Professional Services Group	Score
School of Computer Science and Professional Services	3.86
School of Law and Professional Services	3.91
School of Materials and Professional Services	3.98
Division of Population Health, Health Services Research and Primary Care and Professional Services	4.05
SMS School Office and Professional Services	4.06
Research Institutes and Professional Services	4.08
School of Chemistry and Professional Services	4.09
Division of Psychology and Mental Health and Professional Services	4.09
Cancer Research UK Manchester Institute and Professional Services	4.15
SHS School Office and Professional Services	4.15
Faculty of Science and Engineering and Professional Services	4.18
School of Physics and Astronomy and Professional Services	4.21
Faculty Office - Humanities and Professional Services	4.23
Faculty Office - Science and Engineering and Professional Services	4.23
School of Earth & Environmental Sciences and Professional Services	4.23
BMH Faculty Office and Professional Services	4.27
School of Environment Education & Development and Professional Services	4.27
School of Electrical and Electronic Engineering and Professional Services	4.28
School of Health Sciences and Professional Services	4.28
Faculty of Biology, Medicine and Health and Professional Services	4.30
<b>University Score</b>	<b>4.31</b>

**Q7-1b I have a clear understanding about what I am expected to achieve in my job**

Around 89% of all University respondents said they have a clear understanding about what they are expected to achieve in their job. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

Academic Group	Score
Division of Infection Immunity and Respiratory Medicine and Academic	3.76
Division of Cardiovascular Sciences and Academic	3.83
Division of Population Health, Health Services Research and Primary Care and Academic	3.85
School of Law and Academic	3.89
School of Computer Science and Academic	3.92
Division of Cancer Sciences and Academic	3.93
Division of Medical Education (inc. CHSTM) and Academic	3.96
School of Arts Languages and Cultures and Academic	3.96
Division of Diabetes Endocrinology and Gastroenterology and Academic	4.02
Alliance Manchester Business School and Academic	4.02
Division of Developmental Biology & Medicine and Academic	4.02
School of Chemistry and Academic	4.03
School of Mathematics and Academic	4.03
Division of Neuroscience & Experimental Psychology and Academic	4.04
School of Mechanical Aerospace & Civil Engineering and Academic	4.04
School of Medical Sciences and Academic	4.05
School of Biological Sciences and Academic	4.06
Faculty of Humanities and Academic	4.07
Division of Evolution & Genomic Sciences and Academic	4.11
School of Social Sciences and Academic	4.13
Division of Molecular & Cellular Function and Academic	4.17
Faculty of Biology, Medicine and Health and Academic	4.17
Division of Cell Matrix Biology & Regenerative Medicine and Academic	4.17
Faculty of Science and Engineering and Academic	4.19
<b>University Score</b>	<b>4.27</b>

Research Group	Score
School of Earth & Environmental Sciences and Research	3.98
Division of Molecular & Cellular Function and Research	4.00
School of Materials and Research	4.13
Division of Informatics Imaging and Data Sciences and Research	4.16
Division of Infection Immunity and Respiratory Medicine and Research	4.17
School of Mechanical Aerospace & Civil Engineering and Research	4.17
Alliance Manchester Business School and Research	4.23
Division of Cancer Sciences and Research	4.26
School of Chemical Engineering and Analytical Science and Research	4.26
<b>University Score</b>	<b>4.27</b>



<b>Professional Services Group</b>	<b>Score</b>
School of Law and Professional Services	<b>3.86</b>
School of Computer Science and Professional Services	<b>3.90</b>
School of Materials and Professional Services	<b>3.94</b>
Faculty Office - Humanities and Professional Services	<b>3.95</b>
SHS School Office and Professional Services	<b>4.03</b>
SMS School Office and Professional Services	<b>4.11</b>
Faculty Office - Science and Engineering and Professional Services	<b>4.17</b>
Faculty of Science and Engineering and Professional Services	<b>4.20</b>
School of Mechanical Aerospace & Civil Engineering and Professional Services	<b>4.20</b>
Research Institutes and Professional Services	<b>4.21</b>
Division of Psychology and Mental Health and Professional Services	<b>4.21</b>
School of Social Sciences and Professional Services	<b>4.21</b>
Division of Population Health, Health Services Research and Primary Care and Professional Services	<b>4.22</b>
School of Chemistry and Professional Services	<b>4.24</b>
BMH Faculty Office and Professional Services	<b>4.24</b>
<b>University Score</b>	<b>4.27</b>

**Q7-1c I have a clear understanding about expected standards of performance**

Around 90% of all University respondents said they have a clear understanding about expected standards of performance. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

Academic Group	Score
School of Computer Science and Academic	3.86
School of Law and Academic	3.87
School of Mathematics and Academic	3.89
Alliance Manchester Business School and Academic	3.92
Division of Infection Immunity and Respiratory Medicine and Academic	3.93
Division of Neuroscience & Experimental Psychology and Academic	3.93
Division of Population Health, Health Services Research and Primary Care and Academic	3.94
Division of Cancer Sciences and Academic	3.99
Division of Cardiovascular Sciences and Academic	4.00
Division of Diabetes Endocrinology and Gastroenterology and Academic	4.02
Division of Developmental Biology & Medicine and Academic	4.02
School of Arts Languages and Cultures and Academic	4.03
Faculty of Humanities and Academic	4.04
School of Mechanical Aerospace & Civil Engineering and Academic	4.07
School of Social Sciences and Academic	4.10
School of Biological Sciences and Academic	4.13
Division of Medical Education (inc. CHSTM) and Academic	4.14
School of Medical Sciences and Academic	4.15
Faculty of Science and Engineering and Academic	4.15
Division of Evolution & Genomic Sciences and Academic	4.16
Division of Pharmacy and Optometry and Academic	4.18
School of Environment Education & Development and Academic	4.18
School of Earth & Environmental Sciences and Academic	4.18
Faculty of Biology, Medicine and Health and Academic	4.21
School of Electrical and Electronic Engineering and Academic	4.22
School of Physics and Astronomy and Academic	4.24
School of Materials and Academic	4.27
School of Chemistry and Academic	4.30
School of Health Sciences and Academic	4.30
Division of Molecular & Cellular Function and Academic	4.31
<b>University Score</b>	<b>4.34</b>

