

HSE MANAGEMENT STANDARDS INDICATOR TOOL

<u>Instructions</u>: It is recognised that working conditions affect worker well-being. Your responses to the questions below will help us determine our working conditions now, and enable us to monitor future improvements. In order for us to compare the current situation with past or future situations, it is important that your responses reflect your work in the last six months.

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

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

Thank you for completing the questionnaire.