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| **Introduction** | |  |
|  |  |  |
|  | **Survey** | Mental Health 2019 |
|  | **Survey Close Date** | 10/05/2019 |

|  |  |  |
| --- | --- | --- |
| **Q18** |  |  |
|  |  |  |
| Please indicate your gender |  |  |
| Male | 1830 | 87.98% |
| Female | 245 | 11.78% |
| Other | 5 | 0.24% |
| **Total** | **2080** |  |
|  |  |  |
|  |  |  |
| Mean | 1.12 |  |
| Standard Dev. | 0.34 |  |
| Variance | 0.11 |  |
|  |  |  |
| **Q19** |  |  |
|  |  |  |
| Which of the following age categories includes your age? |  |  |
| Under 18 | 1 | 0.05% |
| 18-25 | 90 | 4.33% |
| 26-35 | 298 | 14.33% |
| 36-45 | 435 | 20.91% |
| 45-55 | 704 | 33.85% |
| Over 55 | 552 | 26.54% |
| **Total** | **2080** |  |
|  |  |  |
|  |  |  |
| Mean | 4.64 |  |
| Standard Dev. | 1.15 |  |
| Variance | 1.31 |  |
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| **Q20** |  |  |
|  |  |  |
| Which of the following regions do you live in? |  |  |
| North East | 59 | 2.78% |
| North West | 165 | 7.78% |
| Yorkshire and Humberside | 112 | 5.28% |
| East Midlands | 97 | 4.57% |
| West Midlands | 106 | 5.00% |
| East of England | 127 | 5.99% |
| London | 250 | 11.79% |
| South East | 348 | 16.41% |
| South West | 192 | 9.05% |
| Wales | 80 | 3.77% |
| Scotland | 134 | 6.32% |
| Northern Ireland | 83 | 3.91% |
| Republic of Ireland | 81 | 3.82% |
| Outside of UK, please specify | 287 | 13.53% |
| **Total** | **2121** |  |
|  |  |  |
|  |  |  |
| Mean | 8.02 |  |
| Standard Dev. | 3.78 |  |
| Variance | 14.29 |  |
|  |  |  |
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| **Q23** |  |  |
|  |  |  |
| Which of the following best describes your type of organisation? |  |  |
| Main contractor | 1029 | 49.78% |
| Sub-contractor | 192 | 9.29% |
| Consulting organisation | 440 | 21.29% |
| Other, please specify | 406 | 19.64% |
| **Total** | **2067** |  |
|  |  |  |
|  |  |  |
| Mean | 2.11 |  |
| Standard Dev. | 1.22 |  |
| Variance | 1.49 |  |
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| **Q21** |  |  |
|  |  |  |
| Which of the following best describes your employment level? |  |  |
| Company director/Senior management | 700 | 33.65% |
| Middle management/Junior management | 1044 | 50.19% |
| Supervisor | 112 | 5.38% |
| Clerical/administrative | 43 | 2.07% |
| Skilled manual | 96 | 4.62% |
| Unskilled manual | 7 | 0.34% |
| Other, please specify | 78 | 3.75% |
| **Total** | **2080** |  |
|  |  |  |
|  |  |  |
| Mean | 2.10 |  |
| Standard Dev. | 1.37 |  |
| Variance | 1.87 |  |
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| **Q22** |  |  |
|  |  |  |
| How many people are employed at your organisation? |  |  |
| 0-9 | 196 | 9.42% |
| 10-49 | 299 | 14.38% |
| 50-249 | 502 | 24.13% |
| 250-499 | 238 | 11.44% |
| 500+ | 845 | 40.63% |
| **Total** | **2080** |  |
|  |  |  |
|  |  |  |
| Mean | 3.59 |  |
| Standard Dev. | 1.38 |  |
| Variance | 1.91 |  |

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| **Q2** |  |  |
| Thinking about your working life over the past year, how often have you suffered from the following: |  |  |
| Stress |  |  |
| Often | 816 | 39.21% |
| Sometimes | 931 | 44.74% |
| Rarely | 274 | 13.17% |
| Never | 60 | 2.88% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 1.80 |  |
| Standard Dev. | 0.77 |  |
| Variance | 0.60 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Anxiety |  |  |
| Often | 484 | 23.26% |
| Sometimes | 813 | 39.07% |
| Rarely | 519 | 24.94% |
| Never | 265 | 12.73% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.27 |  |
| Standard Dev. | 0.96 |  |
| Variance | 0.92 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Depression |  |  |
| Often | 234 | 11.24% |
| Sometimes | 627 | 30.13% |
| Rarely | 593 | 28.50% |
| Never | 627 | 30.13% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.78 |  |
| Standard Dev. | 1.00 |  |
| Variance | 1.00 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Fatigue |  |  |
| Often | 797 | 38.30% |
| Sometimes | 898 | 43.15% |
| Rarely | 311 | 14.94% |
| Never | 75 | 3.60% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 1.84 |  |
| Standard Dev. | 0.81 |  |
| Variance | 0.65 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Irritability |  |  |
| Often | 555 | 26.67% |
| Sometimes | 1017 | 48.87% |
| Rarely | 397 | 19.08% |
| Never | 112 | 5.38% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.03 |  |
| Standard Dev. | 0.82 |  |
| Variance | 0.67 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Poor concentration |  |  |
| Often | 384 | 18.45% |
| Sometimes | 1045 | 50.22% |
| Rarely | 544 | 26.14% |
| Never | 108 | 5.19% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.18 |  |
| Standard Dev. | 0.79 |  |
| Variance | 0.62 |  |
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|  |  |  |
|  |  |  |
|  |  |  |
| Lack of self-confidence |  |  |
| Often | 320 | 15.38% |
| Sometimes | 803 | 38.59% |
| Rarely | 664 | 31.91% |