Research Group	Score
School of Earth & Environmental Sciences and Research	3.97
School of Materials and Research	4.00
Division of Informatics Imaging and Data Sciences and Research	4.06
Division of Molecular & Cellular Function and Research	4.07
Division of Infection Immunity and Respiratory Medicine and Research	4.10
Alliance Manchester Business School and Research	4.10
Division of Population Health, Health Services Research and Primary Care and Research	4.19
Division of Developmental Biology & Medicine and Research	4.20
School of Social Sciences and Research	4.22
Division of Cancer Sciences and Research	4.23
Division of Evolution & Genomic Sciences and Research	4.25
Faculty of Humanities and Research	4.30
School of Environment Education & Development and Research	4.31
Faculty of Science and Engineering and Research	4.32
Division of Pharmacy and Optometry and Research	4.33
School of Health Sciences and Research	4.33
School of Mathematics and Research	4.33
<b>University Score</b>	<b>4.34</b>

Professional Services Group	Score
School of Computer Science and Professional Services	4.09
School of Materials and Professional Services	4.20
Faculty Office - Humanities and Professional Services	4.20
School of Law and Professional Services	4.26
SHS School Office and Professional Services	4.27
Research Institutes and Professional Services	4.27
Division of Psychology and Mental Health and Professional Services	4.27
SMS School Office and Professional Services	4.28
School of Social Sciences and Professional Services	4.30
School of Electrical and Electronic Engineering and Professional Services	4.30
BMH Faculty Office and Professional Services	4.33
<b>University Score</b>	<b>4.34</b>

**Q7-1d I have a clear understanding about expected standards of behaviour**

Around 95% of all University respondents said they have a clear understanding about expected standards of behaviour. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

<b>Academic Group</b>	<b>Score</b>
School of Computer Science and Academic	4.08
School of Law and Academic	4.12
Division of Population Health, Health Services Research and Primary Care and Academic	4.15
Alliance Manchester Business School and Academic	4.21
School of Mechanical Aerospace & Civil Engineering and Academic	4.29
School of Mathematics and Academic	4.30
Division of Neuroscience & Experimental Psychology and Academic	4.33
Division of Cardiovascular Sciences and Academic	4.33
Faculty of Humanities and Academic	4.34
School of Arts Languages and Cultures and Academic	4.35
Division of Diabetes Endocrinology and Gastroenterology and Academic	4.38
School of Social Sciences and Academic	4.42
Faculty of Science and Engineering and Academic	4.43
School of Electrical and Electronic Engineering and Academic	4.43
School of Environment Education & Development and Academic	4.45
Division of Cell Matrix Biology & Regenerative Medicine and Academic	4.45
Division of Evolution & Genomic Sciences and Academic	4.46
Division of Infection Immunity and Respiratory Medicine and Academic	4.47
School of Biological Sciences and Academic	4.47
School of Materials and Academic	4.48
School of Health Sciences and Academic	4.50
Faculty of Biology, Medicine and Health and Academic	4.51
Division of Nursing Midwifery & Social Work and Academic	4.51
Division of Pharmacy and Optometry and Academic	4.53
School of Chemistry and Academic	4.53
Division of Psychology and Mental Health and Academic	4.53
<b>University Score</b>	<b>4.54</b>

Research Group	Score
Division of Molecular & Cellular Function and Research	4.27
School of Materials and Research	4.33
Division of Pharmacy and Optometry and Research	4.33
Division of Informatics Imaging and Data Sciences and Research	4.36
School of Social Sciences and Research	4.37
School of Environment Education & Development and Research	4.42
School of Mathematics and Research	4.43
Alliance Manchester Business School and Research	4.44
School of Earth & Environmental Sciences and Research	4.47
Division of Infection Immunity and Respiratory Medicine and Research	4.48
Division of Population Health, Health Services Research and Primary Care and Research	4.49
Faculty of Humanities and Research	4.49
School of Health Sciences and Research	4.51
Division of Cancer Sciences and Research	4.52
School of Computer Science and Research	4.52
Division of Psychology and Mental Health and Research	4.53
<b>University Score</b>	<b>4.54</b>

