

UNISON BRANCH MEMBERS' SURVEY: THE RESULTS

In 2013 we carried out a survey amongst our branch members to examine staff stress levels and their general wellbeing....

The survey asked a series of questions based on the Health and Safety Executive (HSE) Management Standards*. We had a good return and made some interesting and surprising findings, one of these being a large discrepancy between how valued staff felt by their teams (76%) versus how they felt valued by the university (30%), giving us a valuable picture of stress levels and the general feelings of staff.

This Year's Survey

Following the success and findings of the 2013 survey, the UNISON University of Leeds branch carried out a repeat survey in May/June 2018, with 22 identical questions, plus 6 new ones, to find out whether

staff stress and wellbeing levels had altered within the last five years.

Once more we had an excellent response from members and revealed some significant findings which we shared with the Vice Chancellor and senior management. In July we received a response, acknowledging the results, and agreeing to discuss these findings and looked at ways to improve the university's staff wellbeing issues going forward.

We have also put together this special newsletter to share our key findings with our members (and any colleagues they choose to share it with). We hope you find it interesting and informative.

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**The HSE Management Standards cover six areas of work design that, if not properly managed, are associated with poor health, lower productivity and increased accident and sickness absence rates. They cover the following areas: demands; control; support; relationships; role; and, change. For more information please visit:*

www.hse.gov.uk/stress/standards

***This was a new question so no comparison can be made with the 2013 survey.*

UNISON BRANCH MEMBERS' SURVEY: SNAPSHOT

Here's a snapshot of our survey results; to see a copy of all our survey findings from 2018 and 2013, please visit our website at:

<http://www.leedsuni-unison.org.uk/>

68% of respondents felt they had suffered from work-related stress within the last 12 months**:

01

38% of these respondents reported having been absent because of work-related stress;

01a

However, only **36%** of those respondents actually reported their absence as stress-related.

01b

Just **34%** of respondents felt that they were well supported during the changes made in their working environment – a fall of **11%** since 2013.

02

Only **65%** of respondents felt they had received sufficient training to carry out their role – this is a fall of **12%** since 2013.

03

71% of respondents felt that their roles and responsibilities were clear – a fall of **7%** since 2013.

04

Your comments

Here are the most repeated comments made by our members:

- **“Better communication needed!”**
- **“Better pay needed!”**
- **“Incompetent managers”**

- **“Better access to occupational health needed!”**

Our winners

Congratulations to our three prize draw winners – Rebecca Pollitt, Ben Broadbent and Lauren Howard – who won, respectively, prizes of £50, £30 and £20.

www.leedsuni-unison.org.uk