| Never | 294 | 14.13% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.45 |  |
| Standard Dev. | 0.92 |  |
| Variance | 0.84 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Feeling overwhelmed |  |  |
| Often | 451 | 21.67% |
| Sometimes | 938 | 45.07% |
| Rarely | 505 | 24.27% |
| Never | 187 | 8.99% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.21 |  |
| Standard Dev. | 0.88 |  |
| Variance | 0.78 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Suicidal thoughts |  |  |
| Often | 51 | 2.45% |
| Sometimes | 191 | 9.18% |
| Rarely | 299 | 14.37% |
| Never | 1540 | 74.00% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 3.60 |  |
| Standard Dev. | 0.76 |  |
| Variance | 0.57 |  |
|  |  |  |
| **Average** | 2.35 |  |
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| **Q3** |  |  |
| For the following sections please indicate how stressful you find the following factors in your place of workPhysical work environment |  |  |
| Inadequate ventilation |  |  |
| Extremely stressful | 206 | 9.90% |
| Moderately stressful | 651 | 31.28% |
| Not particularly stressful | 751 | 36.09% |
| Not at all stressful | 473 | 22.73% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.72 |  |
| Standard Dev. | 0.93 |  |
| Variance | 0.86 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Temporary office accommodation |  |  |
| Extremely stressful | 86 | 4.13% |
| Moderately stressful | 433 | 20.81% |
| Not particularly stressful | 814 | 39.12% |
| Not at all stressful | 748 | 35.94% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 3.07 |  |
| Standard Dev. | 0.85 |  |
| Variance | 0.73 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Lack of privacy |  |  |
| Extremely stressful | 197 | 9.47% |
| Moderately stressful | 676 | 32.48% |
| Not particularly stressful | 806 | 38.73% |
| Not at all stressful | 402 | 19.32% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.68 |  |
| Standard Dev. | 0.89 |  |
| Variance | 0.79 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Lack of adequate toileting facility |  |  |
| Extremely stressful | 247 | 11.87% |
| Moderately stressful | 527 | 25.32% |
| Not particularly stressful | 617 | 29.65% |
| Not at all stressful | 690 | 33.16% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.84 |  |
| Standard Dev. | 1.02 |  |
| Variance | 1.03 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Poor or no catering facility |  |  |
| Extremely stressful | 112 | 5.38% |
| Moderately stressful | 412 | 19.80% |
| Not particularly stressful | 844 | 40.56% |
| Not at all stressful | 713 | 34.26% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 3.04 |  |
| Standard Dev. | 0.87 |  |
| Variance | 0.75 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Poor lighting |  |  |
| Extremely stressful | 155 | 7.45% |
| Moderately stressful | 542 | 26.05% |
| Not particularly stressful | 783 | 37.63% |
| Not at all stressful | 601 | 28.88% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.88 |  |
| Standard Dev. | 0.91 |  |
| Variance | 0.83 |  |
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|  |  |  |
|  |  |  |
|  |  |  |
| Inadequate temperature control |  |  |
| Extremely stressful | 216 | 10.38% |
| Moderately stressful | 677 | 32.53% |
| Not particularly stressful | 760 | 36.52% |
| Not at all stressful | 428 | 20.57% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.67 |  |
| Standard Dev. | 0.92 |  |
| Variance | 0.84 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Noise levels |  |  |
| Extremely stressful | 263 | 12.64% |
| Moderately stressful | 722 | 34.69% |
| Not particularly stressful | 684 | 32.87% |
| Not at all stressful | 412 | 19.80% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.60 |  |
| Standard Dev. | 0.94 |  |
| Variance | 0.89 |  |
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|  |  |  |
|  |  |  |
|  |  |  |
| Uncertainty of working location |  |  |
| Extremely stressful | 249 | 11.97% |
| Moderately stressful | 536 | 25.76% |
| Not particularly stressful | 605 | 29.07% |
| Not at all stressful | 691 | 33.21% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.84 |  |
| Standard Dev. | 1.02 |  |
| Variance | 1.04 |  |
|  |  |  |
| **Average** | 2.81 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| **Q3-C4** |  |  |
| Organisation |  |  |
| Inadequate staffing |  |  |
| Extremely stressful | 563 | 27.05% |
| Moderately stressful | 891 | 42.82% |
| Not particularly stressful | 418 | 20.09% |
| Not at all stressful | 209 | 10.04% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.13 |  |
| Standard Dev. | 0.93 |  |
| Variance | 0.86 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Poor communication |  |  |
| Extremely stressful | 552 | 26.53% |
| Moderately stressful | 914 | 43.92% |
| Not particularly stressful | 448 | 21.53% |
| Not at all stressful | 167 | 8.02% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.11 |  |