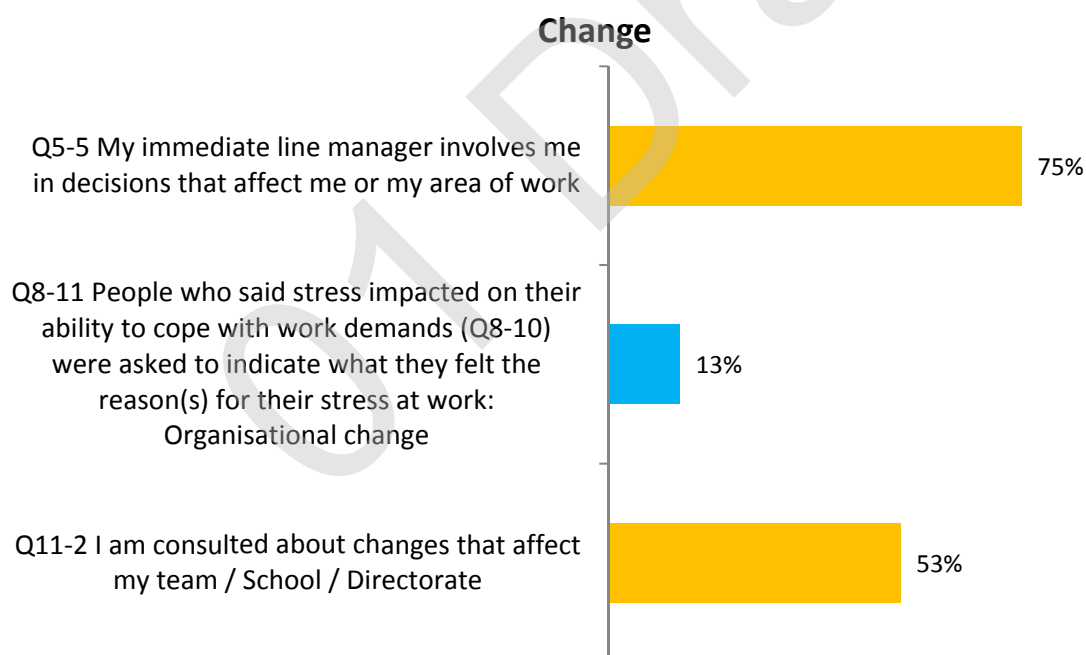
Professional Services Group	Score
School of Law and Professional Services	4.21
School of Computer Science and Professional Services	4.39
SMS School Office and Professional Services	4.39
School of Materials and Professional Services	4.42
Division of Psychology and Mental Health and Professional Services	4.46
School of Electrical and Electronic Engineering and Professional Services	4.48
Research Institutes and Professional Services	4.50
School of Chemistry and Professional Services	4.51
Faculty Office - Humanities and Professional Services	4.52
SHS School Office and Professional Services	4.52
School of Earth & Environmental Sciences and Professional Services	4.52
<b>University Score</b>	<b>4.54</b>

## Section 6 – Change

Using the Health and Safety Executive's calculations, the University's data can be analysed to show the priority level for each question relating to change. As can be seen from the table below, two questions fall into the medium priority category, and one falls into the low priority category.

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score*	2017 Score
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	3.78
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Organisational change	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	4.48	4.57
Q11-2 I am consulted about changes that affect my team / School / Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	3.09

\* The lower the score, the greater the priority factor.



Using scores for the questions relating to change, it can be identified where most improvement in the University can be made.

Please note that the series of questions for Q8-11 relating to workplace stress are included in the University-level data in the tables and charts at the beginning of each section, but are excluded from the detailed area of work scores as the numbers of respondents are too small for the scores to be reliable indicators.

**Q5-5 My immediate line manager involves me in decisions that affect me or my area of work**

Around 75% of all University respondents said their immediate line manager involves them in decisions that affect them or their area of work. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

<b>Academic Group</b>	<b>Score</b>
School of Law and Academic	2.57
Division of Developmental Biology & Medicine and Academic	2.78
School of Materials and Academic	2.80
School of Computer Science and Academic	3.23
Division of Infection Immunity and Respiratory Medicine and Academic	3.25
Division of Evolution & Genomic Sciences and Academic	3.27
School of Chemistry and Academic	3.27
Alliance Manchester Business School and Academic	3.33
Faculty of Science and Engineering and Academic	3.33
School of Electrical and Electronic Engineering and Academic	3.36
School of Arts Languages and Cultures and Academic	3.37
Division of Neuroscience & Experimental Psychology and Academic	3.38
Faculty of Humanities and Academic	3.39
School of Mechanical Aerospace & Civil Engineering and Academic	3.40
Division of Nursing Midwifery & Social Work and Academic	3.43
Division of Cancer Sciences and Academic	3.44
School of Mathematics and Academic	3.45
School of Social Sciences and Academic	3.46
School of Earth & Environmental Sciences and Academic	3.50
School of Physics and Astronomy and Academic	3.54
School of Biological Sciences and Academic	3.56
School of Chemical Engineering and Analytical Science and Academic	3.56
Faculty of Biology, Medicine and Health and Academic	3.65
Division of Pharmacy and Optometry and Academic	3.65
Division of Population Health, Health Services Research and Primary Care and Academic	3.67
Division of Cardiovascular Sciences and Academic	3.67
Division of Cell Matrix Biology & Regenerative Medicine and Academic	3.67
School of Environment Education & Development and Academic	3.69
School of Health Sciences and Academic	3.70
School of Medical Sciences and Academic	3.70
Division of Medical Education (inc. CHSTM) and Academic	3.82
<b>University Score</b>	<b>3.84</b>

<b>Research Group</b>	<b>Score</b>
Cancer Research UK Manchester Institute and Research	3.42
School of Earth & Environmental Sciences and Research	3.63
Division of Molecular & Cellular Function and Research	3.73
Division of Cancer Sciences and Research	3.79
School of Materials and Research	3.83
<b>University Score</b>	<b>3.84</b>

<b>Professional Services Group</b>	<b>Score</b>
Division of Dentistry and Professional Services	3.22
School of Materials and Professional Services	3.43
SMS School Office and Professional Services	3.50
Research Institutes and Professional Services	3.71
School of Law and Professional Services	3.77
School of Mechanical Aerospace & Civil Engineering and Professional Services	3.78
SHS School Office and Professional Services	3.79
School of Earth & Environmental Sciences and Professional Services	3.79
BMH Faculty Office and Professional Services	3.79
Division of Informatics Imaging and Data Sciences and Professional Services	3.81
School of Chemistry and Professional Services	3.82
Faculty of Science and Engineering and Professional Services	3.83
School of Physics and Astronomy and Professional Services	3.83
<b>University Score</b>	<b>3.84</b>



**Q11-2 I am consulted about changes that affect my team / School / Directorate**

Around 53% of all University respondents said they are consulted about changes that affect their team / School / Directorate. The groups within the University which had the lowest scores for this issue, and therefore areas for improvement, are highlighted in the following tables.

