

Staff Survey 2009: Results

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Purpose:

To provide:

- the results of the staff survey 2009

1.0 Introduction

This paper presents the results of the Staff Survey 2009. This survey was the fourth staff survey undertaken since 2001 (in addition to a focus group methodology adopted in 2007 to gauge staff opinion on a set of specific organisational issues).

2.0 Methodology

2.1 The staff survey 2009 was conducted over Easter and open to **all** staff between April 13th and May 1st 2009.

Versions of the survey were available in both electronic format (via the Bristol Online Survey tool) and in paper format. Paper versions were made available to ensure non-office based staff (such as those in cleaning, janitorial and manual teams) were able to fully participate in the survey process.

The survey adopted a 5-point scale (strongly disagree – disagree - neither agree nor disagree – agree - strongly agree). Respondents were asked to categorise their agreement with 26 statements. These statements were incorporated into the six sections below:

- Job Satisfaction
- Management
- Pay & Conditions
- Environment, Health & Safety
- Personal & Professional Development
- Opinion Gathering (including space for open feedback)

Promotional activity in the run up to the survey data collection phase was conducted by the Staff Development team and Directorate of Corporate Communications. Data collection, analysis and dissemination of results were managed by the Statistics Officer. The action planning and follow up initiatives will be facilitated by the staff development team, with assistance from the Directorate of Corporate Communications and discussions with the Office of the Principal.

3.0 Response Rate & Key Results

3.1 Response Rate

The staff survey 2009 received a total of 1215 responses. A total of 2366 staff members were eligible to take part in the survey, resulting in an overall response rate of 51%. This compares well with response rates over previous years:

Year	Response Rate
2009	51%
2005	40%
2003	49%
2001	50%

In order to maintain the confidentiality of respondents and ensure the statistical stability of the analysis, results for schools or units that receiving less than 10 responses were suppressed. In practice, this means that the following departments will find their results grouped into the “other” category and no individualised departmental level data will be released:

School of Art History; Careers; Corporate Communications; Environmental Health & Safety Services; Department of Sport & Exercise; Students Association; Printing; Chaplaincy; Procurement; STEP.

Departmental level results should be treated with some caution where the individual department response rate fell below 50%.

3.2 Key Results

This section summarises the main survey results, focussing on analysis at the institutional level.

- **Job Satisfaction**

- **84.6%** of participants responded **positively** to the statement “Overall I derive satisfaction from my work in the University” (5.4 % provided a negative response with the remaining 10% neither agreeing nor disagreeing).

- **Management**

- Respondents mainly reacted positively to statements relating to management. However, the statement relating to gaining useful feedback from Supervisor/Manager gleaned the greatest level of negative response within this section (23%).

- **Pay & Conditions**

- Respondents reacted well to the statements relating to the flexibility of

working hours and the non-pay related benefits. However, less than half of respondents (42%) noted a positive response to the statement “A significant attraction of working at the University is the level of pay”. This is in contrast to the free flow comments section where initial indications are that respondents regard the level of pay as one of the things that are good about working for the university.

- **Environment, Health & Safety**

- In relation to workload, most respondents reacted positively to the statement “I do not usually struggle with my workload”.
- Interestingly, almost 50% responded “neither agree nor disagree” to the statement relating to policies for bullying and harassment.
- On the whole, respondents reacted positively to the statement “I believe it is possible for me to maintain a satisfactory work/life balance in this employment”.

- **Personal and Professional Development**

- Respondents appear to know where to find information relating to personal and professional development opportunities. However, 64% were either negative or neutral about the statement “The development opportunities offered by the University are well-targeted to my work needs”.
- Twenty-three percent (23%) of respondents reacted positively to the statement “I have found the Q6 review process to be helpful to me”. Almost 50% neither agreed nor disagreed with this statement, possibly indicating apathy with the subject matter, or that they have not been involved in the Q6 process at the time of survey.

- **Opinion Gathering**

- Respondents were evenly split across the response scale in their reaction to the statement “I would be interested in a secondment opportunity elsewhere in the University” (31.8% positive, 36.9% negative, 31.0% neither).
- Over 50% neither agreed nor disagreed that “the enforced car parking permit scheme has improved the car parking situation”.

3.3 Free Text Comments

This paper does not cover in any detail, the responses made by staff within the free text “opinion gathering” sections of the survey. Respondents were asked to note three areas that were positive about working for the university and subsequently, three areas that could be improved. The comments will be released to Heads of School/Unit within the departmental level data packs once the Statistics Officer has reviewed each of the comments for issues relating anonymity, confidentiality, unsuitable content and has redacted items as appropriate.

A full analysis will be undertaken of the free text comments and reported to the Principals Office in due course (following the review as noted above). Anecdotally, the main areas regarded as positive appear to be in relation to pay, working conditions and the working environment (i.e. the town itself). Communication between management and other levels of staff appear to be one of the main areas regarded as requiring improvement.



Welcome to the Staff Survey 2009. We thank you for taking the time to let us know your views!

The survey is completely anonymous and is being conducted in accordance with the Data Protection Act. Please be reassured that all responses will be handled in the strictest confidence. Any analysis will be conducted at a level that will not identify individuals in any way and results will only be reported on for groups of 10 or more. All questionnaires will be destroyed (in a confidential manner) once processing has been completed.

Please state how much you agree with the following 26 statements using the scale provided.

- Please ensure that you **do not** write your name on the form.
- Do not mark more than one box per question.
- Please mark your response clearly with a 'X' within the boxes provided

Please return your completed survey using internal mail in the addressed envelope provided (to arrive no later than **1st May 2009**).

Job Satisfaction	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
1. Overall I derive satisfaction from my work in the University.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I think the University recognises good performance appropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. My motivation at work is generally high.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I am clear about what is expected of me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
5. I am aware of my contribution towards the major aims of the University.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. In the past year I have received useful feedback on my work performance from my supervisor/manager.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. My supervisor/manager provides me with the necessary support I need to perform in my role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I work in a well-managed School/Unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I believe the University is managed in a way that will enable it to be successful in the current environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Pay & Conditions	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
10. A significant attraction of working at the University is the level of pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. A significant attraction of working at the University is the benefits package for staff (holidays, pension, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. A significant attraction of working at the University is the flexibility of working arrangements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Environment, Health & Safety	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
13. I have taken active steps in my workplace to conserve energy (light, heat, electricity etc).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. My working environment (office, lab space, workshop) is sufficient for my needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. I feel safe and secure in my work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I do not usually struggle with my workload.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. If I felt unduly stressed at work, I would know who to contact for support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Procedures for dealing with harassment and bullying at work appear to be effective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I believe it is possible for me to maintain a satisfactory work-life balance in this employment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Personal & Professional Development	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
20. I know where to find information about relevant training/developmental activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. The development opportunities offered by the University are well-targeted to my work needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. In the past twelve months, I have found staff development opportunities offered by the University (from any of the University central services) to be helpful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. I have found the Q6 review process to be helpful to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Opinion Gathering

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
24. I believe the University has generally effective measures to support equality of opportunity for all staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. I would be interested in a secondment opportunity elsewhere in the University.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. The enforced car parking permit scheme has improved the car parking situation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please note up to three things that you think are good about working for the University?

Please note up to three things that could be improved about working for the University?

Which School / Unit do you work in?

Art History	<input type="checkbox"/>	Economics & Finance	<input type="checkbox"/>	Mathematics & Statistics	<input type="checkbox"/>
Biology	<input type="checkbox"/>	English	<input type="checkbox"/>	Medicine	<input type="checkbox"/>
Chemistry	<input type="checkbox"/>	Geography & Geosciences	<input type="checkbox"/>	Modern Languages	<input type="checkbox"/>
Classics	<input type="checkbox"/>	History	<input type="checkbox"/>	Philosophical, Anthropological & Film Studies	<input type="checkbox"/>
Computer Science	<input type="checkbox"/>	International Relations	<input type="checkbox"/>	Physics & Astronomy	<input type="checkbox"/>
Divinity	<input type="checkbox"/>	Management	<input type="checkbox"/>	Psychology	<input type="checkbox"/>
Admissions & Student Recruitment	<input type="checkbox"/>	EHSS	<input type="checkbox"/>	Office of the Principal	<input type="checkbox"/>
Business Improvements	<input type="checkbox"/>	Estates	<input type="checkbox"/>	Registry	<input type="checkbox"/>
Careers	<input type="checkbox"/>	Finance	<input type="checkbox"/>	Residential & Business Services	<input type="checkbox"/>
Corporate Communications	<input type="checkbox"/>	Human Resources	<input type="checkbox"/>	Sport & Exercise	<input type="checkbox"/>
Development	<input type="checkbox"/>	Library Services	<input type="checkbox"/>	Student Support Services	<input type="checkbox"/>
ELT	<input type="checkbox"/>	IT Services	<input type="checkbox"/>	Other	<input type="checkbox"/>

If 'other, please specify (If you wish to): _____

What is your ethnic group?*

White:

Scottish English

Welsh Northern Irish

British Irish

Gypsy/Traveller Polish

Other Please specify: _____

Mixed or multiple ethnic groups:

Any mixed or multiple ethnic group Please specify: _____

Asian, Asian Scottish or Asian British:

Pakistani, Pakistani Scottish or Pakistani British

Indian, Indian Scottish or Indian British

Bangladeshi, Bangladeshi Scottish or Bangladeshi British

Chinese, Chinese Scottish or Chinese British

Other Please specify: _____

African, Caribbean or Black:

African, African Scottish or African British

Caribbean, Caribbean Scottish or Caribbean British

Black, Black Scottish or Black British

Other Please specify: _____

Other Ethnic Group:

Arab

Other Please specify: _____

*Ethnicity classifications

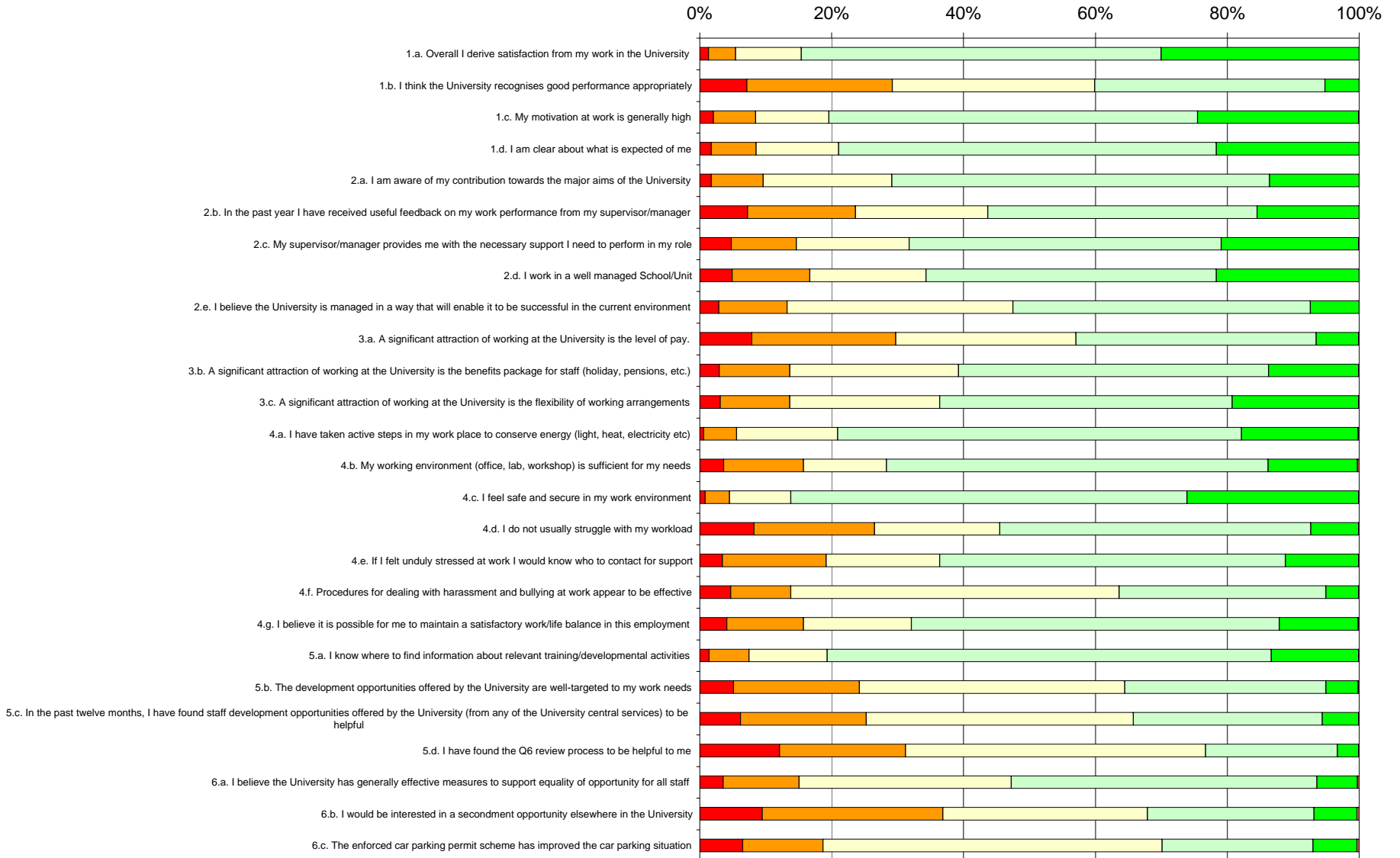
Source: <http://www.scotland.gov.uk/Topics/Statistics/Browse/Social-Welfare/newethnicityclass>

Thank you for completing the survey!

Staff Survey 2009 Overall Summary

Department: *All Departments (1215)

Key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 results

Staff Survey 2009 - Response Rate Analysis

School/Unit	Base	Responses	Departmental Response Rate	Survey contribution
Admissions & Student recruitment	39	28	71.8%	2.3%
Art History	26	9	34.6%	0.7%
Biology	194	95	49.0%	7.8%
Business Improvements	20	13	65.0%	1.1%
Careers	11	9	81.8%	0.7%
Chemistry	140	53	37.9%	4.4%
Classics	26	20	76.9%	1.6%
Computer Science	55	29	52.7%	2.4%
Corporate Communications	8	7	87.5%	0.6%
Development	17	13	76.5%	1.1%
Did not specify	NA	26	NA	2.1%
Divinity	20	10	50.0%	0.8%
Economics & Finance	35	13	37.1%	1.1%
EHSS	7	3	42.9%	0.2%
ELT	19	11	57.9%	0.9%
English	34	18	52.9%	1.5%
Estates	215	123	57.2%	10.1%
Finance	43	35	81.4%	2.9%
Geography & Geosciences	102	46	45.1%	3.8%
History	62	32	51.6%	2.6%
Human Resources	28	15	53.6%	1.2%
International Relations	43	19	44.2%	1.6%
IT Services	39	27	69.2%	2.2%
Library Services	65	48	73.8%	4.0%
Management	43	16	37.2%	1.3%
Maths & Stats	74	49	66.2%	4.0%
Medicine	68	36	52.9%	3.0%
Modern Languages	54	31	57.4%	2.6%
Office of the Principal	40	14	35.0%	1.2%
Other	176	48	27.3%	4.0%
Phil, Anth & Film	61	36	59.0%	3.0%
Physics & Astronomy	122	84	68.9%	6.9%
Psychology	71	26	36.6%	2.1%
Registry	27	21	77.8%	1.7%
Residential & Business Services	335	123	36.7%	10.1%
Sport & Exercise	21	8	38.1%	0.7%
Student Support Services	21	21	100.0%	1.7%
Grand Total	2361	1215	51.5%	100.0%

Departments shaded in grey did not meet the minimum reporting threshold of 10 or more responses and will therefore be grouped into the "other" category for the purpose of analysis

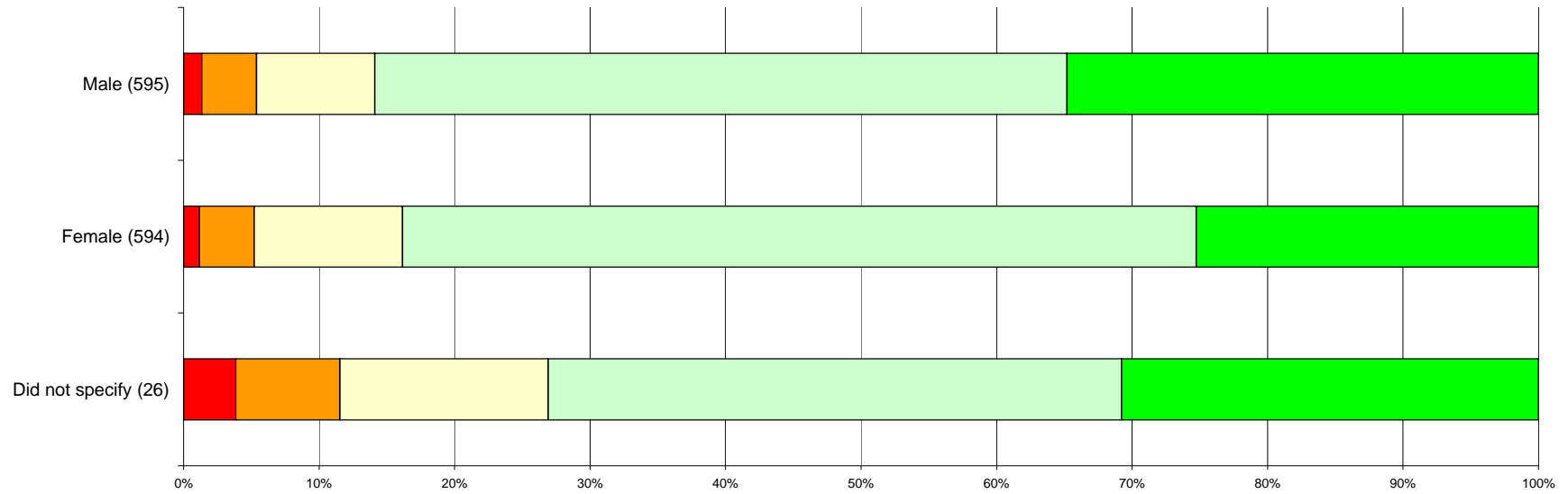
Staff Survey 2009

Questions by Gender Split

Question:

1.a. Overall I derive satisfaction from my work in the University

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

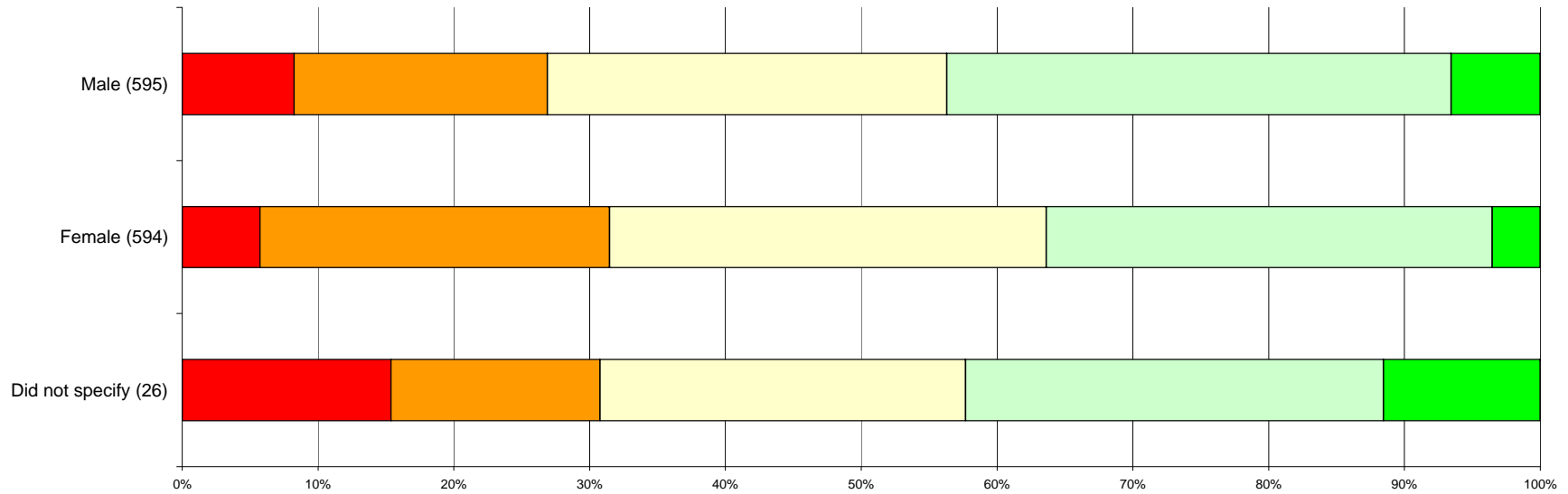
Staff Survey 2009

Questions by Gender Split

Question:

1.b. I think the University recognises good performance appropriately

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

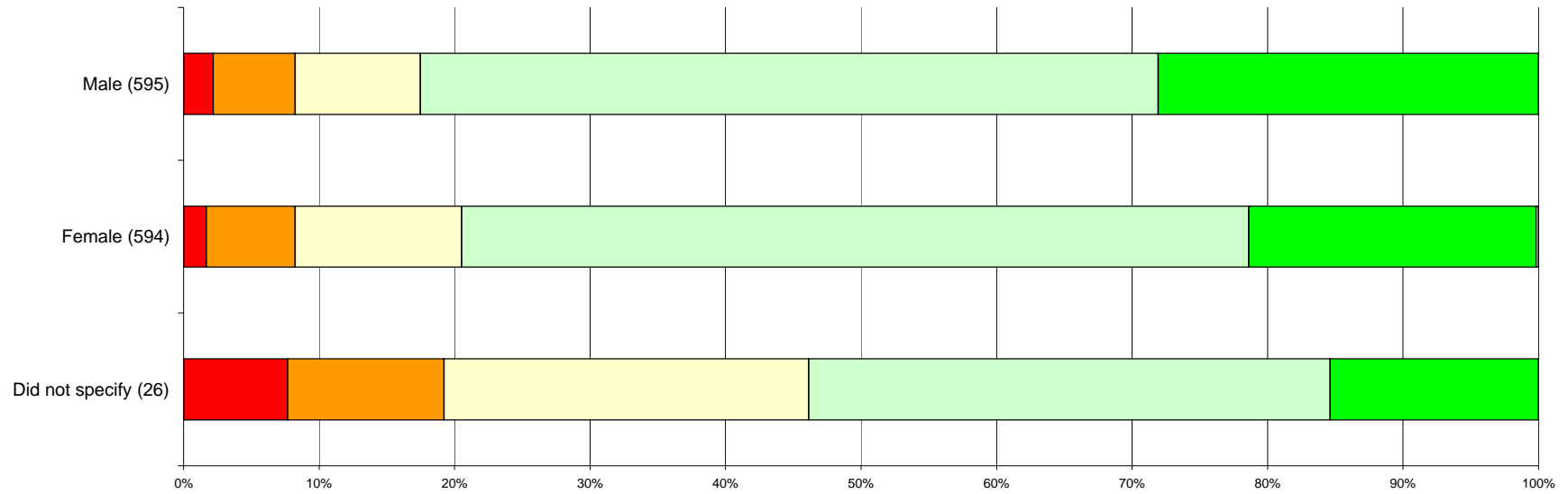
Staff Survey 2009

Questions by Gender Split

Question:

