

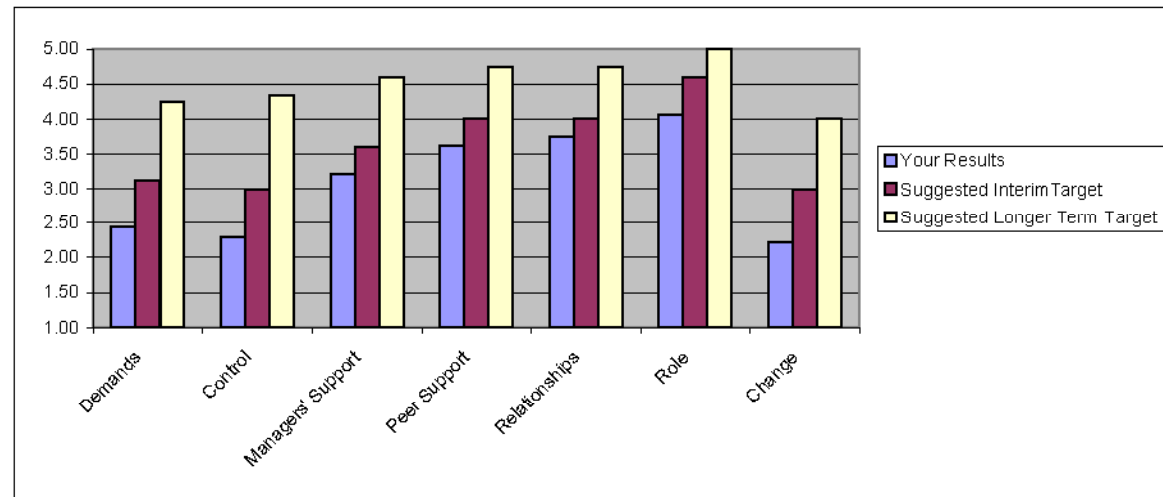
# Stress Audit Derbyshire Constabulary South Incident Control Room August 2006

## Summary of Results

	Your Results	Suggested Interim Target	Suggested Longer Term Target
<b>Demands</b>	2.45	3.13	4.25
<b>Control</b>	2.30	3.00	4.33
<b>Managers' Support</b>	3.22	3.60	4.60
<b>Peer Support</b>	3.63	4.00	4.75
<b>Relationships</b>	3.75	4.00	4.75
<b>Role</b>	4.07	4.60	5.00
<b>Change</b>	2.22	3.00	4.00

**Key**

- Doing very well - need to maintain performance  
Represents those at, above or close to the 80th percentile<sup>†</sup>
- Good, but need for improvement  
Represents those better than average but not yet at, above or close to the 80th percentile<sup>†</sup>
- Clear need for improvement  
Represents those likely to be below average but not below the 20th percentile<sup>†</sup>
- Urgent action needed  
Represents those below the 20th percentile<sup>†</sup>



<sup>†</sup>Compared with results from a representative national survey of employees (see the HSE Analysis Tool User Manual for more information)

## HSE Indicator Tool - Question by Question

The results are grouped by stressor, and the average score is shown for each question associated with that stressor

Question	Average
<b>Demands</b>	
3 Different groups at work demand things from me that are hard to combine	2.62
6 I have unachievable deadlines	3.04
9 I have to work very intensively	1.73
12 I have to neglect some tasks because I have too much to do	2.50
16 I am unable to take sufficient breaks	2.12
18 I am pressured to work long hours	3.08
20 I have to work very fast	1.77
22 I have unrealistic time pressures	2.77
<b>Overall</b>	<b>2.45</b>
<b>Control</b>	
2 I can decide when to take a break	2.48
10 I have a say in my own work speed	2.04
15 I have a choice in deciding how I do my work	2.35
19 I have a choice in deciding what I do at work	1.73
25 I have some say over the way I work	2.85
30 My working time can be flexible	2.38
<b>Overall</b>	<b>2.30</b>
<b>Managers' Support</b>	
8 I am given supportive feedback on the work I do	2.38
23 I can rely on my line manager to help me out with a work problem	3.85
29 I can talk to my line manager about something that has upset or annoyed me about work	3.96
33 I am supported through emotionally demanding work	2.58
35 My line manager encourages me at work	3.31
<b>Overall</b>	<b>3.22</b>
<b>Peer Support</b>	
7 If work gets difficult, my colleagues will help me	3.96
24 I get help and support I need from colleagues	3.85
27 I receive the respect at work I deserve from my colleagues	3.23
31 My colleagues are willing to listen to my work-related problems	3.46
<b>Overall</b>	<b>3.63</b>

Question	Average
<b>Relationships</b>	
5 I am subject to personal harassment in the form of unkind words or behaviour	4.15
14 There is friction or anger between colleagues	3.38
21 I am subject to bullying at work	4.38*
34 Relationships at work are strained	3.08
<b>Overall</b>	<b>3.75</b>
<b>* 5 or your staff report that they are always, often or sometimes bullied.</b>	
<b>Role</b>	
1 I am clear what is expected of me at work	4.23
4 I know how to go about getting my job done	4.31
11 I am clear what my duties and responsibilities are	4.15
13 I am clear about the goals and objectives for my department	3.88
17 I understand how my work fits into the overall aim of the organisation	3.77
<b>Overall</b>	<b>4.07</b>
<b>Change</b>	
26 I have sufficient opportunities to question managers about change at work	2.35
28 Staff are always consulted about change at work	1.92
32 When changes are made at work, I am clear how they will work out in practice	2.38
<b>Overall</b>	<b>2.22</b>

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- Clear need for improvement. Represents those likely to be below average but not at, below or close to the 20th percentile<sup>2</sup>
- Urgent action needed. Represents those at, below or close to the 20th percentile<sup>1</sup>