Academic Group	Score
Division of Diabetes Endocrinology and Gastroenterology and Academic	1.80
Division of Molecular & Cellular Function and Academic	1.86
School of Arts Languages and Cultures and Academic	2.03
Division of Cardiovascular Sciences and Academic	2.17
School of Law and Academic	2.28
Division of Evolution & Genomic Sciences and Academic	2.28
Division of Neuroscience & Experimental Psychology and Academic	2.28
Alliance Manchester Business School and Academic	2.35
Division of Population Health, Health Services Research and Primary Care and Academic	2.36
Faculty of Humanities and Academic	2.38
School of Computer Science and Academic	2.40
School of Biological Sciences and Academic	2.45
Division of Cell Matrix Biology & Regenerative Medicine and Academic	2.45
School of Chemistry and Academic	2.47
School of Mathematics and Academic	2.48
Division of Developmental Biology & Medicine and Academic	2.51
Division of Infection Immunity and Respiratory Medicine and Academic	2.61
School of Social Sciences and Academic	2.65
Division of Pharmacy and Optometry and Academic	2.66
School of Environment Education & Development and Academic	2.66
Faculty of Biology, Medicine and Health and Academic	2.67
School of Physics and Astronomy and Academic	2.73
School of Medical Sciences and Academic	2.74
Division of Nursing Midwifery & Social Work and Academic	2.79
School of Health Sciences and Academic	2.79
School of Materials and Academic	2.81
Faculty of Science and Engineering and Academic	2.85
Division of Human Communication Development and Hearing and Academic	2.88
Division of Cancer Sciences and Academic	2.92
Division of Medical Education (inc. CHSTM) and Academic	2.95
<b>University Score</b>	<b>3.00</b>

Research Group	Score
School of Arts Languages and Cultures and Research	2.49
Alliance Manchester Business School and Research	2.52
School of Earth & Environmental Sciences and Research	2.53
Division of Molecular & Cellular Function and Research	2.54
Division of Developmental Biology & Medicine and Research	2.56
Division of Cell Matrix Biology & Regenerative Medicine and Research	2.60
Cancer Research UK Manchester Institute and Research	2.62
Division of Pharmacy and Optometry and Research	2.71
Division of Diabetes Endocrinology and Gastroenterology and Research	2.76
School of Medical Sciences and Research	2.77
School of Mathematics and Research	2.78
School of Electrical and Electronic Engineering and Research	2.83
Division of Cancer Sciences and Research	2.90
Faculty of Biology, Medicine and Health and Research	2.92
Faculty of Humanities and Research	2.93
School of Biological Sciences and Research	2.94
Division of Informatics Imaging and Data Sciences and Research	2.95
Division of Cardiovascular Sciences and Research	2.95
Division of Population Health, Health Services Research and Primary Care and Research	2.98
<b>University Score</b>	<b>3.00</b>

Professional Services Group	Score
School of Law and Professional Services	2.28
School of Computer Science and Professional Services	2.57
Division of Dentistry and Professional Services	2.67
SHS School Office and Professional Services	2.67
School of Environment Education & Development and Professional Services	2.70
SMS School Office and Professional Services	2.78
School of Materials and Professional Services	2.86
SBS School Office and Professional Services	2.87
Division of Informatics Imaging and Data Sciences and Professional Services	2.89
Faculty of Humanities and Professional Services	2.90
School of Arts Languages and Cultures and Professional Services	2.94
Faculty Office - Humanities and Professional Services	2.96
Alliance Manchester Business School and Professional Services	2.96
Division of Psychology and Mental Health and Professional Services	2.97
Research Institutes and Professional Services	2.99
<b>University Score</b>	<b>3.00</b>

## Appendix 1 – Stress Summary Table - Overall

01 Draft

## Workplace Stress Indicators - HSE (All Staff)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score	2019 Percentage	2017 Score	2017 Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.31	36%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient resources (other than staff)	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.62	10%	4.68	8%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: My workload	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.05	24%	4.18	20%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.34	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.44	67%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of autonomy/independence (i.e. personal freedom to make decisions)	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	4.78	6%	4.80	5%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflicting instructions	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.62	10%	4.64	9%

## Workplace Stress Indicators - HSE (All Staff)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score	2019 Percentage	2017 Score	2017 Percentage
<b>Manager Support</b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.04	82%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Unconstructive feedback	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.78	6%	4.80	5%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Too much autonomy/independence	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	4.94	2%	4.94	1%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient staff	<4.00	>=4.00 & <4.95	None	>=4.95	4.40	15%	4.51	12%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient feedback	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.83	4%	4.84	4%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of support from manager	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.67	8%	4.70	8%
<b>Peer Support</b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.20	89%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Lack of support from colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.71	7%	4.74	7%

## Workplace Stress Indicators - HSE (All Staff)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score	2019 Percentage	2017 Score	2017 Percentage
<b>Relationships</b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.70	26%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflict with managers	<5.00	None	None	5.00	4.78	5%	4.81	5%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Conflict with colleagues/team members	<5.00	None	None	5.00	4.80	5%	4.79	5%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.79	5%

## Workplace Stress Indicators - HSE (All Staff)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	2019 Score	2019 Percentage	2017 Score	2017 Percentage
<b>Role</b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.34	91%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.29	89%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.36	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.54	96%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Unclear role	<4.00	>=4.00 & <4.95	None	>=4.95	4.75	6%	4.78	5%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Insufficient training/development	<4.00	>=4.00 & <4.95	None	>=4.95	4.73	7%	4.82	5%
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.78	74%
Q8-11 People who said stress impacted on their ability to cope with work demands (Q8-10) were asked to indicate what they felt the reason(s) for their stress at work: Organisational change	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	4.48	13%	4.57	11%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.09	56%

## Appendix 2 – Detailed Tables by Faculty and Academic/Research/Professional Services Staff

Please note some areas of work do not have sufficient numbers of respondents to be broken down by each staff group. Breakdowns with fewer than 10 responses are not shown in order to protect the anonymity of survey respondents.