1.c. My motivation at work is generally high

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

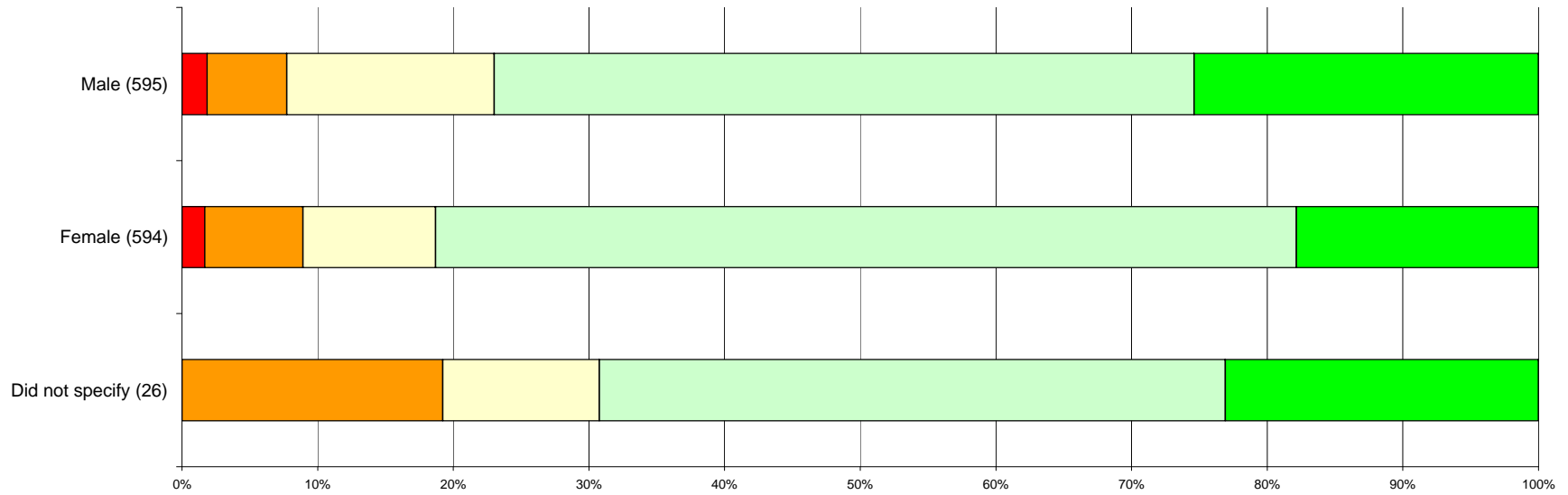
Staff Survey 2009

Questions by Gender Split

Question:

1.d. I am clear about what is expected of me

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

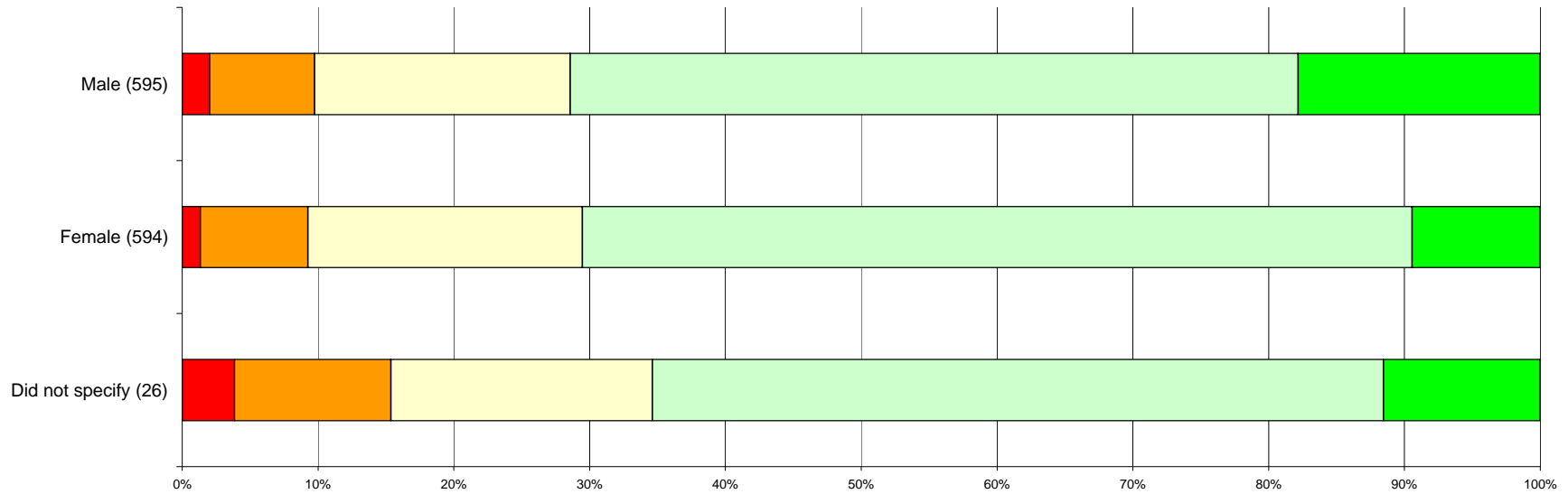
Staff Survey 2009

Questions by Gender Split

Question:

2.a. I am aware of my contribution towards the major aims of the University

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

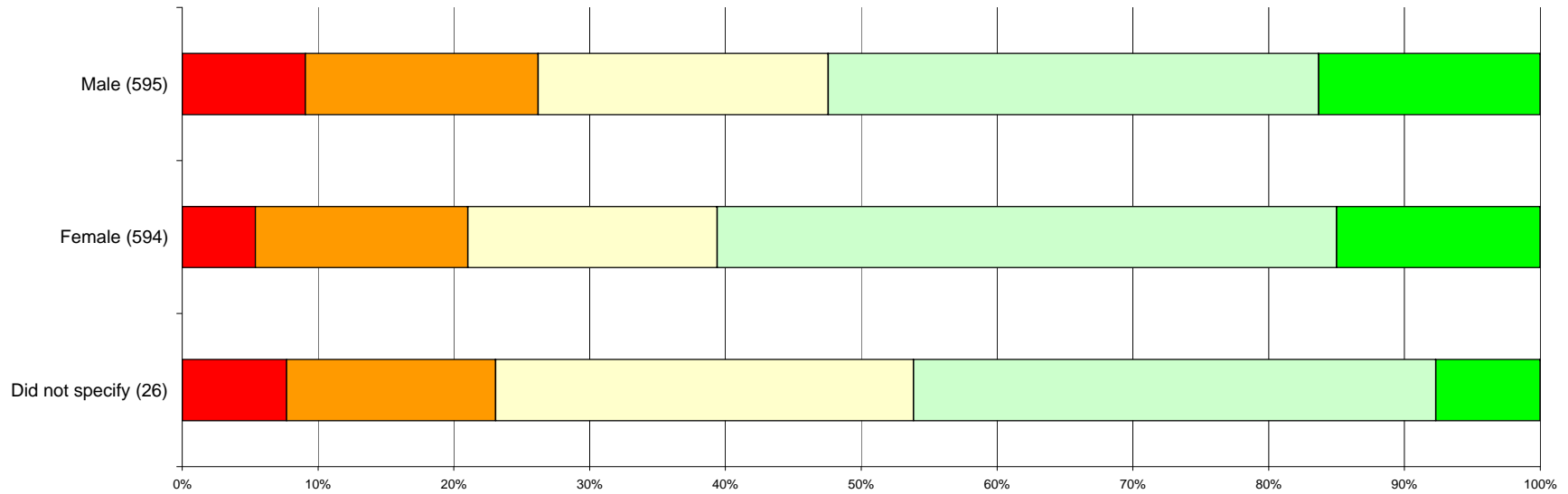
Staff Survey 2009

Questions by Gender Split

Question:

2.b. In the past year I have received useful feedback on my work performance from my supervisor/manager

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

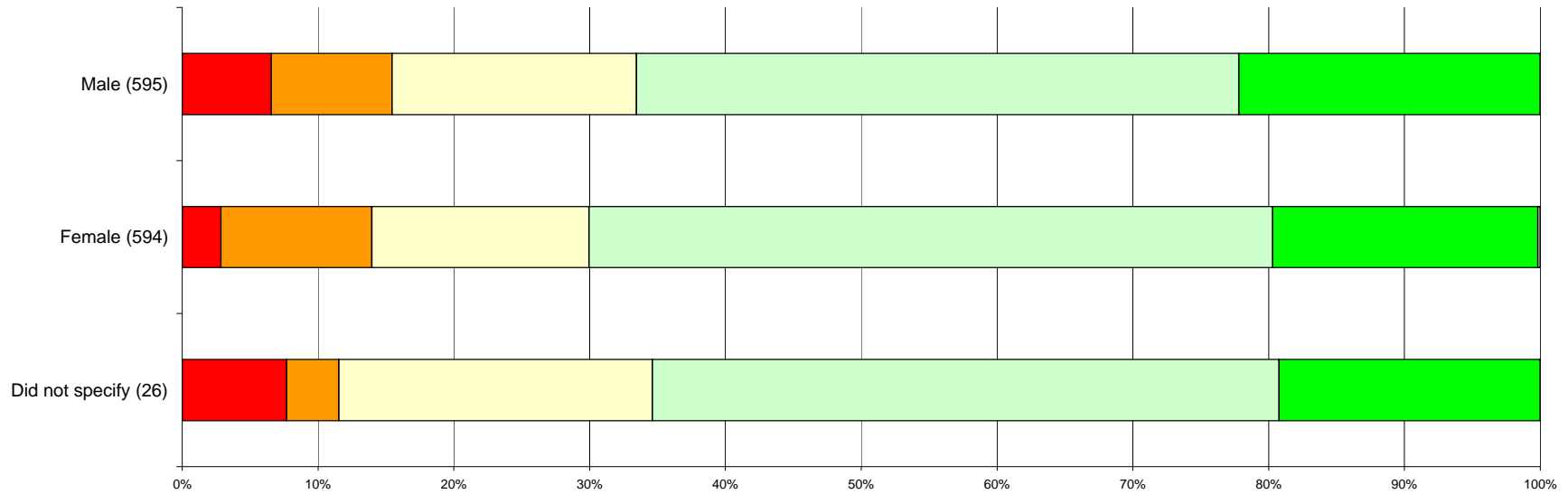
Staff Survey 2009

Questions by Gender Split

Question:

2.c. My supervisor/manager provides me with the necessary support I need to perform in my role

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

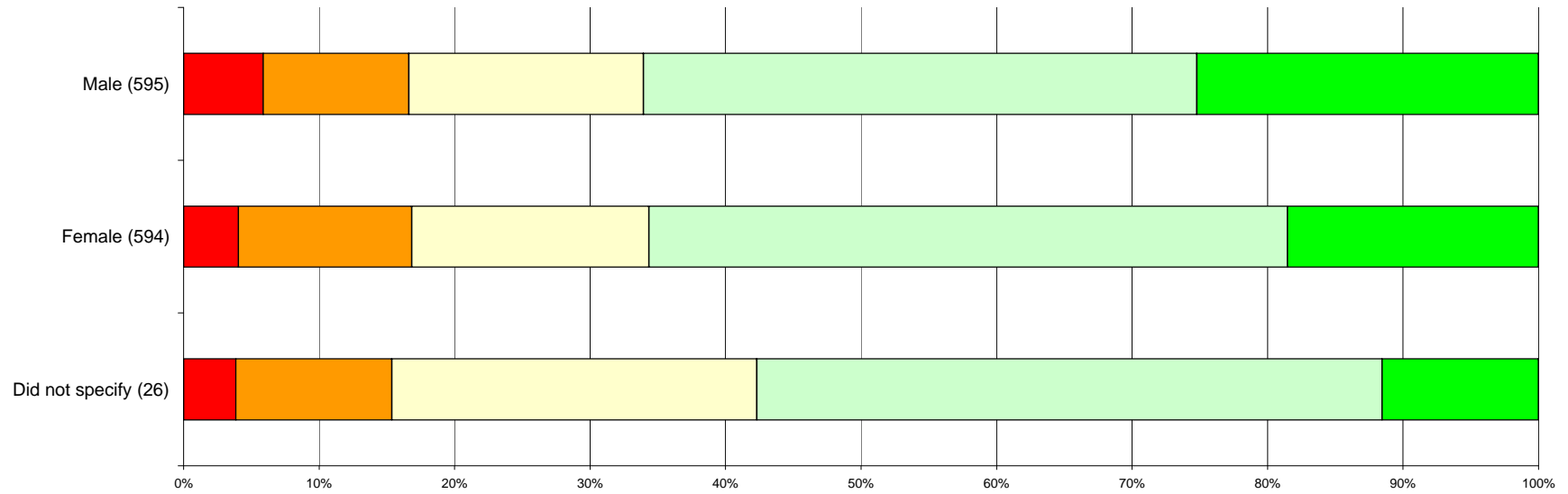
Staff Survey 2009

Questions by Gender Split

Question:

2.d. I work in a well managed School/Unit

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

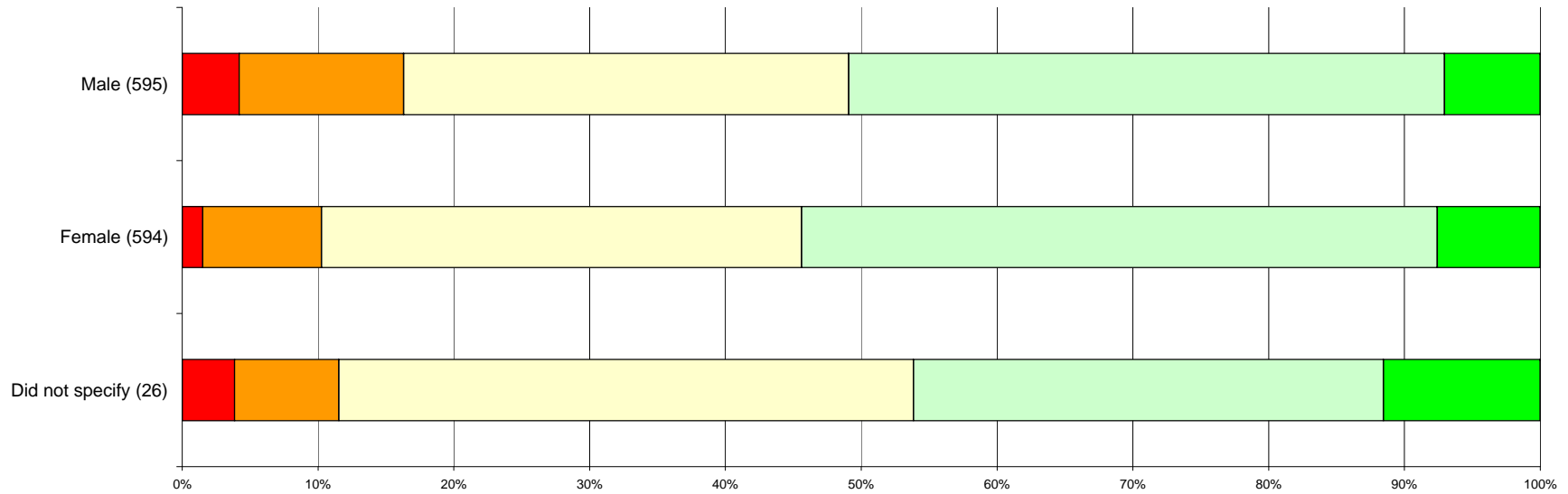
Staff Survey 2009

Questions by Gender Split

Question:

2.e. I believe the University is managed in a way that will enable it to be successful in the current environment

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

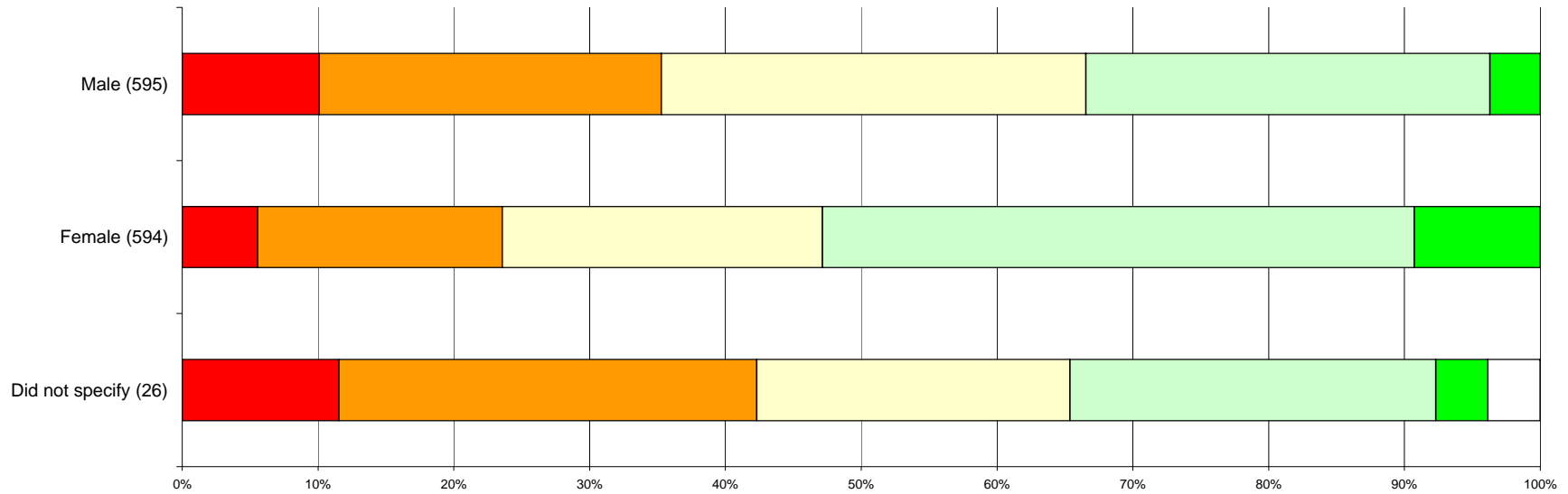
Staff Survey 2009

Questions by Gender Split

Question:

3.a. A significant attraction of working at the University is the level of pay.

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

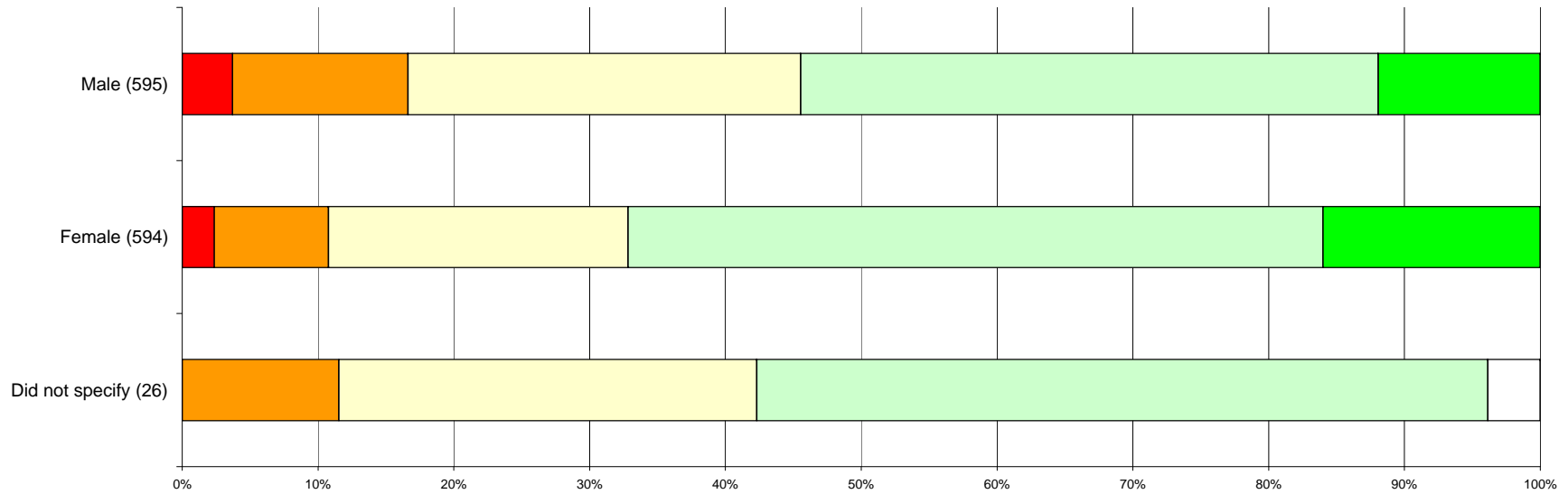
Staff Survey 2009

Questions by Gender Split

Question:

3.b. A significant attraction of working at the University is the benefits package for staff (holiday, pensions, etc.)

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

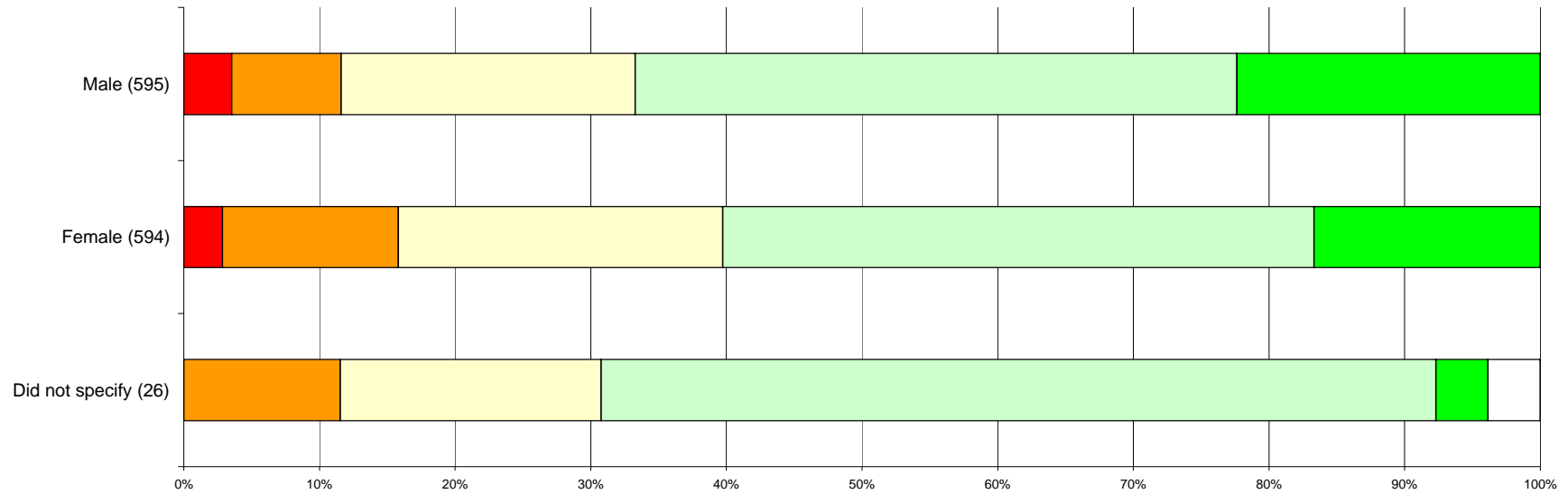
Staff Survey 2009

Questions by Gender Split

Question:

3.c. A significant attraction of working at the University is the flexibility of working arrangements

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

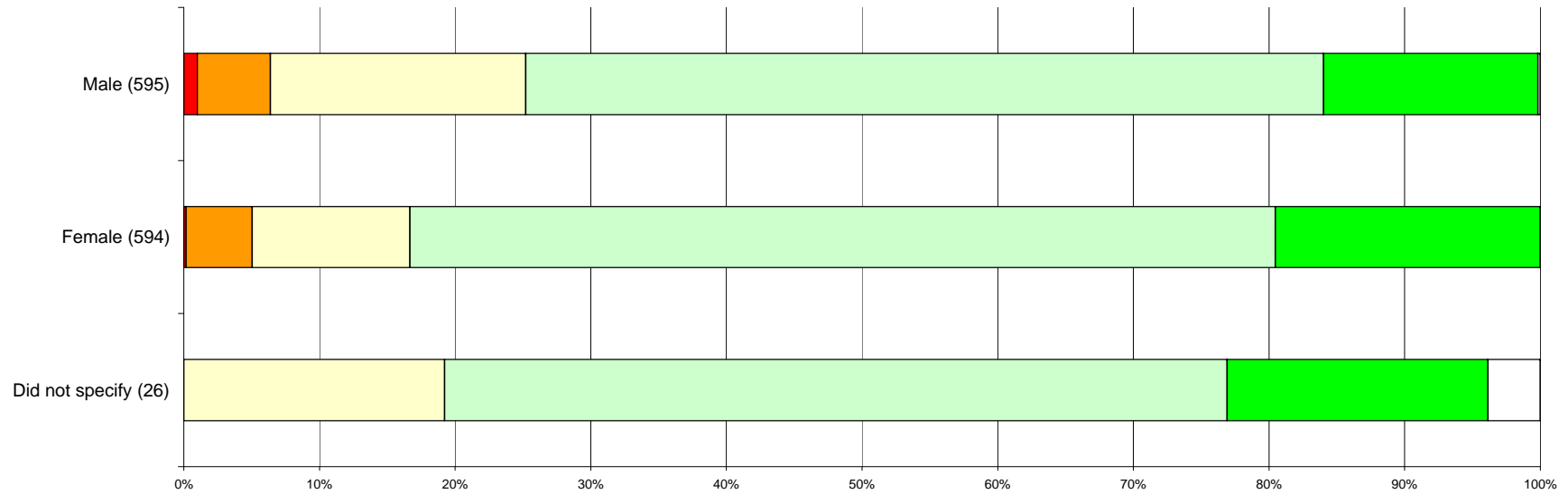
Staff Survey 2009

Questions by Gender Split

Question:

4.a. I have taken active steps in my work place to conserve energy (light, heat, electricity etc)

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

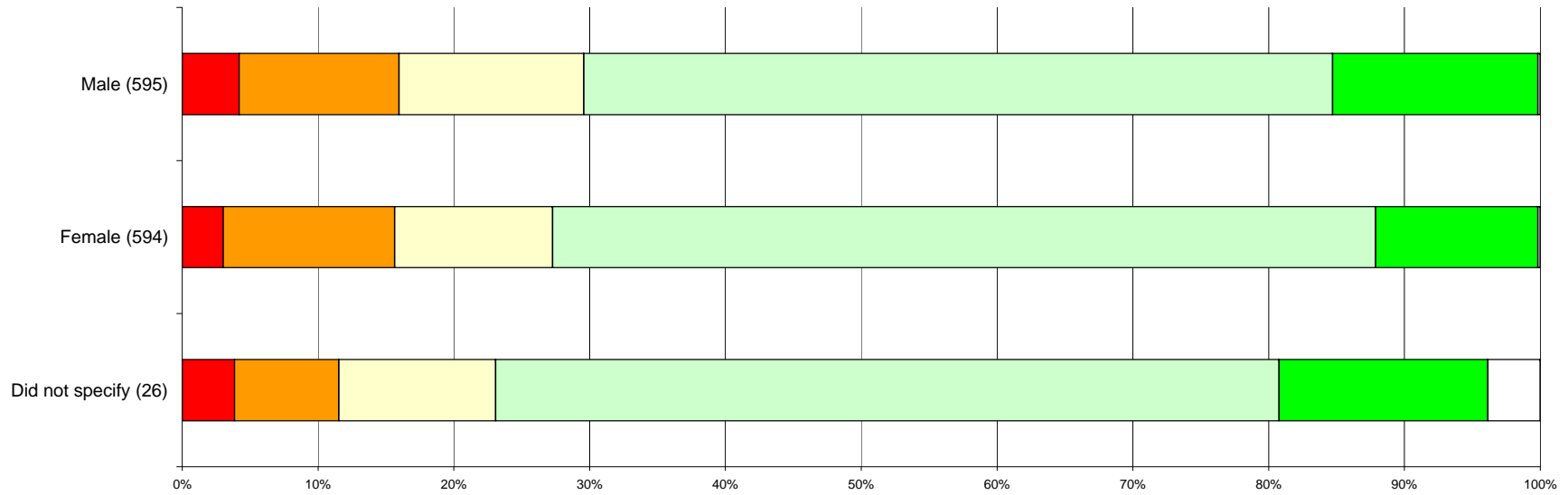
Staff Survey 2009

Questions by Gender Split

Question:

4.b. My working environment (office, lab, workshop) is sufficient for my needs

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

Staff Survey 2009

Questions by Gender Split

Question:

4.c. I feel safe and secure in my work environment

key: Strongly Disagree Disagree Neither Agree Strongly Agree



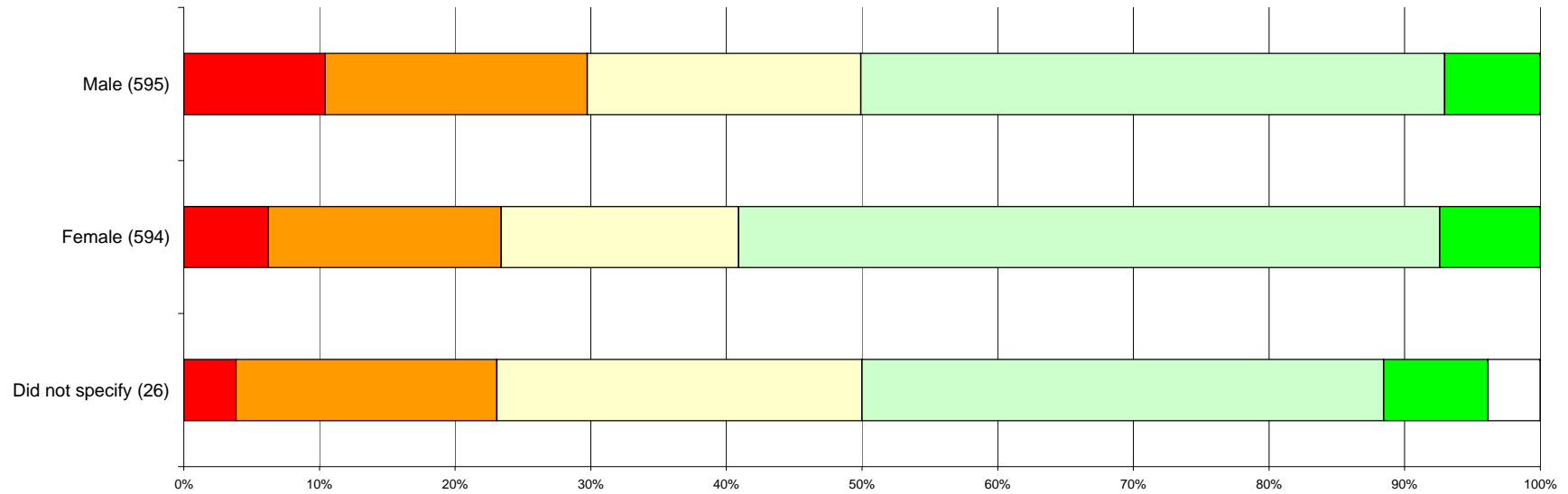
Number of responses in ()

Staff Survey 2009
Questions by Gender Split

Question:

4.d. I do not usually struggle with my workload

key: Strongly Disagree Disagree Neither Agree Strongly Agree



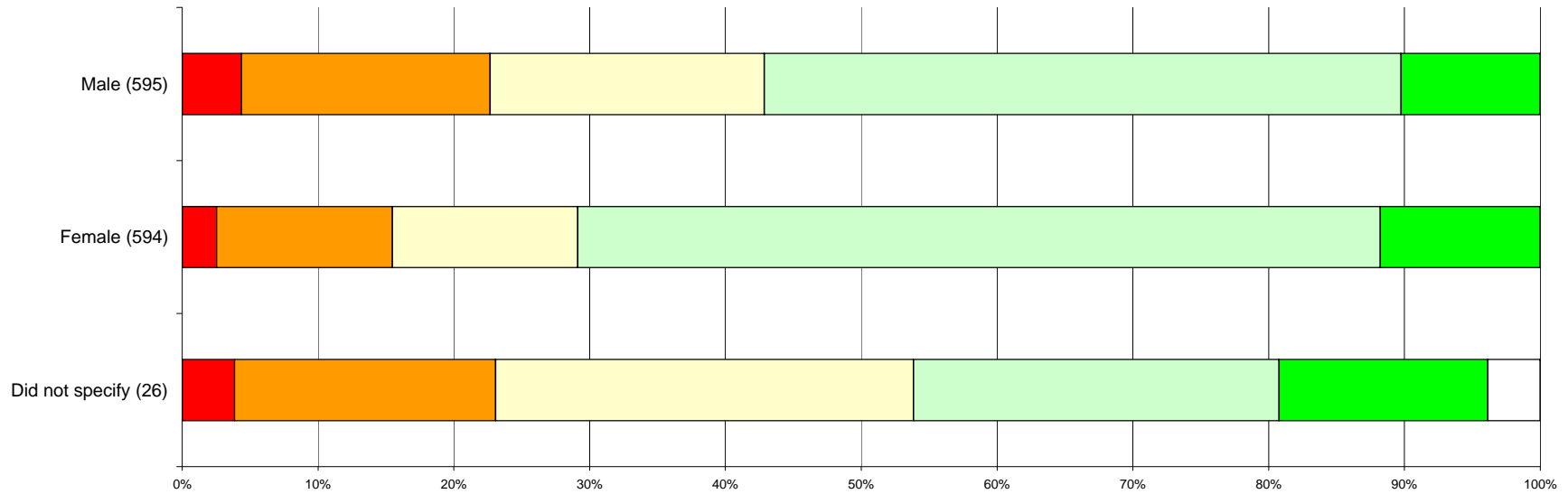
Number of responses in ()

Staff Survey 2009
Questions by Gender Split

Question:

4.e. If I felt unduly stressed at work I would know who to contact for support

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

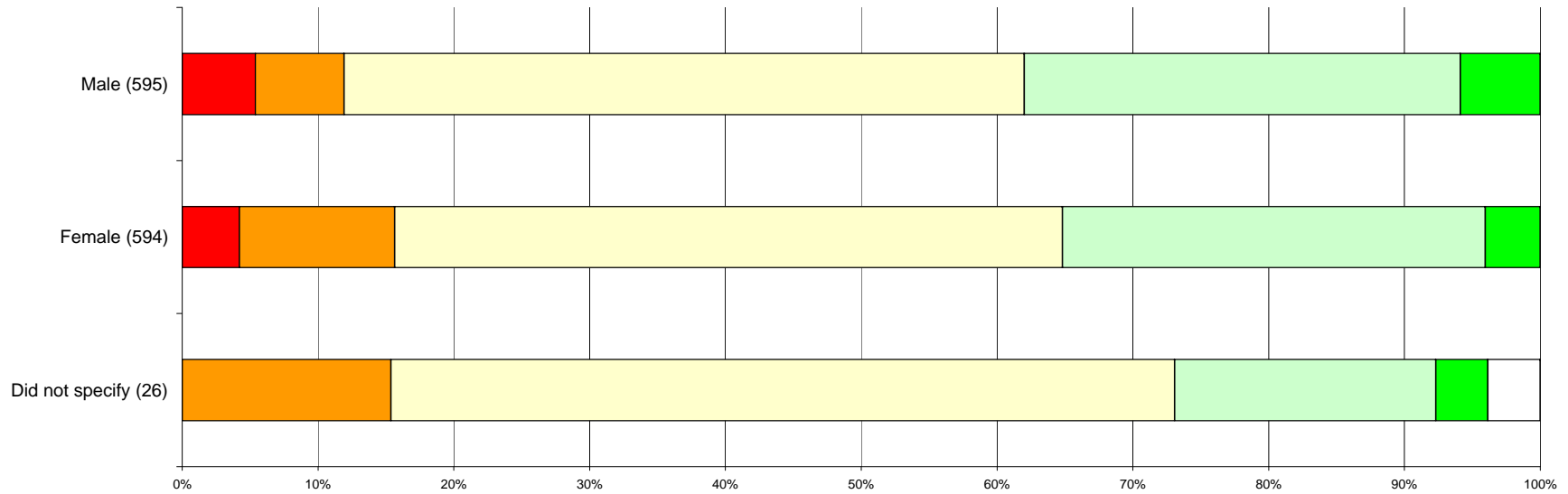
Staff Survey 2009

Questions by Gender Split

Question:

4.f. Procedures for dealing with harassment and bullying at work appear to be effective

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

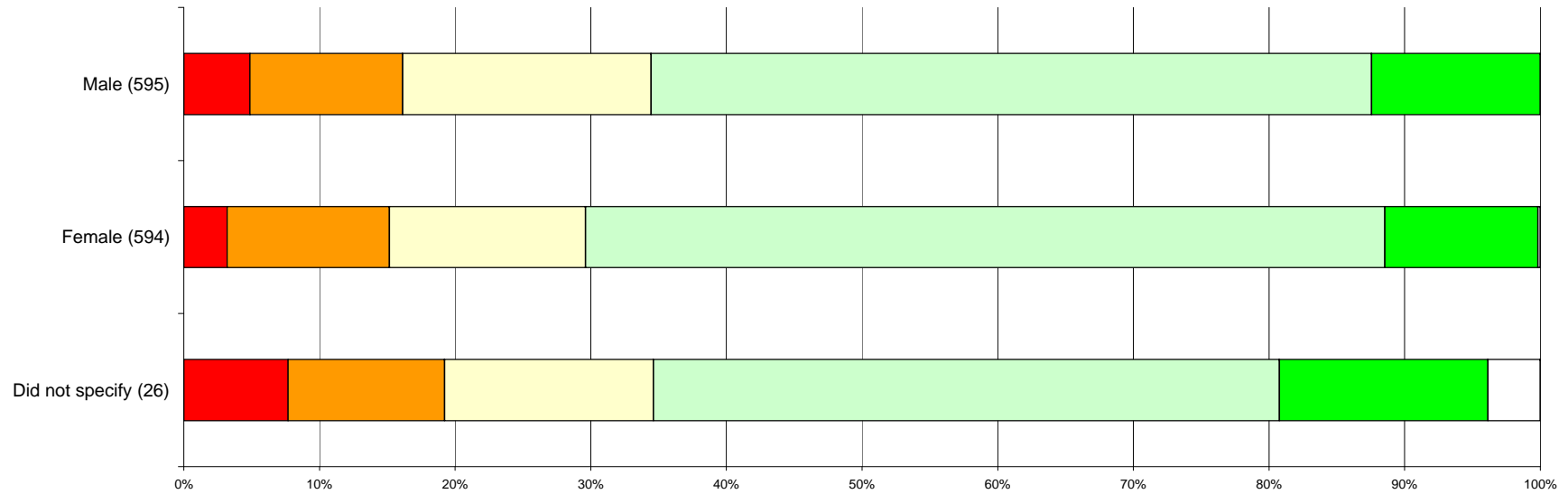
Staff Survey 2009

Questions by Gender Split

Question:

4.g. I believe it is possible for me to maintain a satisfactory work/life balance in this employment

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

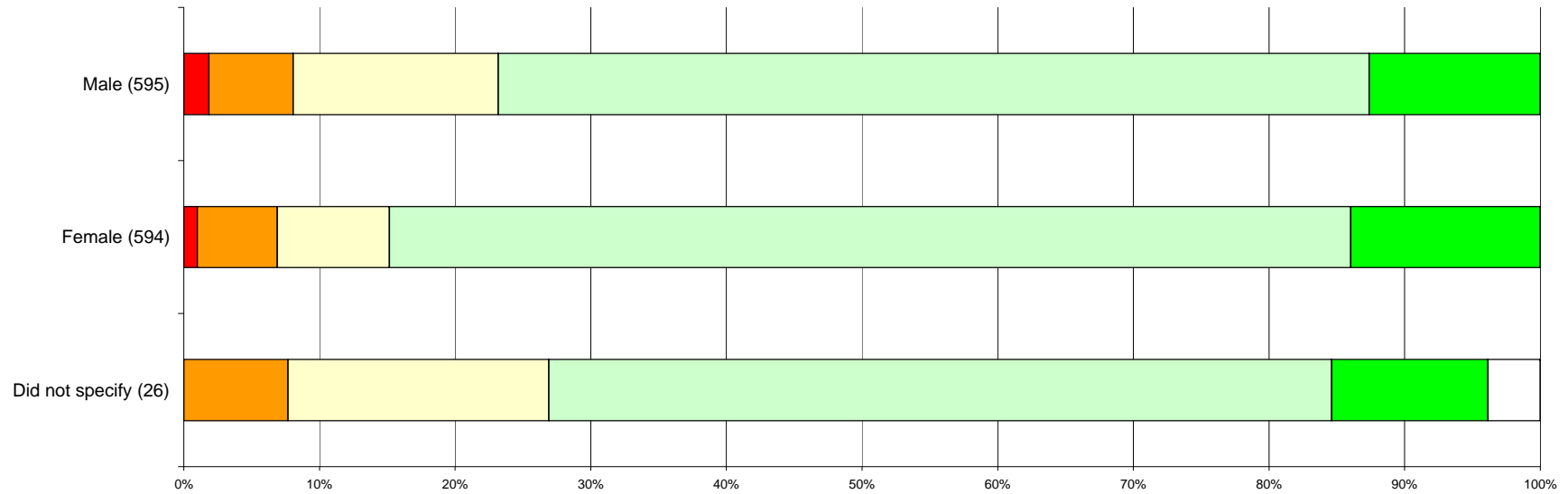
Staff Survey 2009

Questions by Gender Split

Question:

5.a. I know where to find information about relevant training/developmental activities

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

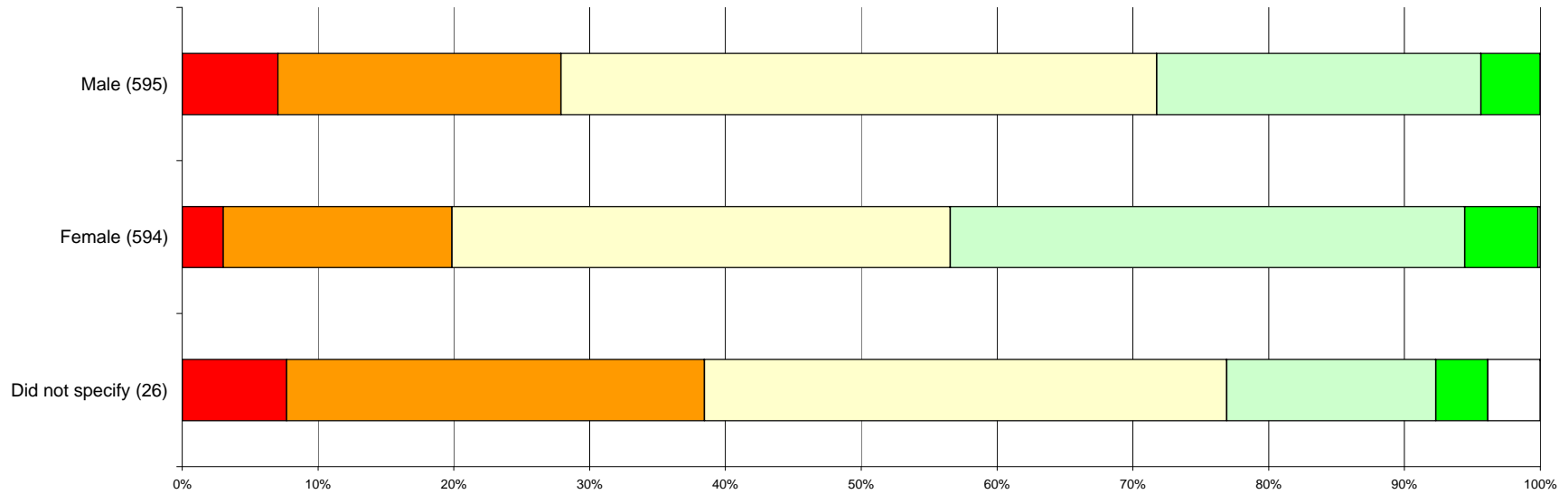
Staff Survey 2009

Questions by Gender Split

Question:

5.b. The development opportunities offered by the University are well-targeted to my work needs