## Faculty of Biology Medicine and Health

01 Draft

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.72	57%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.37	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.75	45%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.00	79%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.23	89%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.68	26%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.83	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.23	90%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.17	87%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.21	88%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.51	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.65	70%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.67	41%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.40	32%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.47	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.63	74%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.23	86%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.35	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.92	19%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.85	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.18	88%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.34	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.36	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.56	96%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.07	81%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.92	49%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.67	24%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.46	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.80	77%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.09	83%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.27	90%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.78	26%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.88	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.30	90%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.34	90%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.45	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.61	96%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.96	79%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.09	55%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.74	22%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.43	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.79	78%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.01	81%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.17	87%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.79	24%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.87	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.27	90%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.24	90%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.33	90%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.54	96%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.79	74%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.02	51%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.39	27%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.15	88%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.06	58%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.11	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.95	82%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.55	30%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.64	9%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.99	88%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.35	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.56	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.72	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.42	55%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.62	36%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.75	21%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.36	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.76	76%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.05	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.31	93%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.73	28%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.73	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.15	88%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.41	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.54	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.66	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.98	81%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.25	59%

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## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.57	62%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.34	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.76	44%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.86	76%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.99	81%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.50	30%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.77	6%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.21	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.06	85%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.13	86%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.47	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.56	66%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.45	34%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.31	36%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.62	98%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.57	72%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.26	86%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.40	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.02	15%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.91	2%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.14	88%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.34	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.35	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.58	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.11	83%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.94	49%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.60	28%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.63	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.97	81%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.36	90%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.28	94%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.77	26%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.45	93%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.41	89%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.47	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.66	98%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.27	84%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.17	59%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.78	23%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.58	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.90	80%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.54	97%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.32	94%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.63	34%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.77	100%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.58	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.66	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.77	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.35	86%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.87	51%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.44	67%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.28	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.33	33%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.17	83%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.67	79%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.39	33%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.33	92%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.17	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.34	100%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.45	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.67	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.45	30%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.45	32%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.57	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.81	78%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.35	86%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.32	89%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.35	5%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.42	95%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.53	97%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.64	97%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.78	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.05	80%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.60	34%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.58	59%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.56	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.73	44%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.81	70%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.16	81%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.52	37%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.51	96%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.11	81%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.16	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.46	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.27	56%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.28	33%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.49	26%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.65	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.49	74%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.19	87%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.30	87%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.96	17%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.83	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.19	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.36	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.25	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.59	96%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.25	87%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.18	59%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.57	60%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.26	91%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.54	38%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.52	67%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.96	80%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.82	24%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.82	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.05	84%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.76	76%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.93	80%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.47	96%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.25	56%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.61	41%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.38	38%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.60	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.50	71%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.47	93%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.56	98%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.24	11%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.02	82%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.17	84%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.10	84%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.48	98%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.24	89%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.06	55%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.47	66%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.08	83%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.02	52%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.31	86%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.13	86%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.39	34%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.71	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.94	76%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.17	86%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.31	90%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.68	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.90	79%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	1.86	14%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.87	45%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.67	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.40	75%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.00	80%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.33	85%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.80	20%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.58	11%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.00	85%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.00	85%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.07	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.27	85%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.73	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.54	32%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.72	54%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.61	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.06	58%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.39	92%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.33	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.55	22%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.50	13%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.45	100%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.33	96%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.45	96%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.56	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.28	88%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.39	63%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.30	33%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.56	98%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.56	71%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.24	88%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.40	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.67	27%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.84	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.09	90%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.35	94%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.45	98%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.61	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.14	84%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.03	54%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.62	27%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.72	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	4.08	81%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.18	87%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.26	94%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.05	15%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.46	94%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.41	88%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.54	96%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.71	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.14	76%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.18	59%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.62	65%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.35	98%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.88	43%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.53	68%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.81	72%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.29	33%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.66	9%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.16	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.04	85%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.93	78%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.33	89%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.38	59%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.28	28%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.22	44%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.74	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.59	67%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.07	78%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.32	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.97	14%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.15	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.56	97%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.52	97%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.63	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.04	78%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.02	52%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.91	18%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.76	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	4.03	91%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.64	100%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.52	100%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.52	9%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.64	100%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.76	100%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.76	100%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.76	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.20	80%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.55	64%