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

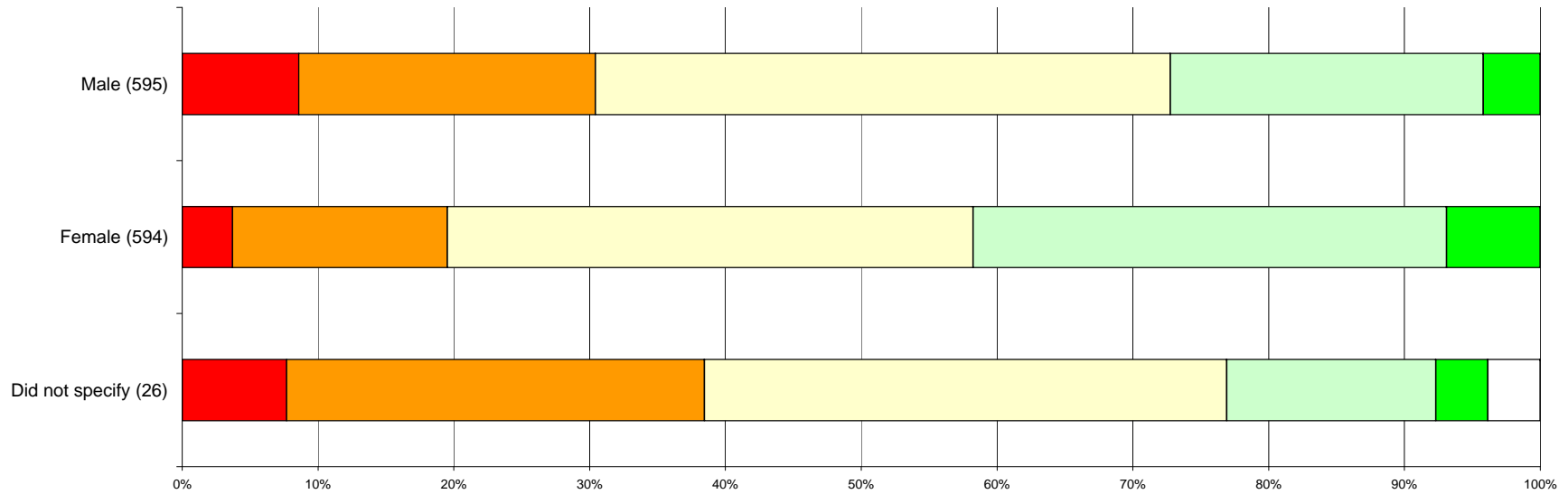
Staff Survey 2009

Questions by Gender Split

Question:

5.c. In the past twelve months, I have found staff development opportunities offered by the University (from any of the Universit

key: Strongly Disagree Disagree Neither Agree Strongly Agree



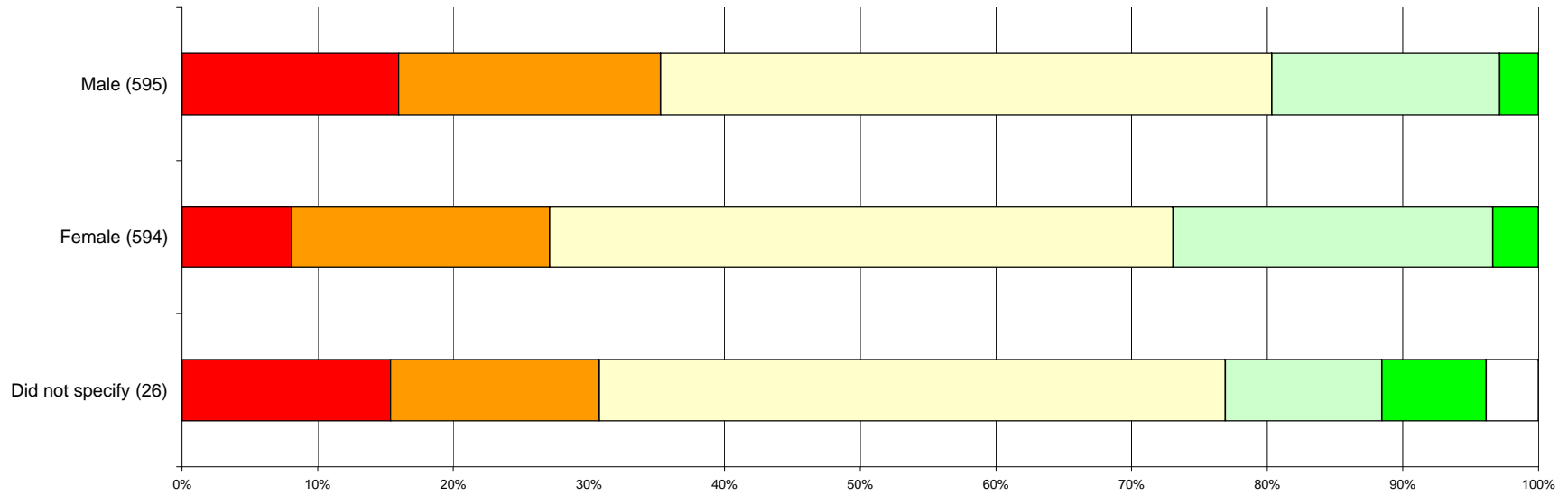
Number of responses in ()

Staff Survey 2009
Questions by Gender Split

Question:

5.d. I have found the Q6 review process to be helpful to me

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

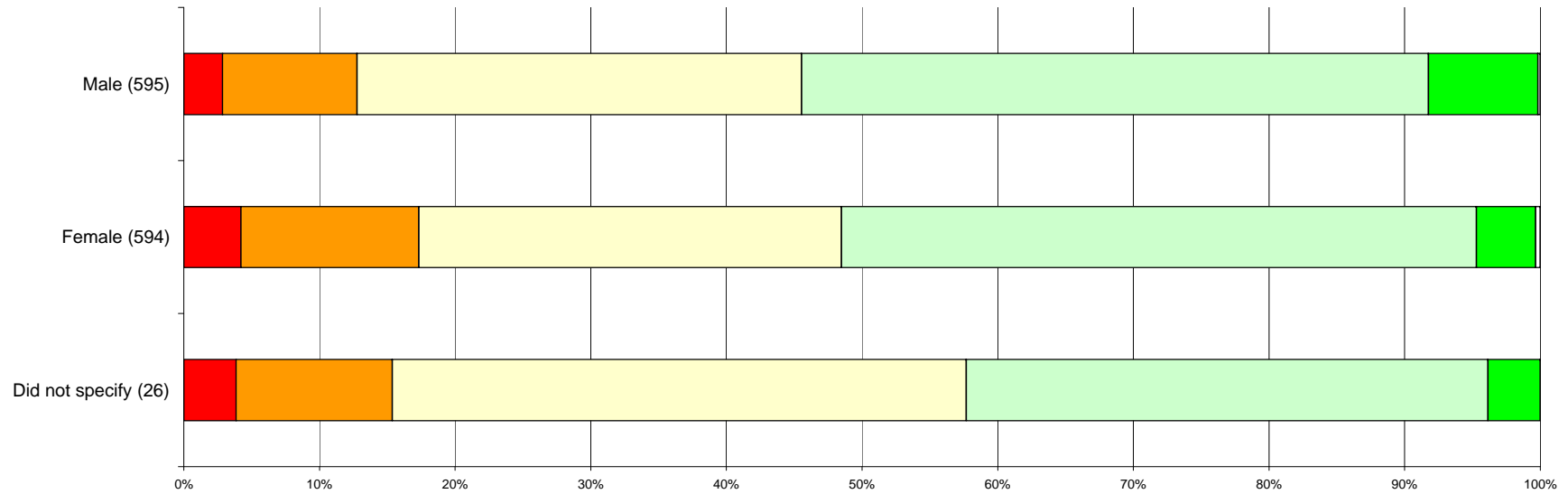
Staff Survey 2009

Questions by Gender Split

Question:

6.a. I believe the University has generally effective measures to support equality of opportunity for all staff

key: Strongly Disagree Disagree Neither Agree Strongly Agree



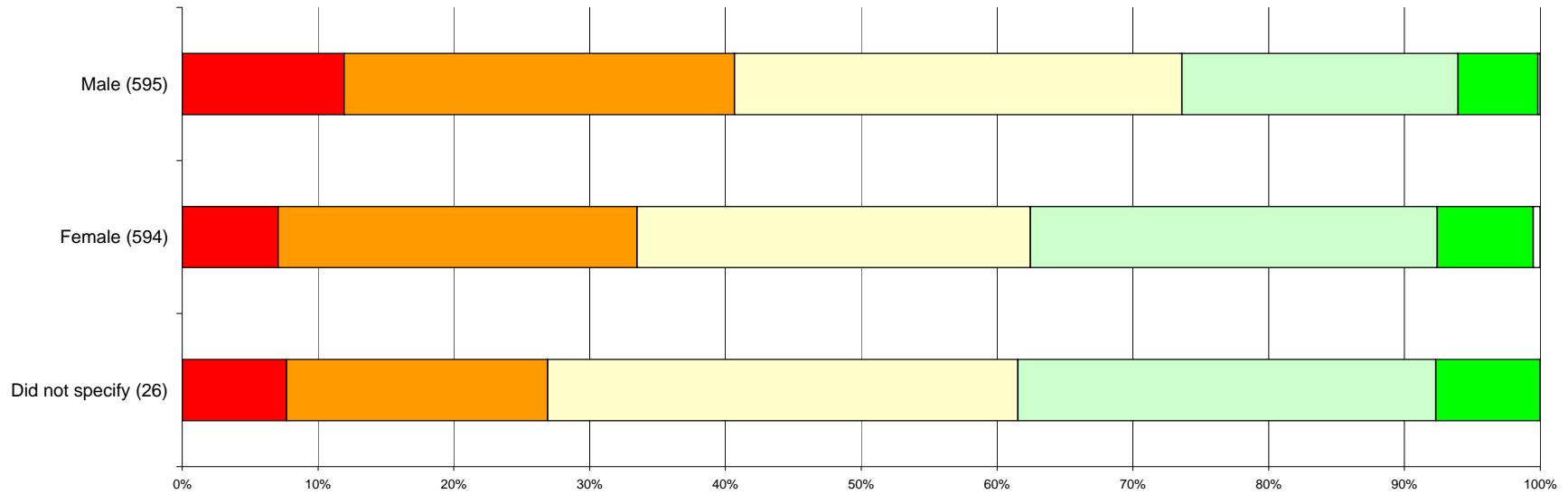
Number of responses in ()

Staff Survey 2009
Questions by Gender Split

Question:

6.b. I would be interested in a secondment opportunity elsewhere in the University

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

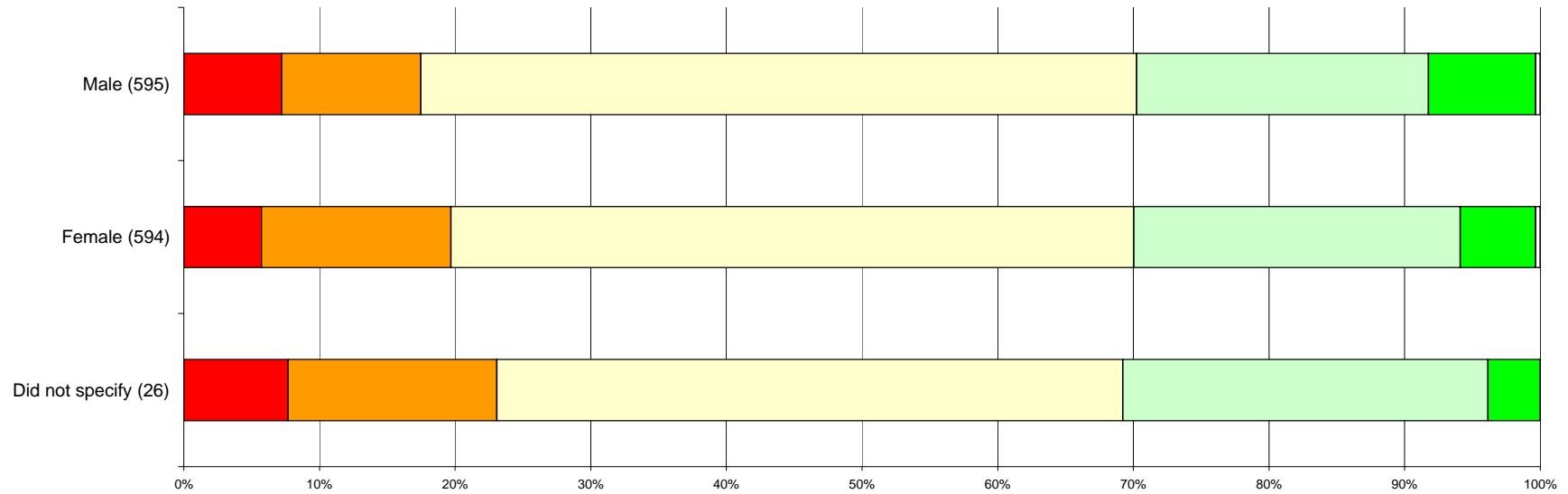
Staff Survey 2009

Questions by Gender Split

Question:

6.c. The enforced car parking permit scheme has improved the car parking situation

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Number of responses in ()

Staff Survey 2009 Results by Job Role

Role: Academic (311)

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 results

Staff Survey 2009 Results by Job Role

Role:

Academic-related (193)

key: Strongly Disagree Disagree Neither Agree Strongly Agree

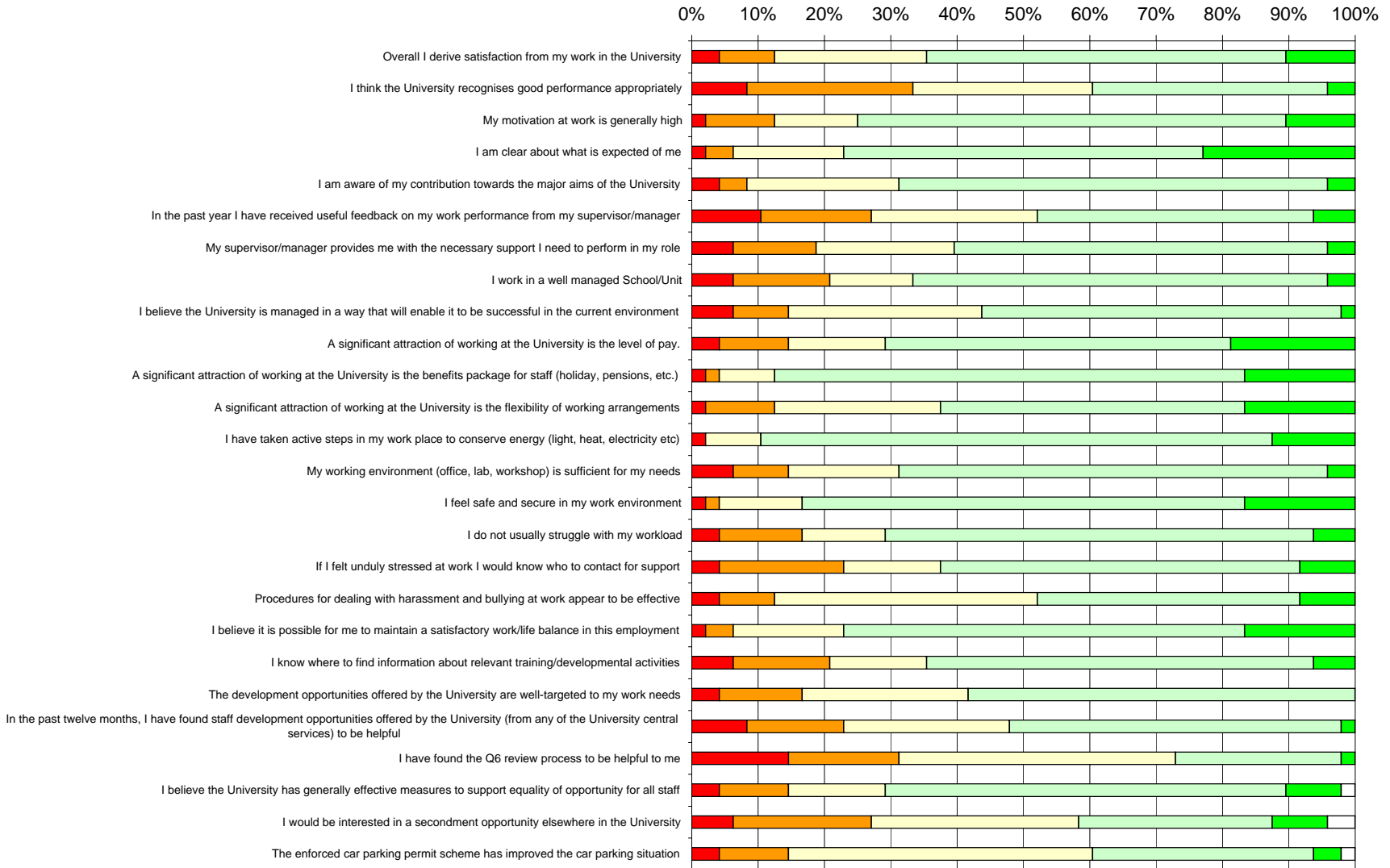


Source: Staff Survey 2009 results

Staff Survey 2009 Results by Job Role

Role:

Catering (48)

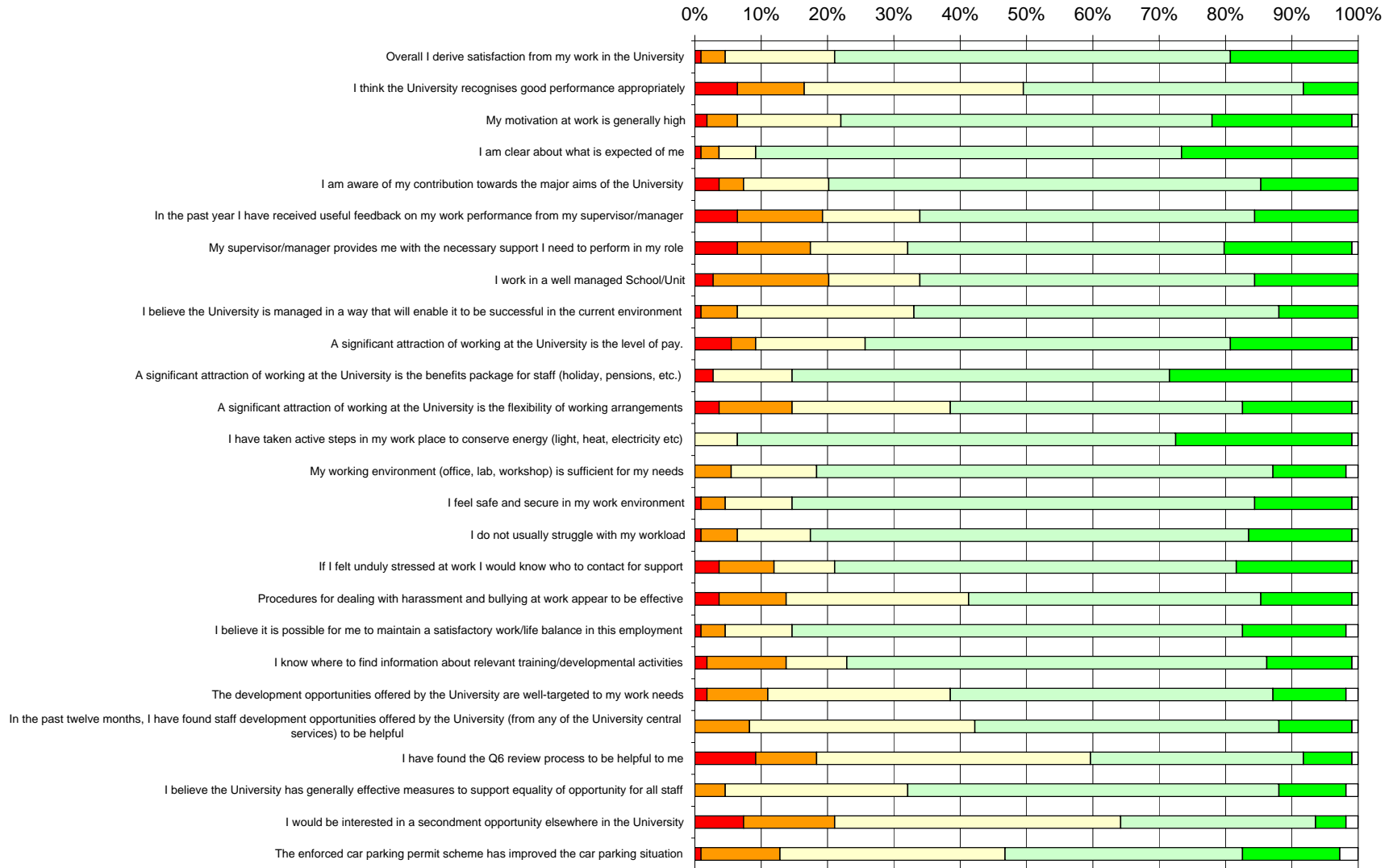


Source: Staff Survey 2009 results

Staff Survey 2009 Results by Job Role

Role: Cleaning, Janitorial and Housekeeping (109)

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 results

Staff Survey 2009 Results by Job Role

Role: Clerical and Administrative (249)

key: Strongly Disagree Disagree Neither Agree Strongly Agree



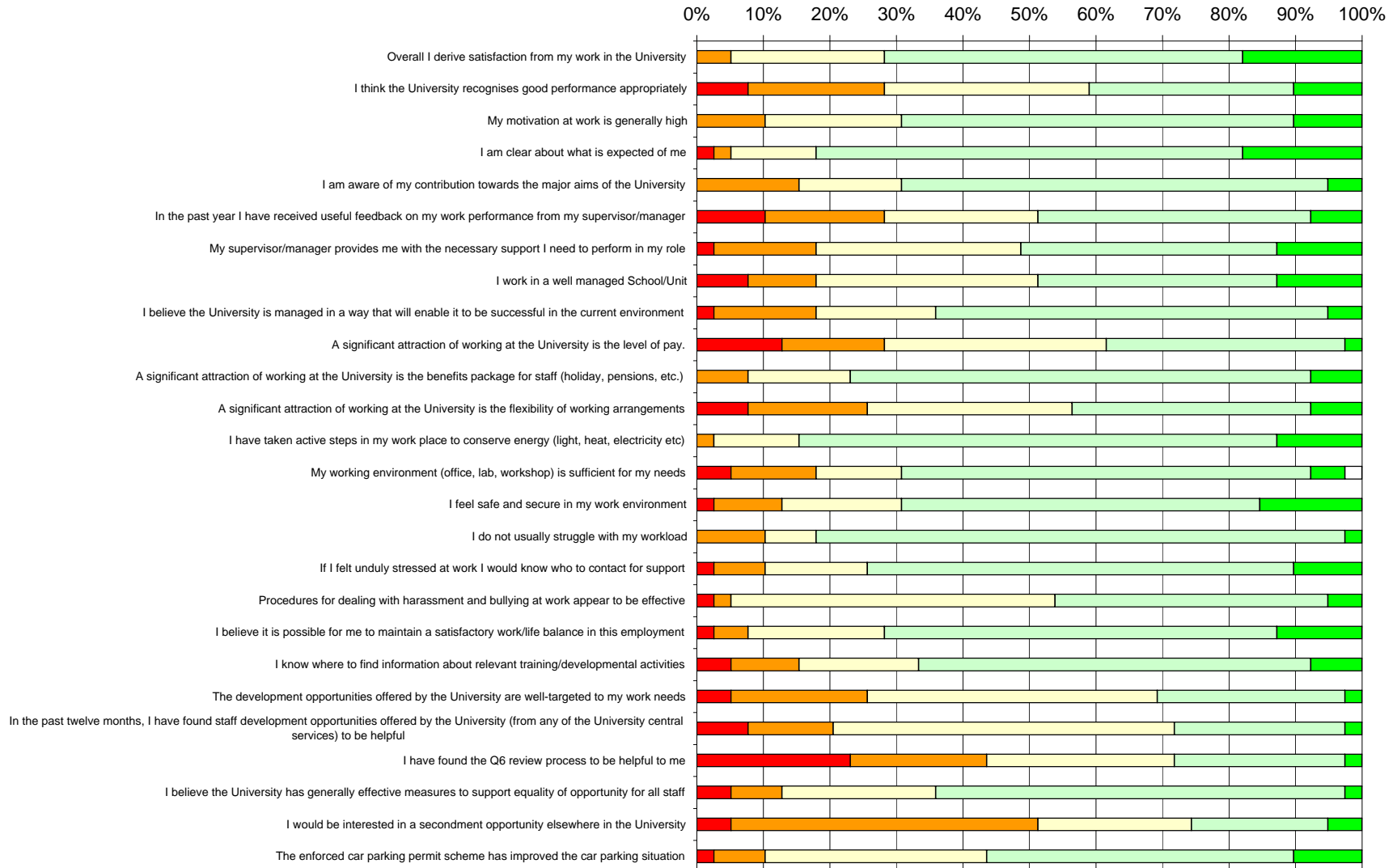
Source: Staff Survey 2009 results

Staff Survey 2009 Results by Job Role

Role:

Manual (39)

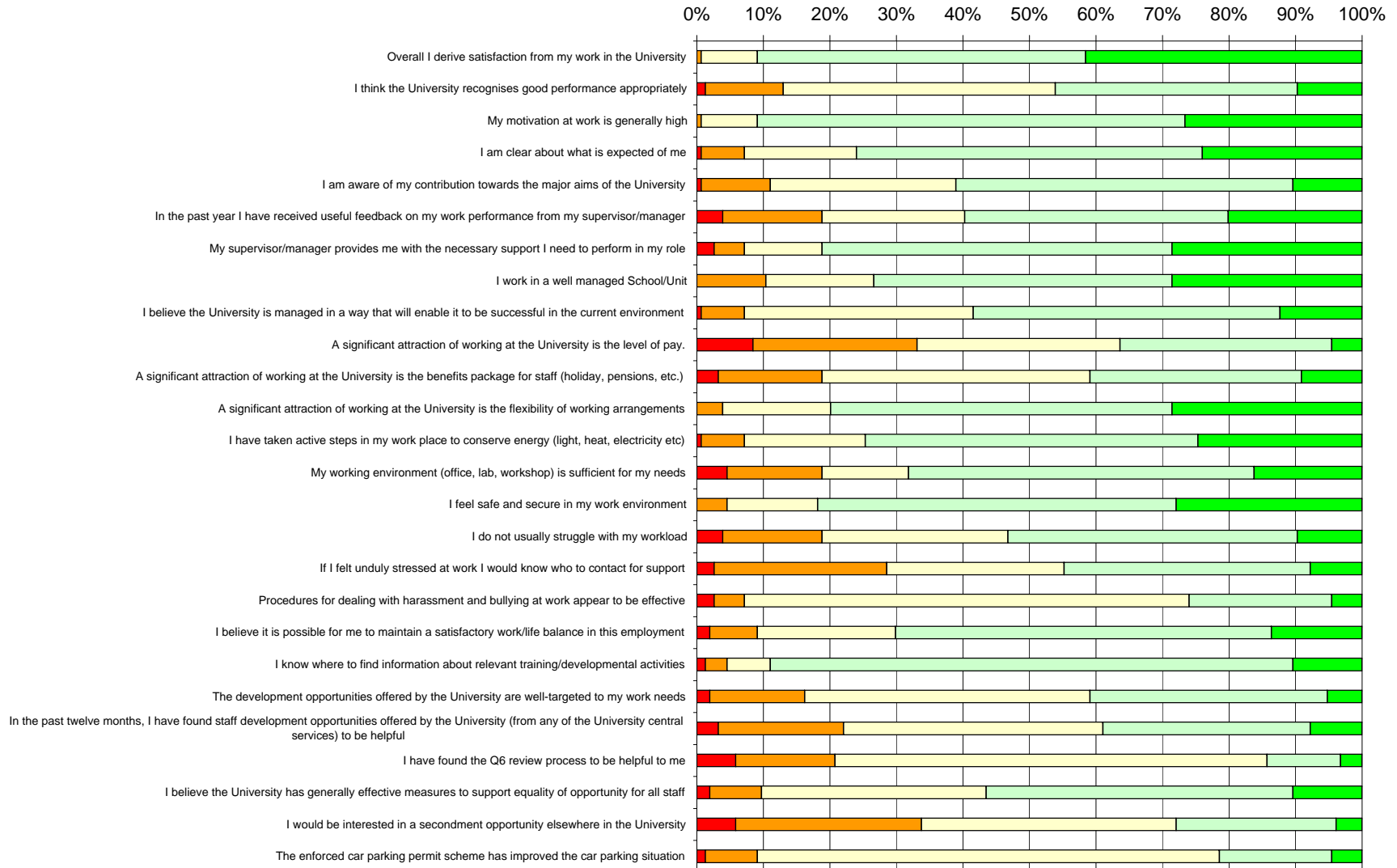
key: Strongly Disagree Disagree Neither Agree Strongly Agree



Staff Survey 2009 Results by Job Role

Role: Research Fellow/Teaching Fellow (154)

key: Strongly Disagree Disagree Neither Agree Strongly Agree

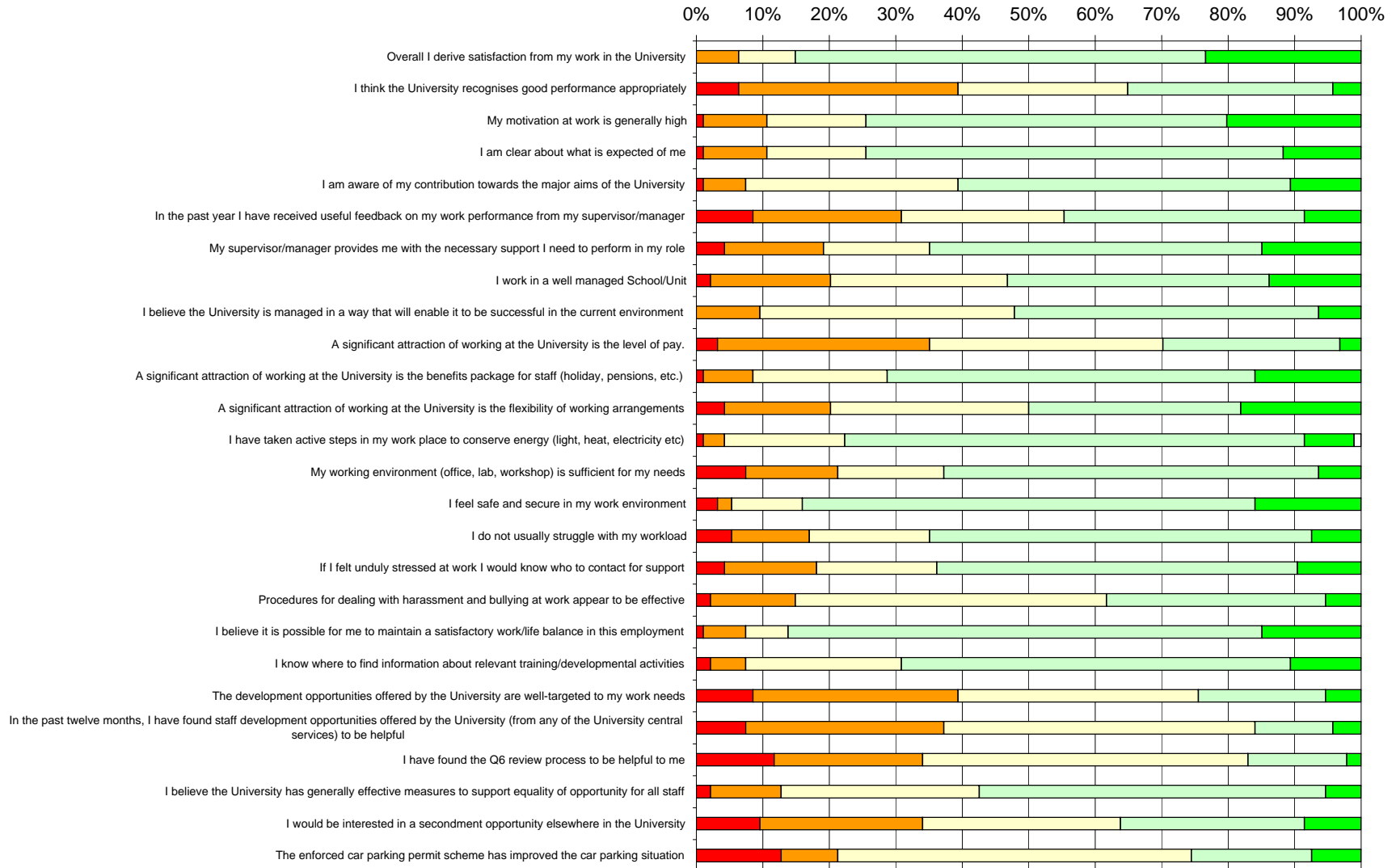


Source: Staff Survey 2009 results

Staff Survey 2009 Results by Job Role

Role: Technical (94)

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Staff Survey 2009 Results by Job Role

Role: **Other (15)**

key: Strongly Disagree Disagree Neither Agree Strongly Agree



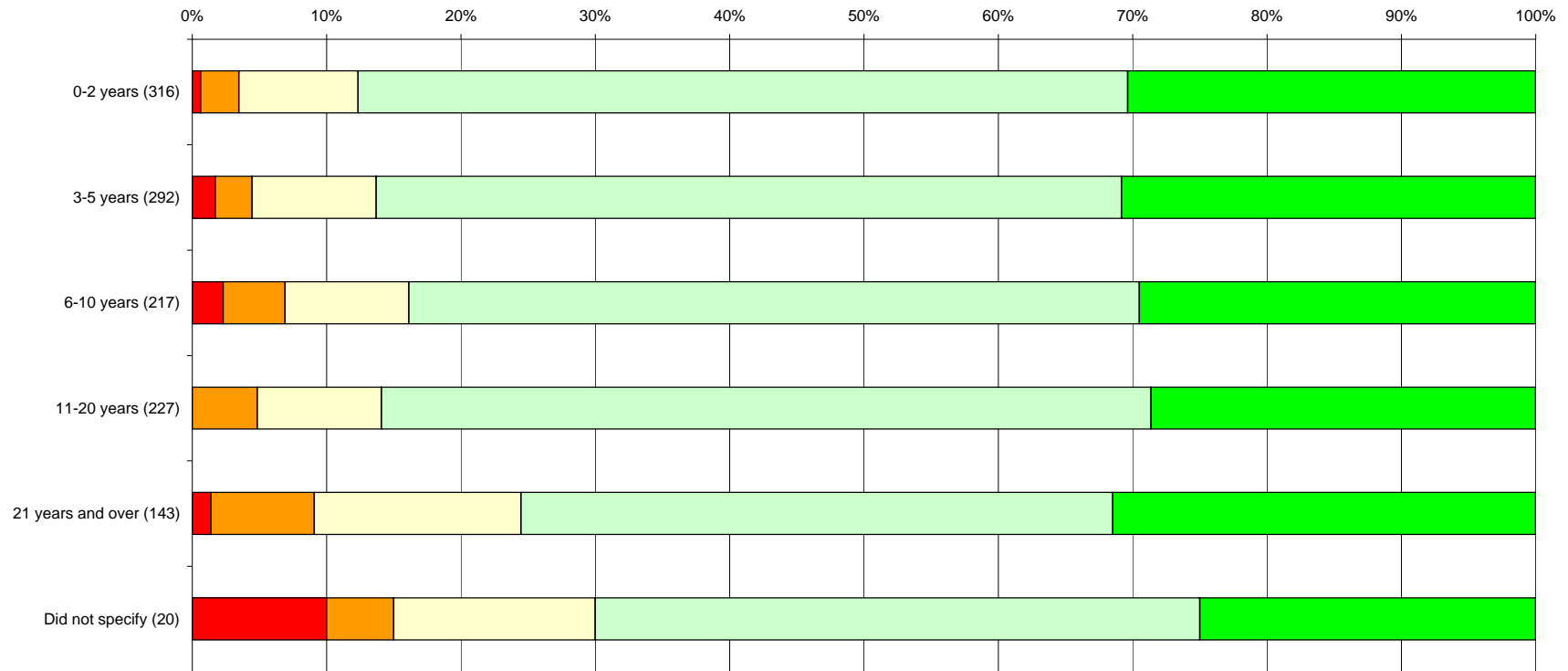
Staff Survey 2009

Responses by Length of Service

Question:

1.a. Overall I derive satisfaction from my work in the University

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

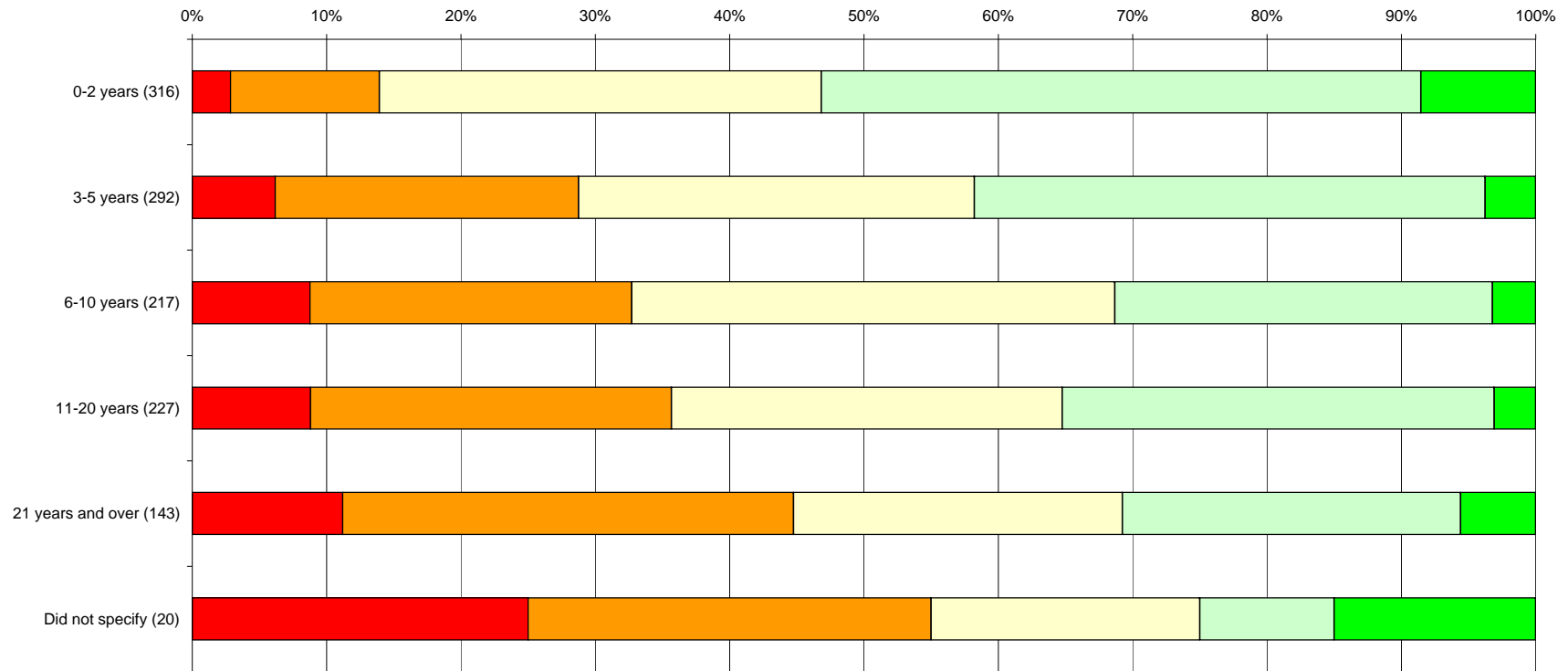
Staff Survey 2009

Responses by Length of Service

Question:

1.b. I think the University recognises good performance appropriately

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

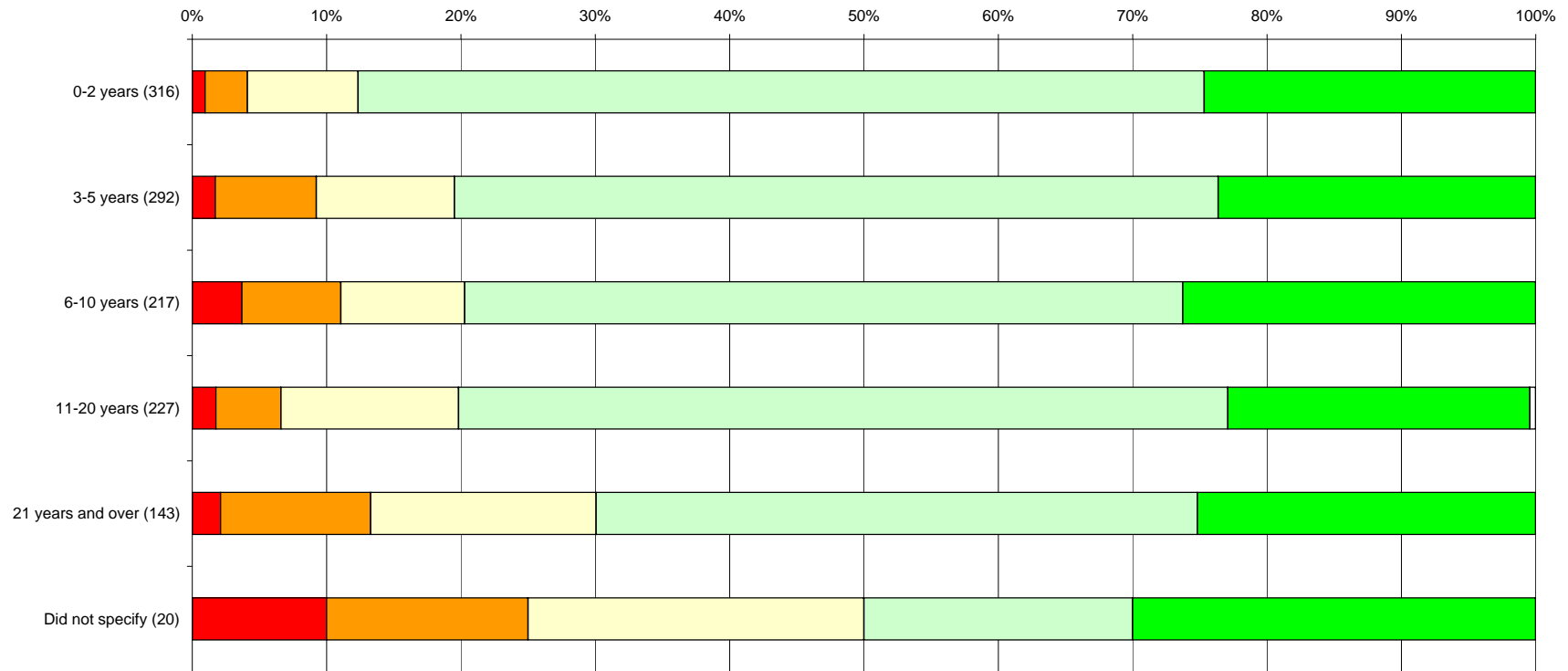
Staff Survey 2009

Responses by Length of Service

Question:

1.c. My motivation at work is generally high

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

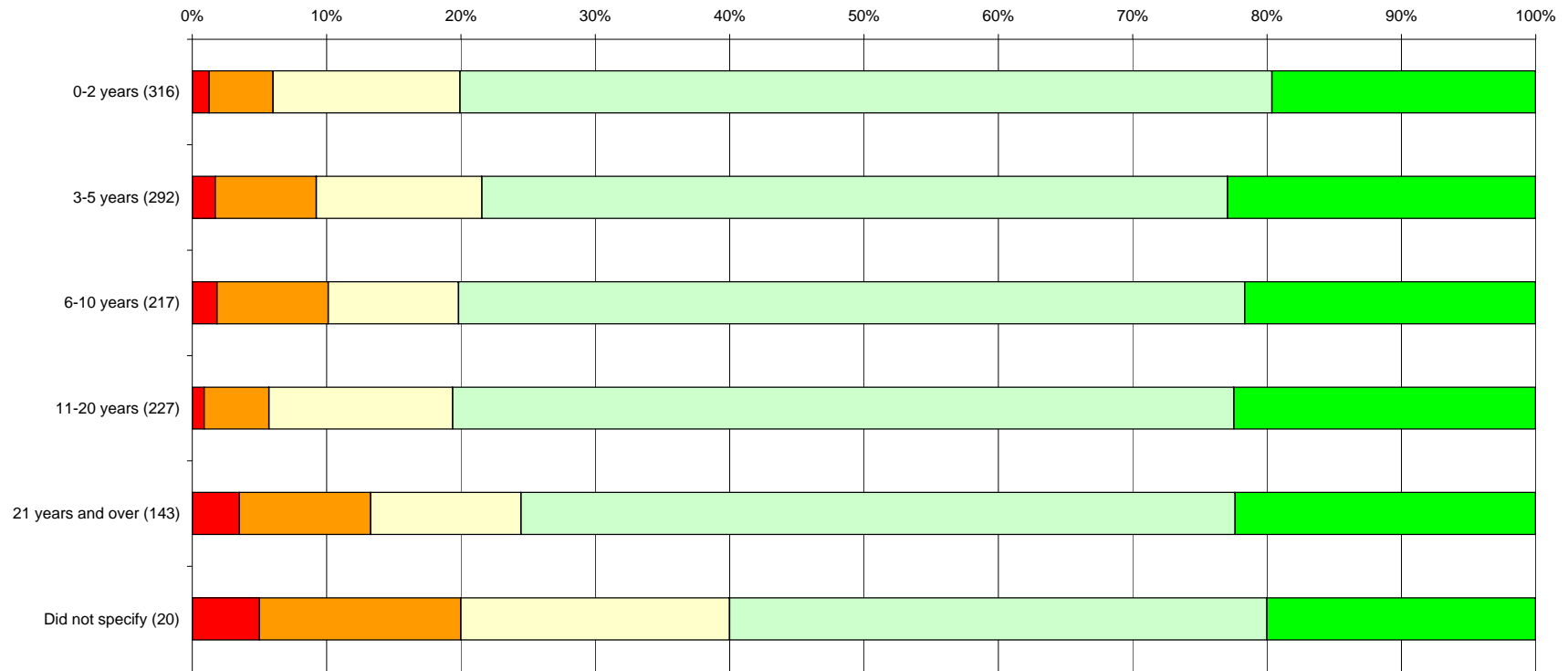
Staff Survey 2009

Responses by Length of Service

Question:

1.d. I am clear about what is expected of me

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

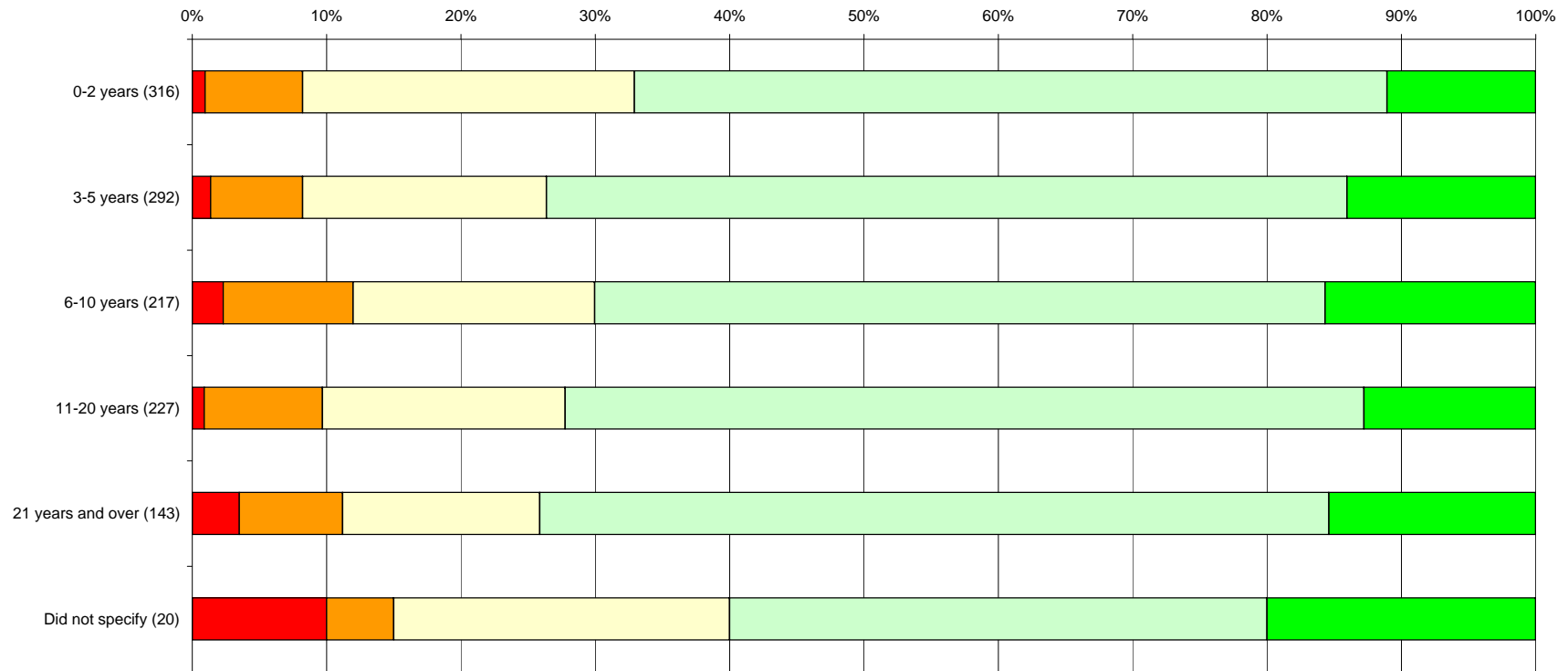
Staff Survey 2009

Responses by Length of Service

Question:

2.a. I am aware of my contribution towards the major aims of the University

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

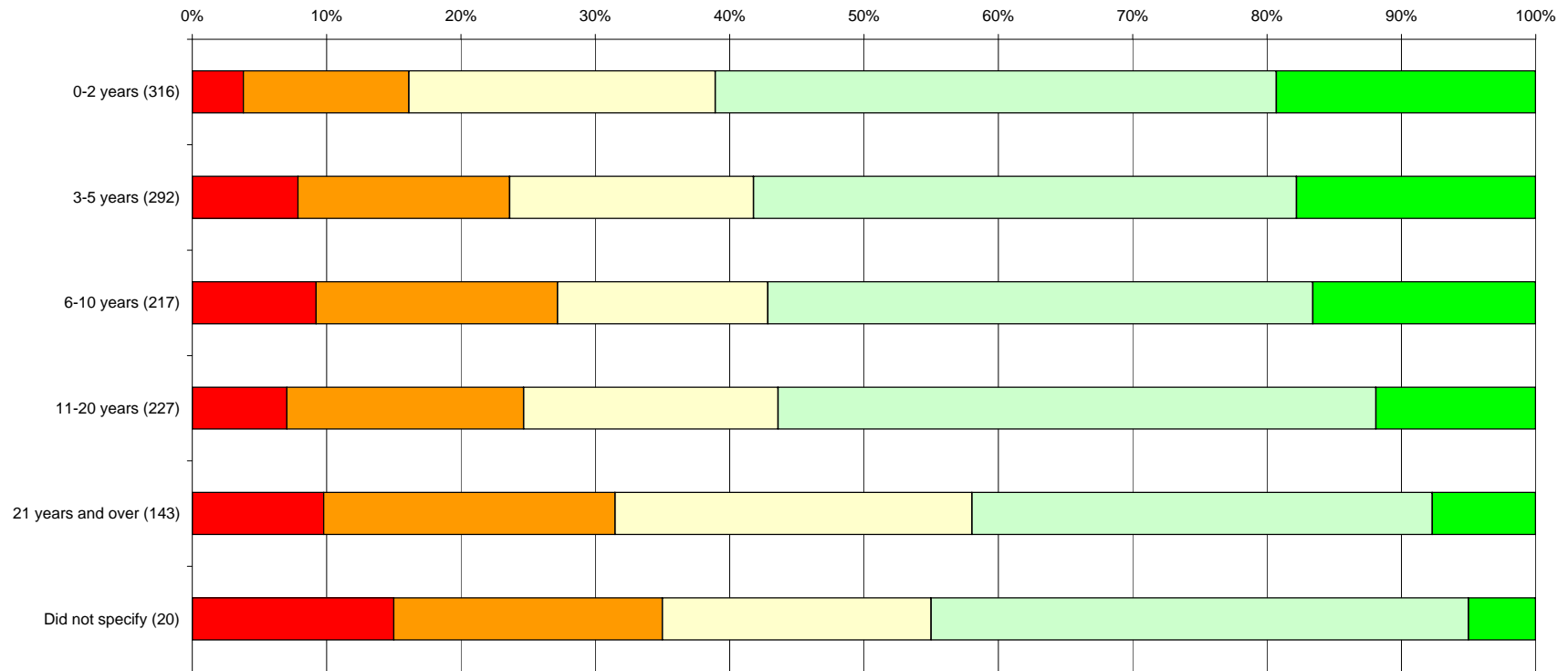
Staff Survey 2009

Responses by Length of Service

Question:

2.b. In the past year I have received useful feedback on my work performance from my supervisor/manager

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

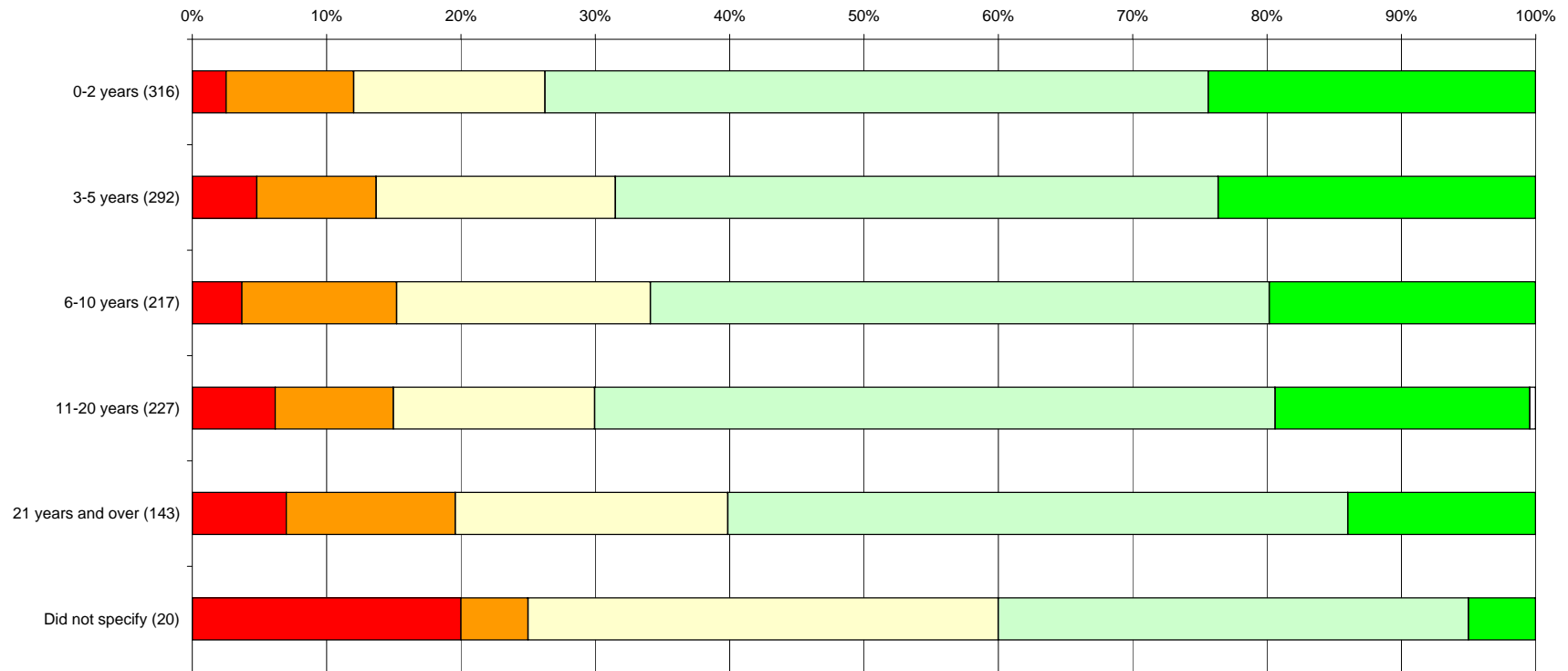
Staff Survey 2009

Responses by Length of Service

Question:

2.c. My supervisor/manager provides me with the necessary support I need to perform in my role

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

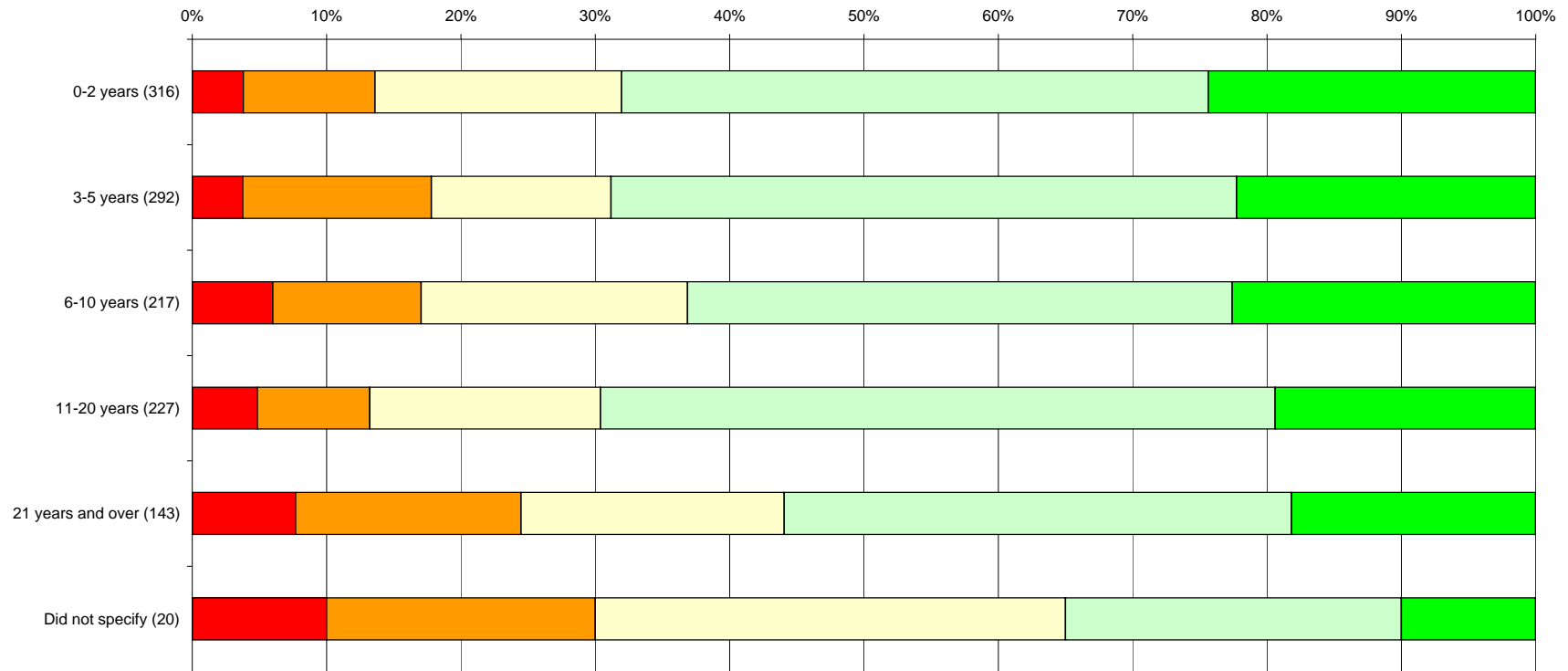
Staff Survey 2009

Responses by Length of Service

Question:

2.d. I work in a well managed School/Unit

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

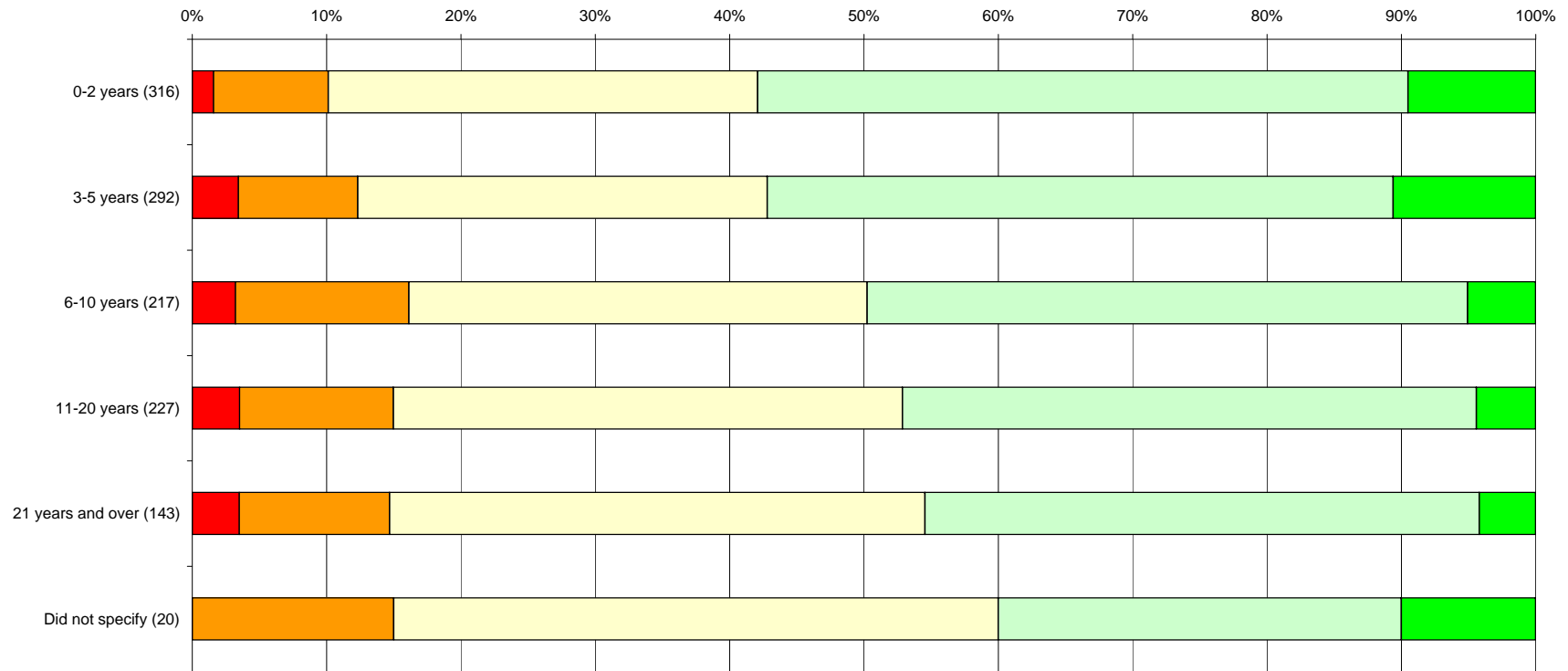
Staff Survey 2009

Responses by Length of Service

Question:

2.e. I believe the University is managed in a way that will enable it to be successful in the current environment

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

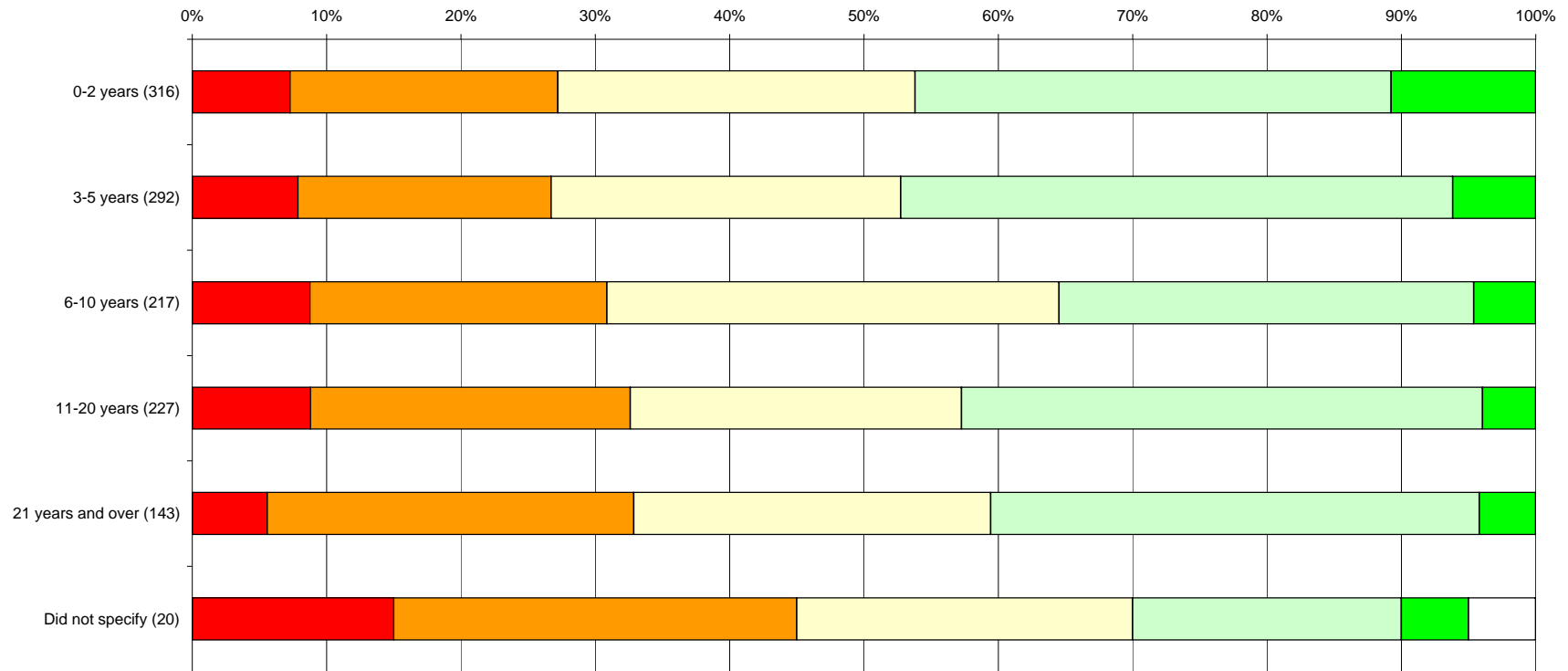
Staff Survey 2009

Responses by Length of Service

Question:

3.a. A significant attraction of working at the University is the level of pay.

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

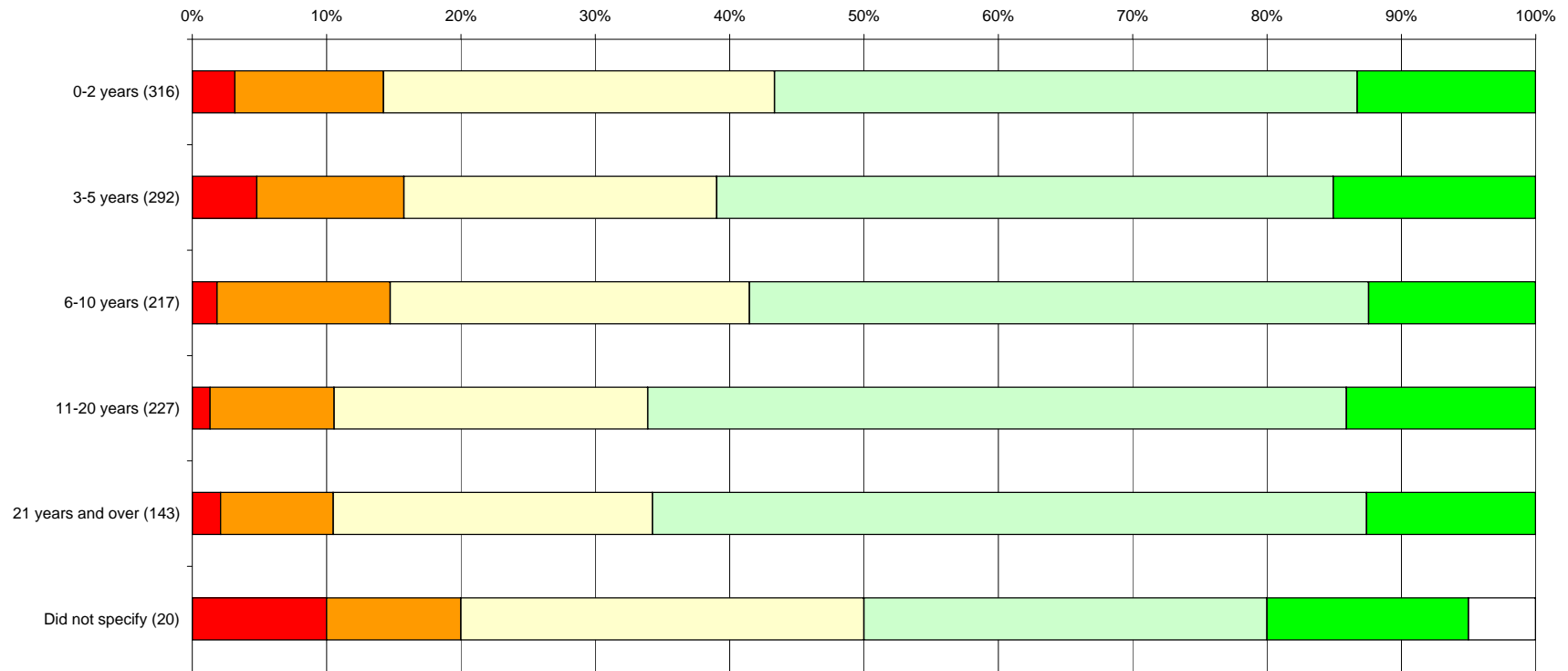
Staff Survey 2009

Responses by Length of Service

Question:

3.b. A significant attraction of working at the University is the benefits package for staff (holiday, pensions, etc.)