## School of Health Sciences

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## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.72	57%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.41	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.72	43%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.03	81%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.29	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.80	23%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.87	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.28	92%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.31	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.30	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.50	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.70	71%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.79	45%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.47	32%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.35	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.65	74%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.16	85%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.31	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.80	24%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.77	6%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.24	90%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.36	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.33	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.51	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.11	81%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.04	54%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.57	25%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.49	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.74	76%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.09	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.31	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.82	25%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.92	2%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.28	88%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.35	90%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.52	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.66	96%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.05	80%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.11	56%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.79	23%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.33	82%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.55	68%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.79	77%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.09	86%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.49	36%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.15	82%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.03	82%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.27	86%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.52	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.79	68%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.67	50%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.50	69%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.76	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.74	36%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.35	91%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.68	100%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.15	6%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.52	97%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.56	97%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.44	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.72	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.11	85%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.88	47%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.15	46%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.28	85%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	4.11	75%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.98	92%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.39	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.08	23%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.69	8%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.18	92%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.28	85%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.59	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.80	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.28	92%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.26	62%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.93	50%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.60	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.73	35%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.33	85%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.40	95%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.16	21%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.67	100%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.47	95%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.53	95%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.73	95%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.00	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.53	68%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.21	35%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.51	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.96	81%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.26	89%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.46	96%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.77	24%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.70	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.16	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.16	85%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.06	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.36	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.96	81%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.95	50%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.74	21%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.65	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.67	71%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.12	87%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.44	95%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.96	22%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.89	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.37	92%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.37	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.57	95%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.82	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.81	68%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.89	44%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.10	42%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.33	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.93	54%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.98	80%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.23	88%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.78	25%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.95	1%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.32	94%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.33	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.37	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.51	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.43	63%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.79	42%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.43	32%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.62	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.24	68%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.19	89%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.57	96%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.05	21%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.86	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.33	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.57	100%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.57	96%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.76	100%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.14	79%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.07	52%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.84	10%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.66	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.62	71%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.07	80%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.44	97%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.75	29%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.73	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.40	90%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.48	90%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.61	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.70	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.90	72%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.02	55%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.51	64%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.36	90%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.64	43%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.87	78%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.16	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.73	23%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.87	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.31	92%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.29	90%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.18	84%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.53	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.65	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.66	42%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.40	31%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.04	89%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.30	56%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.81	69%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.96	86%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.48	28%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.89	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.15	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.30	89%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.33	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.33	92%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.85	78%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.71	41%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.29	33%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.55	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.73	76%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.25	84%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.39	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.00	18%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.95	1%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.44	92%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.53	95%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.60	98%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.68	96%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.28	88%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.46	68%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.64	57%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.33	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.77	47%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.91	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.13	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.45	36%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.64	9%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.73	80%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.85	82%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.94	89%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.15	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.67	68%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.36	30%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.54	28%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.31	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.71	82%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.20	86%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.26	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.63	28%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.69	8%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.10	86%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.34	89%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.19	86%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.49	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.12	80%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.98	56%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.48	32%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.30	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.80	79%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.94	81%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.11	87%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.62	29%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.05	81%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.22	84%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.53	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.68	98%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.93	79%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.12	57%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.37	77%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.35	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.25	24%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.05	74%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.41	97%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.90	20%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.77	6%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.40	97%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.53	100%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.52	97%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.53	97%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.86	74%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.04	62%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.70	30%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.43	90%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.80	75%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.37	90%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.40	93%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.13	15%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.80	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.53	98%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.47	95%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.50	95%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.53	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.33	83%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.36	62%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.91	14%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.40	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	4.09	91%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.21	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.27	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.85	23%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.09	86%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.21	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.27	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.46	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.27	100%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.97	43%

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## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.87	49%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.34	91%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.79	48%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.11	81%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.43	93%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.68	26%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.81	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.15	86%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.05	83%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.15	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.56	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.70	71%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.74	44%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.44	29%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.53	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.84	82%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.31	89%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.43	94%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.08	14%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.94	2%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.23	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.31	90%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.41	90%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.63	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.10	83%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.77	45%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.68	24%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.38	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.78	76%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.06	80%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.42	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.73	28%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.81	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.44	93%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.48	94%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.55	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.65	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.96	82%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.06	60%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.22	29%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.22	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.72	67%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.22	58%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.28	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.61	33%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.06	83%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.11	88%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.28	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.39	92%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.50	71%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.78	58%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.45	58%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.47	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.44	40%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.11	79%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.41	96%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.28	33%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.99	84%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.93	84%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.99	84%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.57	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.44	58%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.92	52%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.58	22%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.44	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.76	80%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.19	86%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.33	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.07	14%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.82	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.11	84%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.26	87%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.23	84%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.52	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.79	76%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.90	45%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.85	23%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.56	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.62	77%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.56	97%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.73	100%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.98	27%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.56	93%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.65	97%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.69	97%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.73	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.29	93%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.09	53%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.18	39%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.39	91%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.94	50%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.35	88%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.42	89%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.09	16%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.82	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.49	93%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.35	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.39	89%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.67	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.95	83%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.02	53%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	4.28	8%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.39	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.56	69%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.55	50%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.98	85%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	2.85	54%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.38	15%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.80	100%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.69	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.59	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.69	92%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.22	67%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.67	50%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.51	53%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.38	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.69	47%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.67	73%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.52	93%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.49	40%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.73	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.29	93%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.02	87%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.02	80%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.56	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	2.78	47%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.51	20%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.93	45%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.73	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.80	80%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.47	95%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.53	90%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.87	25%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.07	85%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.27	90%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.20	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.60	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.53	95%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.56	44%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.07	87%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	3.85	80%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.51	27%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.11	80%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.29	80%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	2.96	47%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.73	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.93	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.02	87%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.02	80%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.38	87%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.93	80%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	1.80	13%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.44	30%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.54	91%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.84	87%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.42	96%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.71	100%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.48	0%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.46	95%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.58	100%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.88	100%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	5.00	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.36	91%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.76	41%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.11	44%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.33	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.04	58%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.01	76%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.54	98%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.72	22%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.78	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.05	80%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.96	78%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.14	83%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.59	96%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.82	74%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.95	52%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.43	33%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.35	91%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.75	76%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.28	87%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.29	84%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.61	27%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.65	9%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.41	96%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.42	96%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.57	98%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.68	98%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.13	83%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.09	61%