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

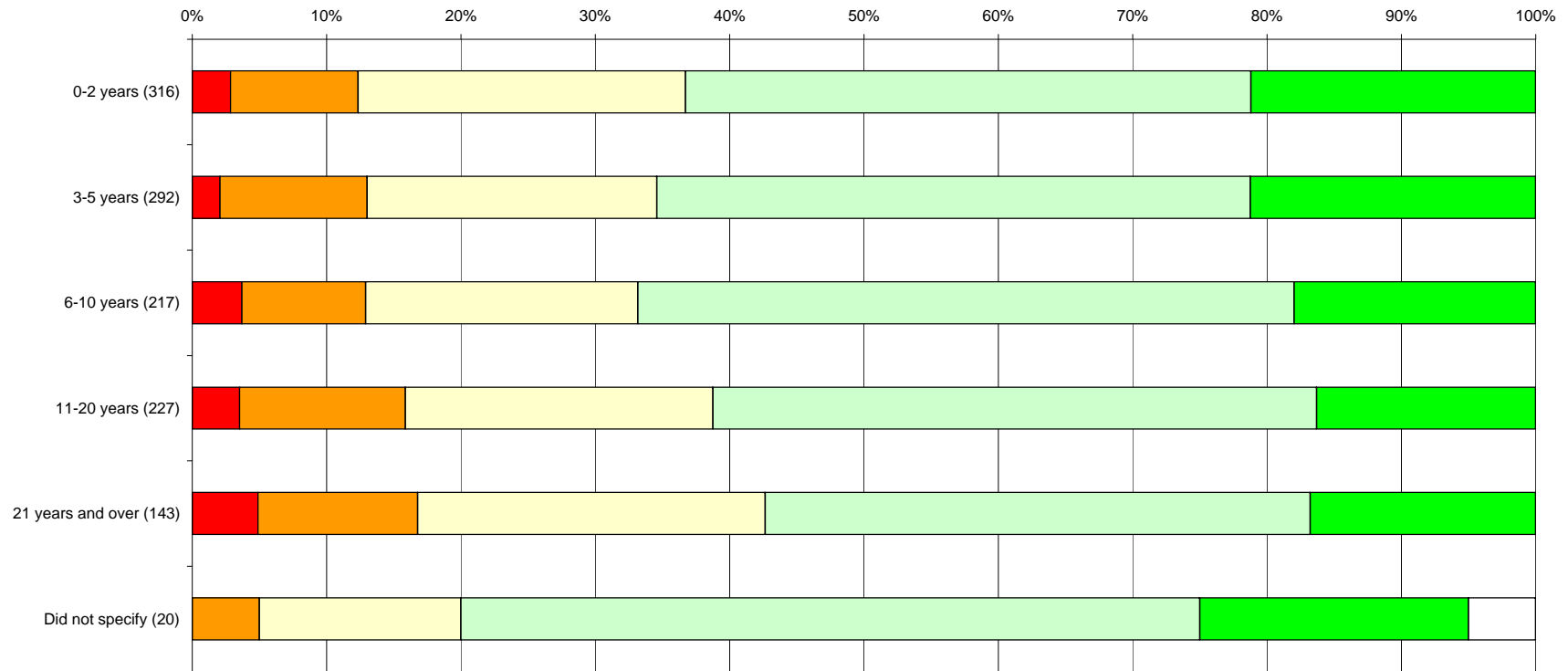
Staff Survey 2009

Responses by Length of Service

Question:

3.c. A significant attraction of working at the University is the flexibility of working arrangements

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

Staff Survey 2009

Responses by Length of Service

Question:

4.a. I have taken active steps in my work place to conserve energy (light, heat, electricity etc)

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

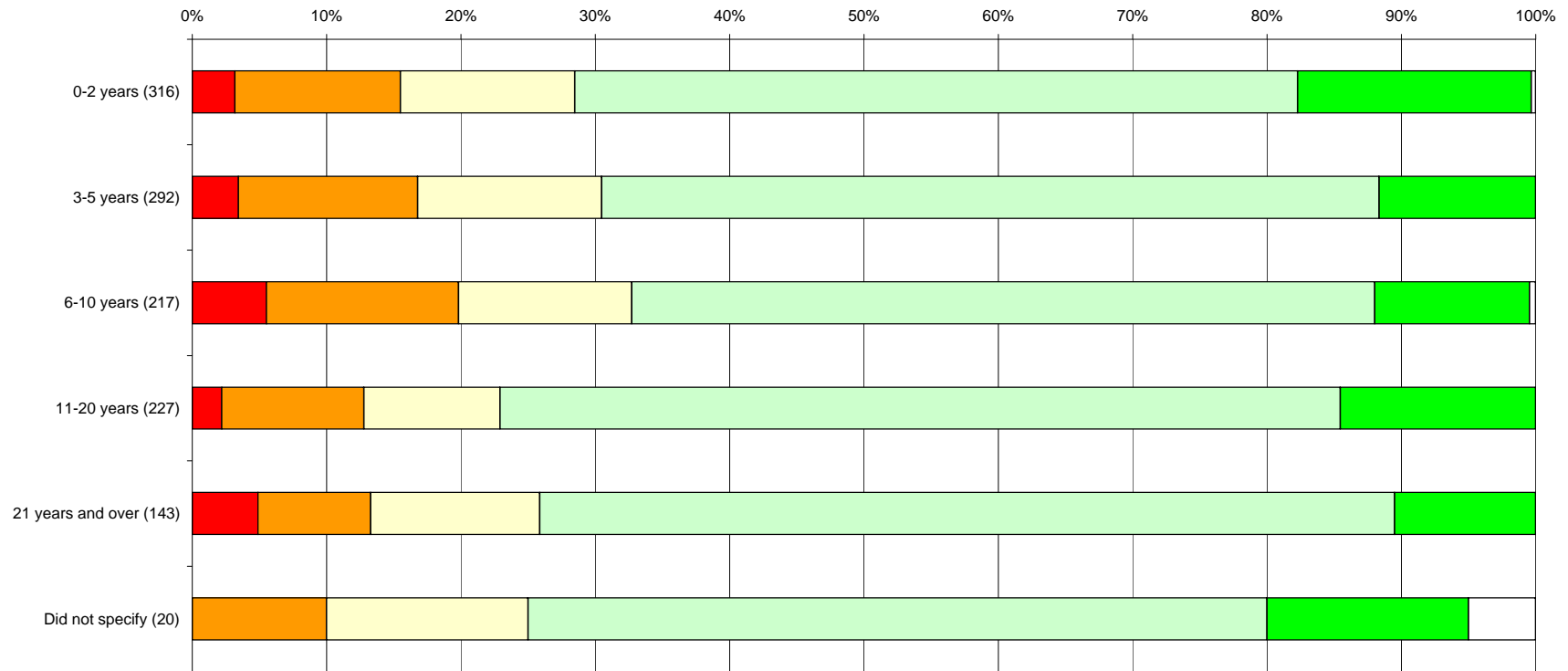
Staff Survey 2009

Responses by Length of Service

Question:

4.b. My working environment (office, lab, workshop) is sufficient for my needs

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

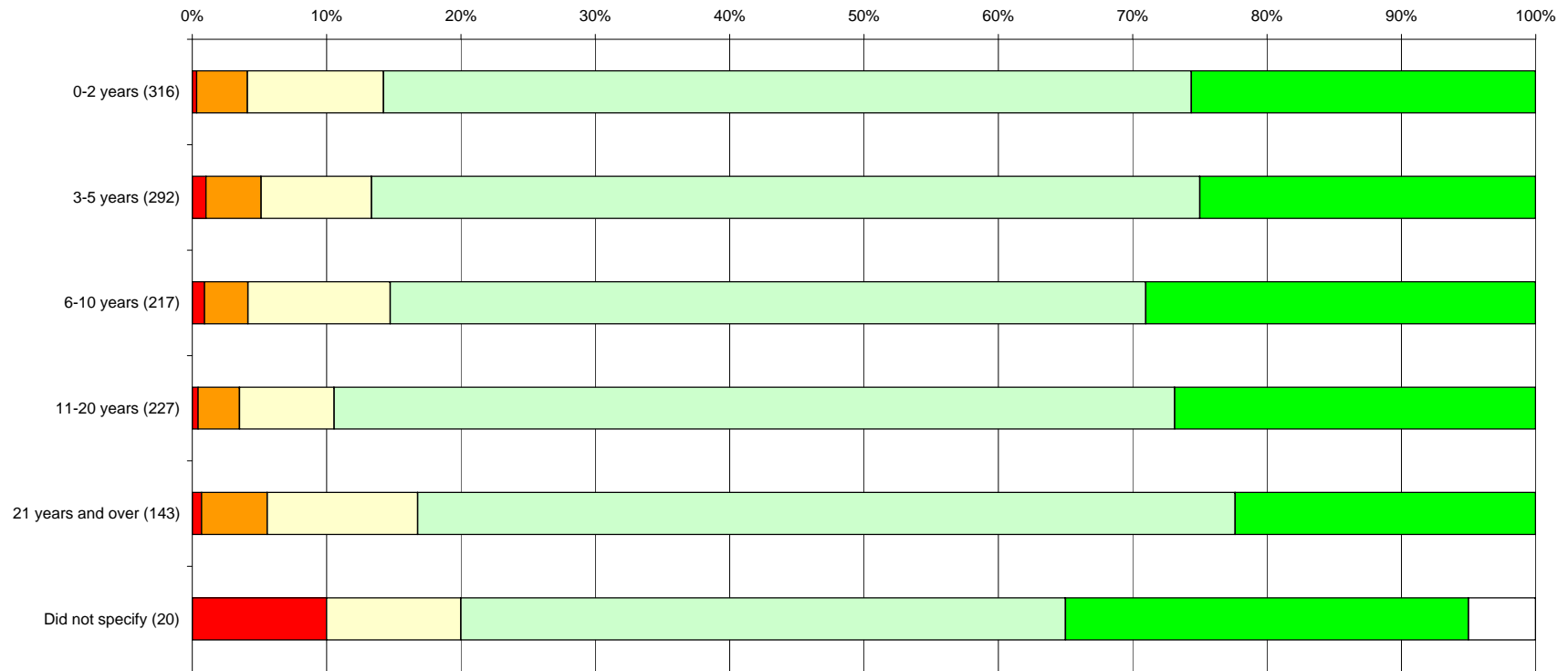
Staff Survey 2009

Responses by Length of Service

Question:

4.c. I feel safe and secure in my work environment

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

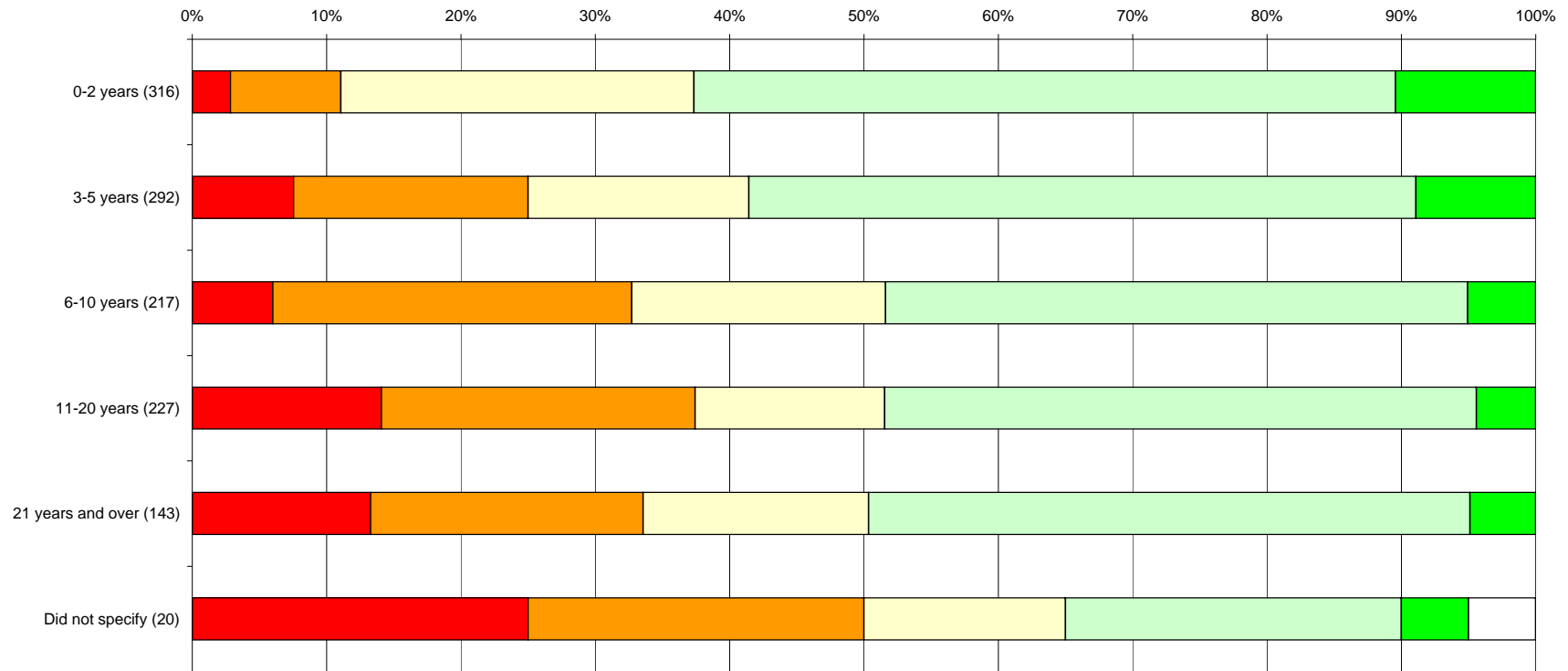
Staff Survey 2009

Responses by Length of Service

Question:

4.d. I do not usually struggle with my workload

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

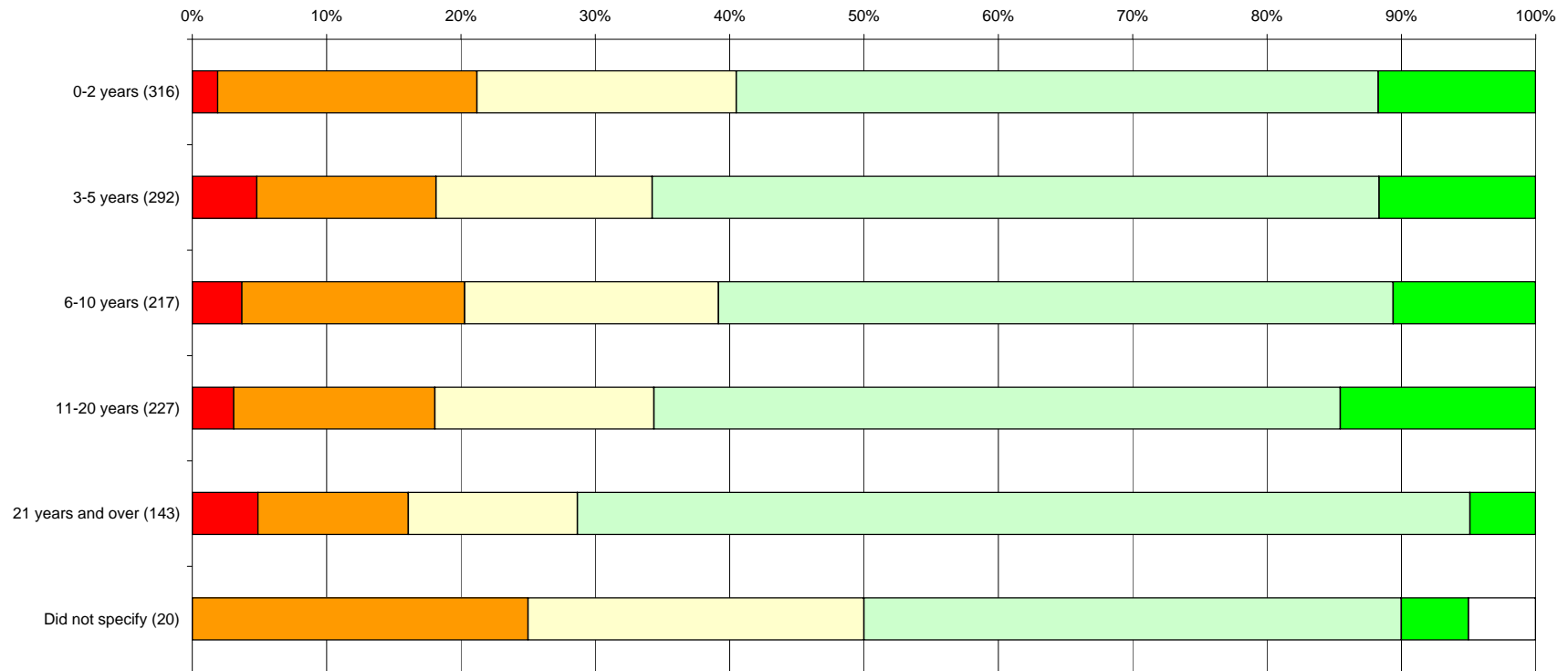
Staff Survey 2009

Responses by Length of Service

Question:

4.e. If I felt unduly stressed at work I would know who to contact for support

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

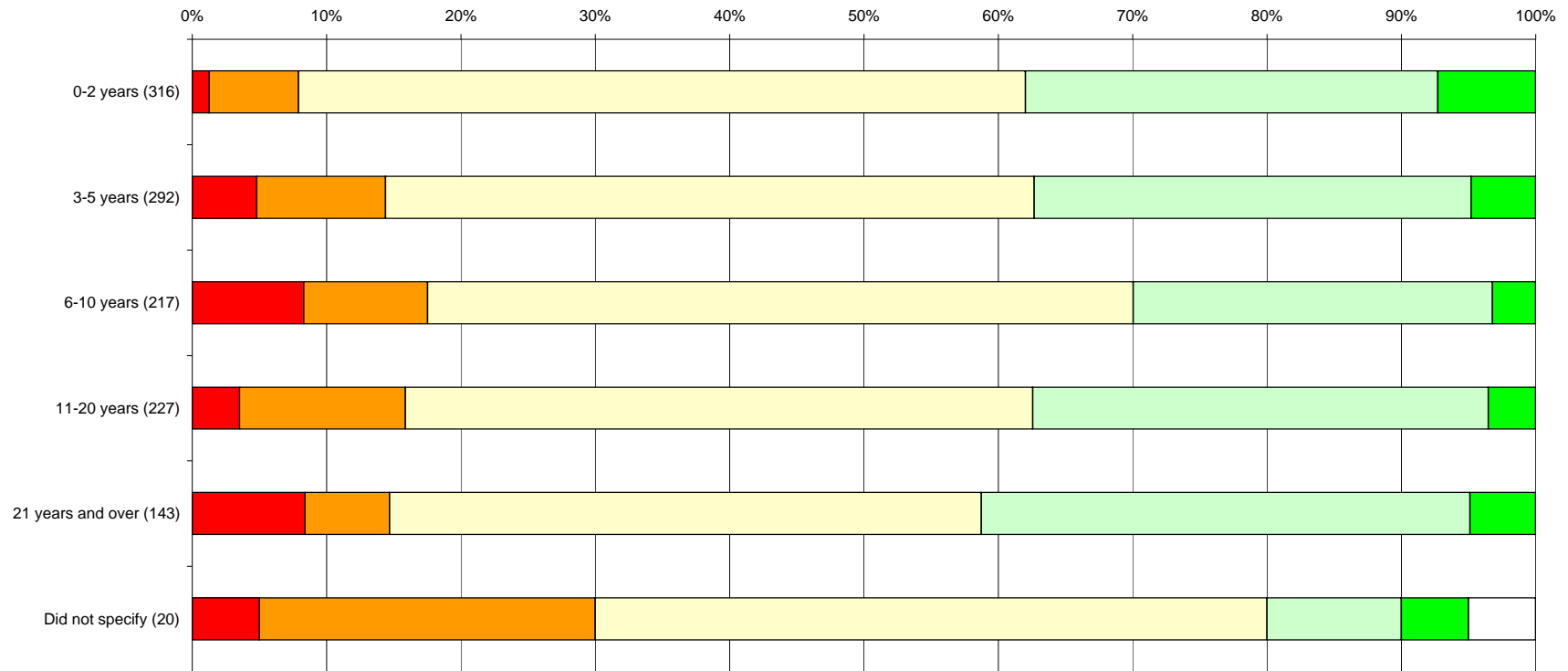
Staff Survey 2009

Responses by Length of Service

Question:

4.f. Procedures for dealing with harassment and bullying at work appear to be effective

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

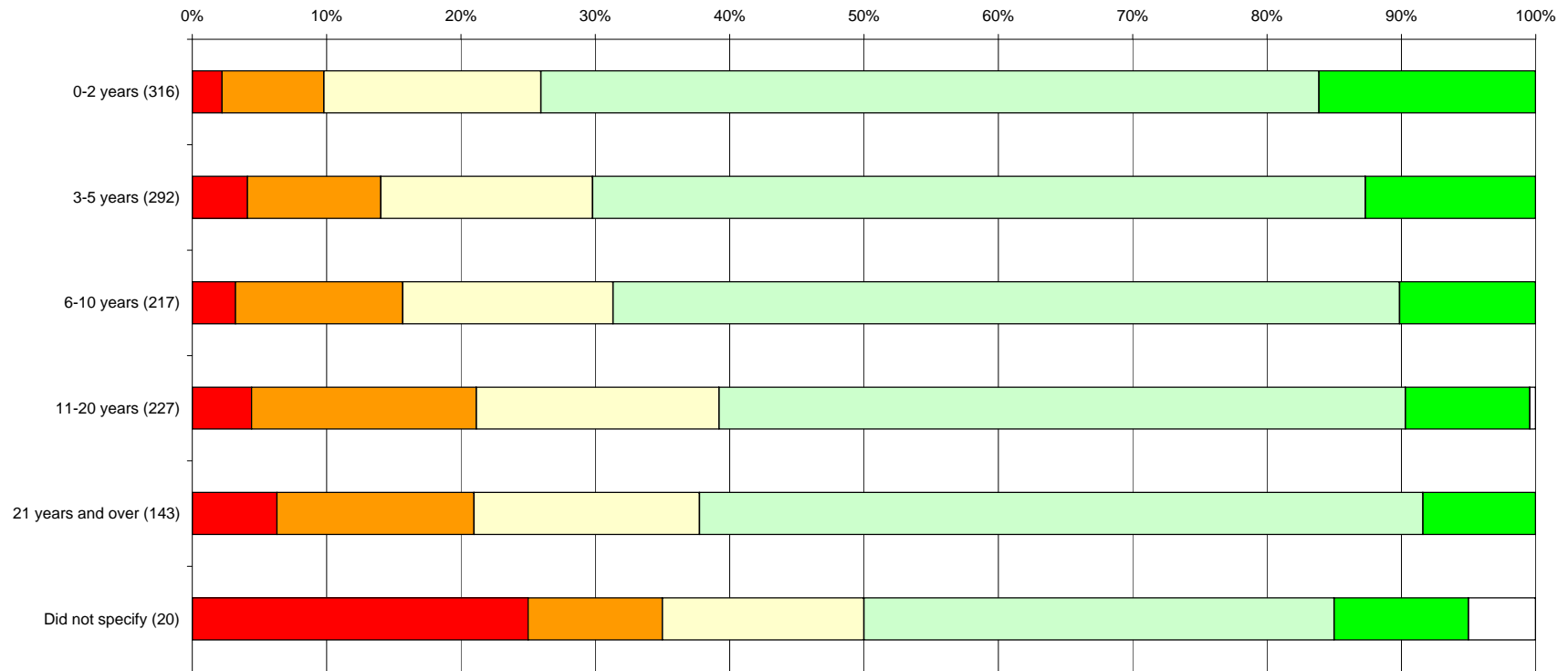
Staff Survey 2009

Responses by Length of Service

Question:

4.g. I believe it is possible for me to maintain a satisfactory work/life balance in this employment

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

Staff Survey 2009

Responses by Length of Service

Question:

5.a. I know where to find information about relevant training/developmental activities

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

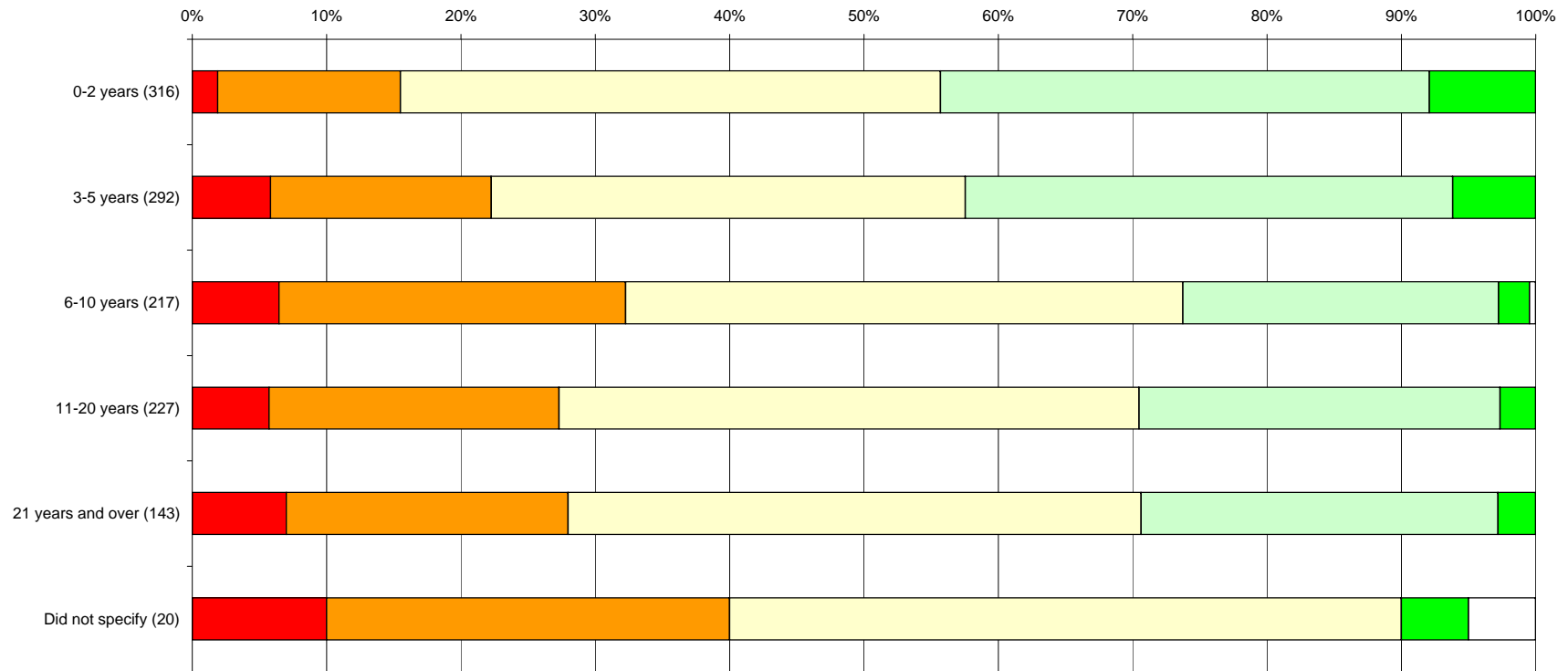
Staff Survey 2009

Responses by Length of Service

Question:

5.b. The development opportunities offered by the University are well-targeted to my work needs

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

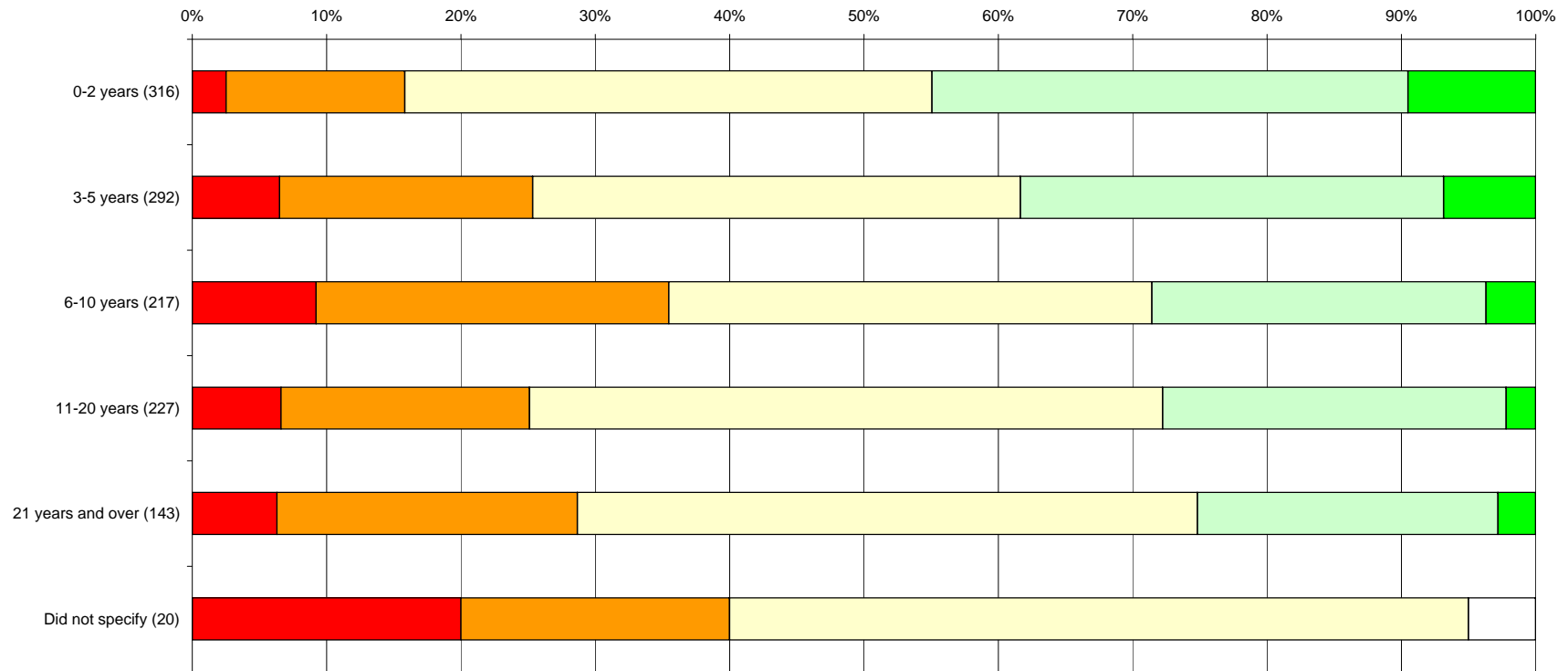
Staff Survey 2009

Responses by Length of Service

Question:

5.c. In the past twelve months, I have found staff development opportunities offered by the University (from any of the Universit

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

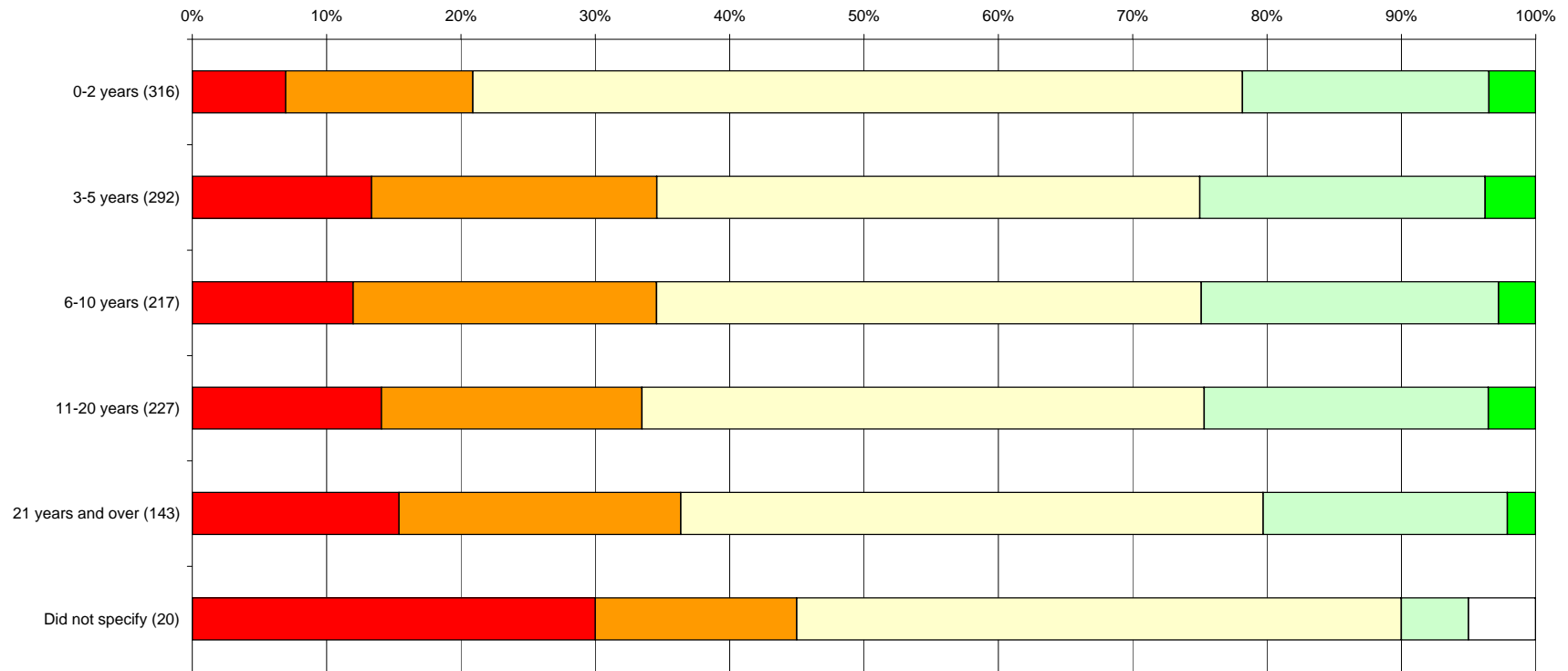
Staff Survey 2009

Responses by Length of Service

Question:

5.d. I have found the Q6 review process to be helpful to me

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

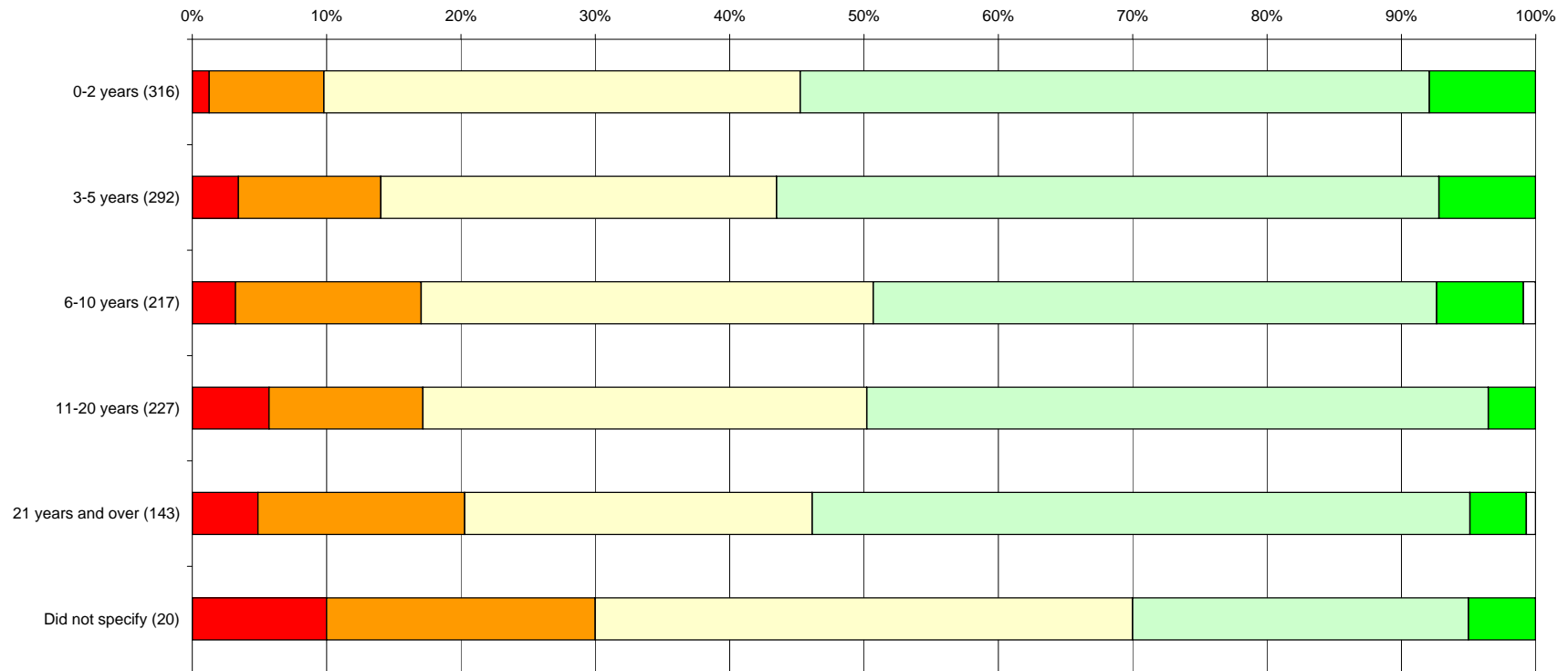
Staff Survey 2009

Responses by Length of Service

Question:

6.a. I believe the University has generally effective measures to support equality of opportunity for all staff

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

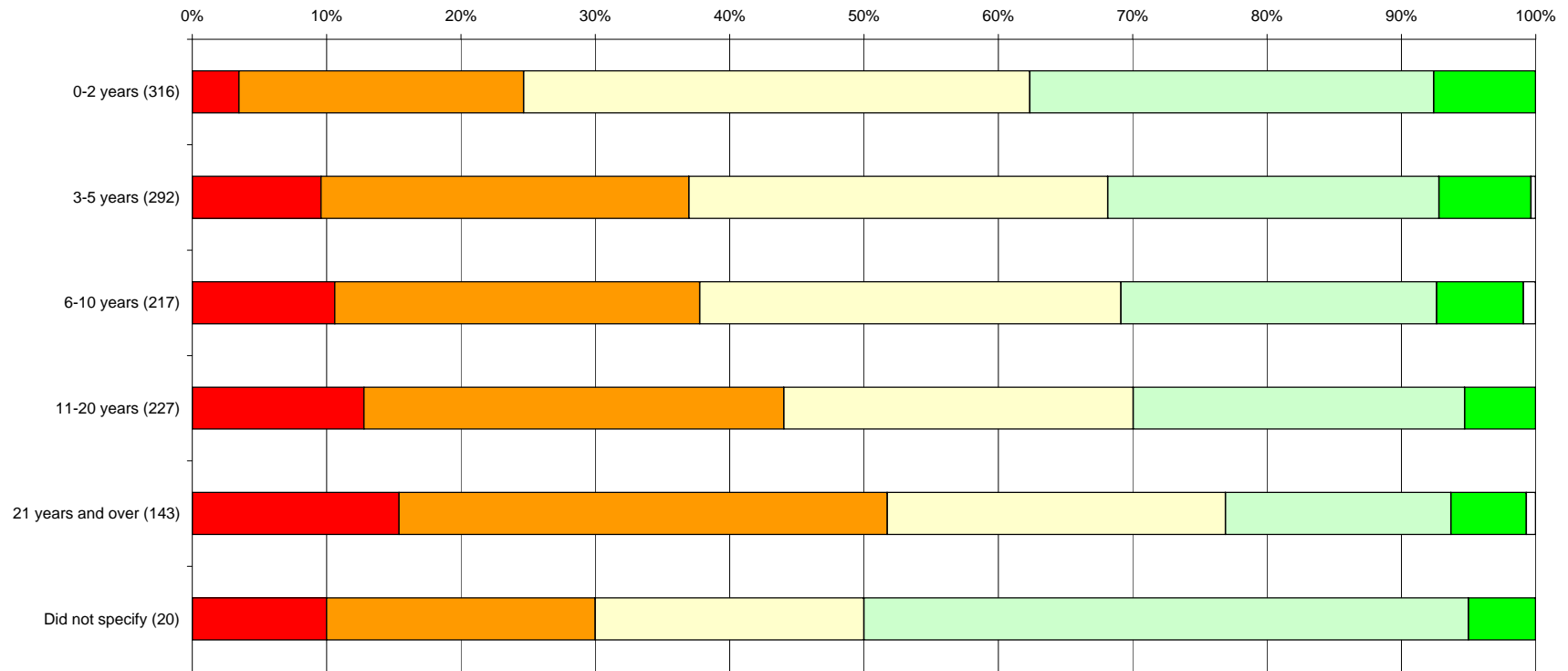
Staff Survey 2009

Responses by Length of Service

Question:

6.b. I would be interested in a secondment opportunity elsewhere in the University

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()

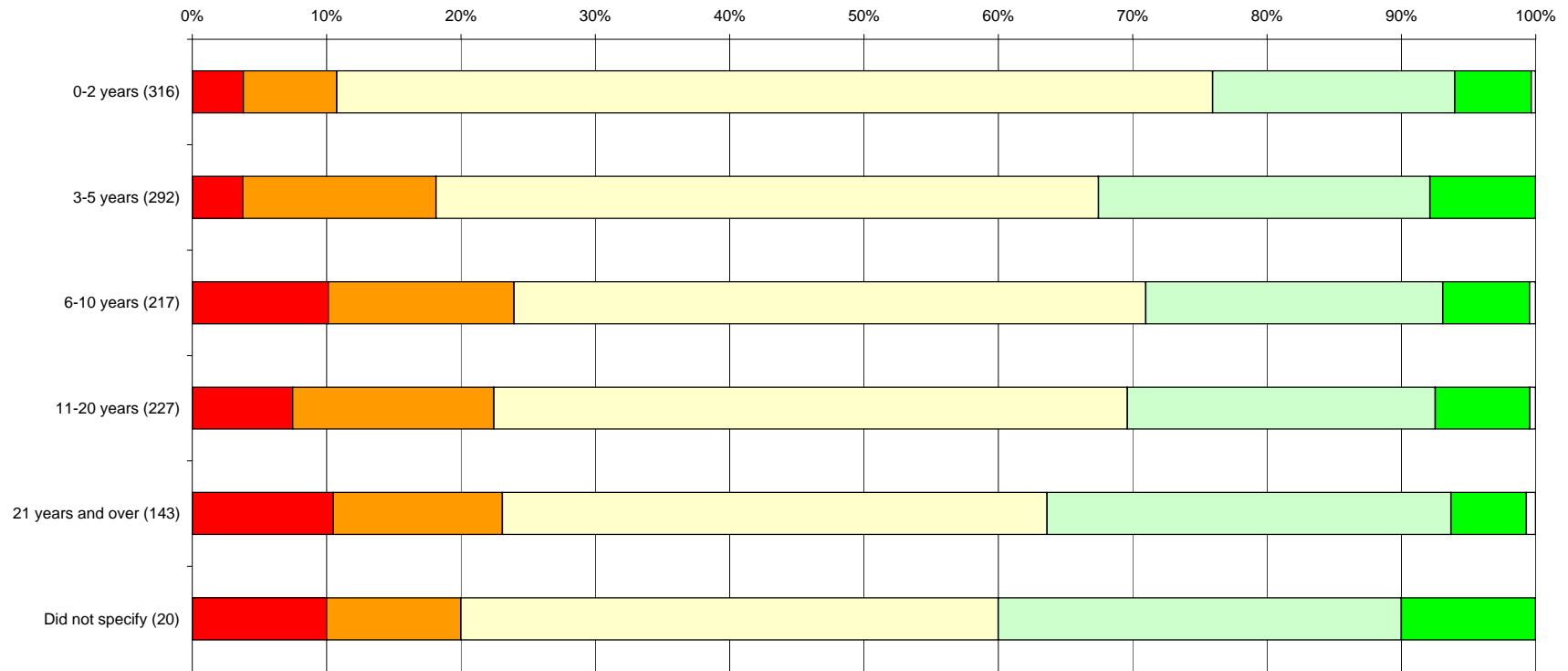
Staff Survey 2009

Responses by Length of Service

Question:

6.c. The enforced car parking permit scheme has improved the car parking situation

key: Strongly Disagree Disagree Neither Agree Strongly Agree



Source: Staff Survey 2009 Results
Number of responses in ()