## Faculty of Humanities

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## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.63	59%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.04	86%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.75	44%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.64	70%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.97	84%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.35	36%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.71	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.21	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.07	84%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.04	82%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.34	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.39	62%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.38	32%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.47	24%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.51	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.69	72%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.44	92%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.33	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.15	9%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.93	2%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.26	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.38	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.30	89%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.49	93%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.32	88%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.93	49%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.51	29%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.34	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.62	73%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.10	83%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.28	90%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.72	26%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.82	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.35	91%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.27	89%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.39	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.55	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.96	77%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.90	48%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.45	29%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.18	87%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.67	71%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.99	80%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.40	97%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.56	29%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.75	6%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.23	88%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.95	82%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.20	87%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.52	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.90	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.96	50%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.64	60%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.05	85%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.81	48%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.68	70%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.91	82%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.25	43%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.58	11%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.18	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.02	84%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.92	78%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.21	86%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.33	61%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.35	31%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.28	32%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.40	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.67	74%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.23	94%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.14	87%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.80	13%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.87	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.31	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.23	87%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.10	81%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.44	90%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.27	90%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.52	36%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.44	31%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.35	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.46	67%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.10	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.17	88%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.70	26%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.86	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.42	94%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.35	90%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.48	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.54	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.90	74%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.96	49%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.35	69%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	3.74	78%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.46	33%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.50	66%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.97	85%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.29	36%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.77	6%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.16	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.96	80%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.03	83%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.35	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.37	61%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.03	22%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.22	33%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.33	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.74	67%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.70	94%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.78	100%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.26	6%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.70	100%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.78	100%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.70	100%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.78	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.04	78%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.49	41%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.74	22%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.35	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.73	76%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.14	84%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.36	90%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.92	23%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.74	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.51	94%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.47	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.49	93%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.60	93%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.02	78%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.94	48%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.97	44%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.35	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.07	56%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.86	76%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.16	87%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.73	23%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.82	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.34	93%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.29	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.18	84%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.45	98%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.69	70%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.66	36%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.61	17%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.42	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.44	70%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.42	87%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.01	78%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.02	13%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.83	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.96	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.36	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.31	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.42	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.36	87%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.03	48%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.73	25%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.42	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.92	81%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.29	94%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.37	92%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.91	20%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.94	2%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.27	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.42	94%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.39	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.62	98%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.17	86%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.70	43%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.45	65%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	3.98	89%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.56	38%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	2.94	52%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.58	70%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	2.62	59%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.48	13%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.06	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.89	79%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.87	77%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.12	85%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	2.57	38%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.28	28%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.06	42%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.11	88%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.51	72%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.95	79%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.17	88%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	2.61	63%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.69	8%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.91	78%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.86	78%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.26	93%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.21	89%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.77	72%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.28	26%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.74	54%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.18	89%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.84	46%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.81	77%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.99	85%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.44	32%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.72	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.24	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.13	85%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.10	83%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.42	94%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.46	65%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.65	44%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.63	19%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.72	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.92	78%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.48	91%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.48	97%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.42	7%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.10	85%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.29	88%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.22	88%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.37	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.49	94%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.53	69%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.37	34%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.53	98%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.58	74%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.08	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.23	87%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.89	20%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.87	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.31	90%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.21	87%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.30	89%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.59	97%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.01	79%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.03	54%

## Faculty of Science and Engineering

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## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.77	55%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.31	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.85	49%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.73	73%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.95	83%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.57	29%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.74	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.36	92%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.19	86%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.15	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.43	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.33	62%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.85	50%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.35	35%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.48	96%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.77	78%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.25	87%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.23	89%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.88	18%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.85	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.35	91%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.37	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.32	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.54	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.09	82%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.06	54%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.54	30%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.44	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.68	75%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.01	79%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.24	88%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.83	23%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.83	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.18	85%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.20	86%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.36	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.55	96%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.83	74%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.22	60%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.58	28%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.41	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.87	81%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.08	78%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.38	93%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.03	16%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.89	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.23	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.17	82%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.45	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.62	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.95	77%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.35	65%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.55	30%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.38	91%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.61	72%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.98	80%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.15	86%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.83	27%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.79	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.08	82%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.21	85%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.27	87%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.50	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.71	73%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.99	51%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.57	62%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.25	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.09	59%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.84	77%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.04	85%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.84	18%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.79	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.69	97%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.56	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.38	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.59	92%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.56	72%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.12	59%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.46	39%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.57	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.71	68%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.29	85%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.37	88%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.91	18%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.76	6%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.33	94%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.26	94%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.45	94%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.61	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.17	84%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.41	71%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.71	26%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.46	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.63	81%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.29	84%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.38	94%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.05	16%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.33	91%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.50	97%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.54	100%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.54	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.21	88%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.11	58%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.54	62%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.57	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.40	38%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.81	76%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.00	80%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.43	28%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.80	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.13	80%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.03	83%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.30	90%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.53	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.27	58%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.47	33%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.58	25%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.60	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.83	81%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.16	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.36	90%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.01	14%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.89	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.38	90%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.49	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.42	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.56	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.99	80%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.20	57%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.31	38%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.47	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.64	74%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.02	83%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.37	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.57	32%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.85	4%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.09	87%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.24	87%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.38	93%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.51	96%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.82	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.20	63%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.40	69%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	3.86	80%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.46	38%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.63	73%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.64	79%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.28	41%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.22	20%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.21	83%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.92	79%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.86	83%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.08	88%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.23	56%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.40	33%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.73	19%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.46	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	4.05	81%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.75	100%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.15	95%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.85	18%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.64	100%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.64	95%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.46	91%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.52	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.46	91%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.18	58%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.13	37%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.12	86%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.40	63%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.97	86%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.26	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.82	20%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.77	6%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.86	77%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.90	80%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.09	86%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.39	91%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.01	80%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.57	35%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.73	51%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.58	98%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.18	57%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.43	59%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.13	87%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.55	32%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.91	2%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.41	98%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.38	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.18	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.77	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.50	72%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.10	60%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.86	58%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.49	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.86	79%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.02	74%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.82	76%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.67	21%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.54	11%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.78	77%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.98	82%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.97	86%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.47	94%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.63	74%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.53	33%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.67	25%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.60	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.34	61%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.07	85%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.23	88%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.08	9%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.23	91%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.31	94%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.38	97%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.52	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.79	76%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.38	67%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.93	46%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.38	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.76	43%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.79	75%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.91	86%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.55	31%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.64	9%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.41	95%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.29	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.22	85%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.43	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.36	61%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.07	54%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.35	31%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.37	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.83	86%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.30	93%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.16	88%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.83	22%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	5.00	0%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.56	95%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.49	93%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.40	95%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.61	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.21	81%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.83	45%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.78	19%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.53	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.34	68%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.63	70%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.96	78%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.78	31%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.68	8%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.28	89%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.28	91%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.30	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.48	94%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.93	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.63	75%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.18	42%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.48	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.94	53%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.52	68%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.99	83%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.83	24%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.94	2%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.46	94%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.29	88%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.27	88%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.48	94%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	2.80	42%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.81	52%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.21	38%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.38	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.71	72%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.01	87%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.13	88%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.88	16%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.88	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.25	94%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.13	84%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.00	84%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.33	94%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.83	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.29	69%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.37	38%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.49	92%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.70	77%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.74	68%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.20	84%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.32	37%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.72	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	3.98	82%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	3.94	84%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.20	89%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.42	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.43	59%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.86	47%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.74	57%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.09	89%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.08	58%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.99	82%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.09	83%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.84	15%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.93	2%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.27	91%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.03	85%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	3.89	82%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.30	95%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.45	67%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.48	32%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.57	29%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.33	93%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.19	64%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.33	93%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.14	93%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.05	21%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.71	7%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.62	100%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.49	92%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.33	93%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.43	93%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.33	86%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.78	33%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.86	24%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.75	95%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	4.24	90%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.37	95%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.20	80%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	4.17	19%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.81	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.68	95%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.68	100%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.49	95%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.81	100%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.07	85%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.73	81%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.74	59%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.06	85%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.73	46%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.73	76%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	3.70	75%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.22	40%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.69	8%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.22	91%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.04	83%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.07	84%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.29	89%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.40	64%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.21	65%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.33	42%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.33	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.70	76%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.24	86%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.17	89%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.74	20%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.68	8%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.32	86%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.17	86%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.42	89%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.60	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.07	81%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.08	56%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.53	31%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.56	97%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.75	78%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.24	83%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.20	89%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.84	21%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.89	3%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.31	84%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.20	83%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.43	87%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.57	92%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.78	75%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.47	67%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	2.70	57%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.59	100%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	2.97	52%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.93	78%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.21	90%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.80	24%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.62	10%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.54	96%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.31	88%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.24	82%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.59	94%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.54	71%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	2.73	45%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.26	36%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.55	94%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.78	80%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	4.36	89%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.39	91%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.92	17%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.94	1%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.40	92%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.53	96%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.38	92%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.59	96%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	4.36	93%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.08	55%



## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b><u>Demands</u></b>								
Q8-6 I am unable to handle all the conflicting demands on my time at work	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	3.31	36%	3.63	29%
<b><u>Control</u></b>								
Q8-1 I can decide on my own how to go about doing my work	<2.00	>=2.00 & <3.00	>=3.00 & <4.95	>=4.95	4.35	93%	4.35	89%
Q8-8 I am able to take regular breaks on most days	<3.00	>=3.00 & <4.95	None	>=4.95	3.47	67%	3.68	74%
<b><u>Manager Support</u></b>								
Q8-2 I am satisfied with the support I get from my immediate manager	<3.00	>=3.00 & <4.00	>=4.00 & <4.95	>=4.95	4.04	81%	3.91	78%
<b><u>Peer Support</u></b>								
Q8-3 I am satisfied with the support I get from my work colleagues	<4.00	>=4.00 & <4.95	None	>=4.95	4.23	89%	4.19	87%
<b><u>Relationships</u></b>								
Q8-7 Relationships at work are strained	<2.09	>=2.09 & <4.00	>=4.00 & <4.91	>=4.91	3.71	26%	3.85	20%
Q9-6 Do you believe you are currently being harassed or bullied at work?	<5.00	None	None	5.00	4.82	5%	4.79	5%
<b><u>Role</u></b>								
Q7-1a I have a clear understanding about my role within the University	<4.00	>=4.00 & <4.95	None	>=4.95	4.31	90%	4.21	84%
Q7-1b I have a clear understanding about what I am expected to achieve in my job	<4.00	>=4.00 & <4.95	None	>=4.95	4.27	89%	4.28	88%
Q7-1c I have a clear understanding about expected standards of performance	<4.00	>=4.00 & <4.95	None	>=4.95	4.34	90%	4.45	93%
Q7-1d I have a clear understanding about expected standards of behaviour	<4.00	>=4.00 & <4.95	None	>=4.95	4.54	95%	4.64	97%

## Workplace Stress Indicators - HSE (Area of Work)

	HSE High Priority Level	HSE Med Priority Level	HSE Low Priority Level	HSE Zero Priority Level	Organisation Score	Organisation Percentage	AOW Score	AOW Percentage
<b>Change</b>								
Q5-5 My immediate line manager involves me in decisions that affect me or my area of work	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.84	75%	3.83	73%
Q11-2 Generally, I am consulted about changes that affect my team/School/Directorate	<2.00	>=2.00 & <4.00	>=4.00 & <4.95	>=4.95	3.00	53%	3.34	59%