| Standard Dev. | 0.89 |  |
| Variance | 0.79 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Poor planning |  |  |
| Extremely stressful | 548 | 26.33% |
| Moderately stressful | 906 | 43.54% |
| Not particularly stressful | 454 | 21.82% |
| Not at all stressful | 173 | 8.31% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.12 |  |
| Standard Dev. | 0.89 |  |
| Variance | 0.80 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Lack of understanding over job roles |  |  |
| Extremely stressful | 366 | 17.59% |
| Moderately stressful | 804 | 38.64% |
| Not particularly stressful | 599 | 28.78% |
| Not at all stressful | 312 | 14.99% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.41 |  |
| Standard Dev. | 0.95 |  |
| Variance | 0.89 |  |
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|  |  |  |
|  |  |  |
|  |  |  |
| Insufficient training |  |  |
| Extremely stressful | 262 | 12.59% |
| Moderately stressful | 727 | 34.94% |
| Not particularly stressful | 729 | 35.03% |
| Not at all stressful | 363 | 17.44% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.57 |  |
| Standard Dev. | 0.92 |  |
| Variance | 0.85 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Lack of feedback |  |  |
| Extremely stressful | 336 | 16.15% |
| Moderately stressful | 853 | 40.99% |
| Not particularly stressful | 639 | 30.71% |
| Not at all stressful | 253 | 12.16% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.39 |  |
| Standard Dev. | 0.90 |  |
| Variance | 0.80 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Interpersonal conflicts |  |  |
| Extremely stressful | 344 | 16.53% |
| Moderately stressful | 731 | 35.13% |
| Not particularly stressful | 681 | 32.72% |
| Not at all stressful | 325 | 15.62% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.47 |  |
| Standard Dev. | 0.94 |  |
| Variance | 0.89 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Poor relations with superiors |  |  |
| Extremely stressful | 424 | 20.37% |
| Moderately stressful | 656 | 31.52% |
| Not particularly stressful | 568 | 27.29% |
| Not at all stressful | 433 | 20.81% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.49 |  |
| Standard Dev. | 1.04 |  |
| Variance | 1.07 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Bullying |  |  |
| Extremely stressful | 357 | 17.16% |
| Moderately stressful | 386 | 18.55% |
| Not particularly stressful | 521 | 25.04% |
| Not at all stressful | 817 | 39.26% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.86 |  |
| Standard Dev. | 1.12 |  |
| Variance | 1.25 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Crisis management |  |  |
| Extremely stressful | 329 | 15.81% |
| Moderately stressful | 780 | 37.48% |
| Not particularly stressful | 644 | 30.95% |
| Not at all stressful | 328 | 15.76% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.47 |  |
| Standard Dev. | 0.94 |  |
| Variance | 0.88 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Lack of trust in management |  |  |
| Extremely stressful | 560 | 26.91% |
| Moderately stressful | 705 | 33.88% |
| Not particularly stressful | 500 | 24.03% |
| Not at all stressful | 316 | 15.19% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.27 |  |
| Standard Dev. | 1.02 |  |
| Variance | 1.04 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Pressure to use technology e,g. replying to emails/phone calls in and outside of working hours |  |  |
| Extremely stressful | 371 | 17.83% |
| Moderately stressful | 699 | 33.59% |
| Not particularly stressful | 610 | 29.31% |
| Not at all stressful | 401 | 19.27% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.50 |  |
| Standard Dev. | 1.00 |  |
| Variance | 0.99 |  |
|  |  |  |
| **Average** | 2.40 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| **Q3-C4-C5** |  |  |
| Job Demands |  |  |
| Too much work |  |  |
| Extremely stressful | 647 | 31.09% |
| Moderately stressful | 836 | 40.17% |
| Not particularly stressful | 445 | 21.38% |
| Not at all stressful | 153 | 7.35% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.05 |  |
| Standard Dev. | 0.90 |  |
| Variance | 0.82 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Too little work |  |  |
| Extremely stressful | 175 | 8.41% |
| Moderately stressful | 460 | 22.10% |
| Not particularly stressful | 685 | 32.92% |
| Not at all stressful | 761 | 36.57% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.98 |  |
| Standard Dev. | 0.96 |  |
| Variance | 0.92 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Pressure to attend work regardless of circumstances or need (e.g. health). |  |  |
| Extremely stressful | 471 | 22.63% |
| Moderately stressful | 591 | 28.40% |
| Not particularly stressful | 574 | 27.58% |
| Not at all stressful | 445 | 21.38% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.48 |  |
| Standard Dev. | 1.06 |  |
| Variance | 1.13 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Lack of participation in decision making |  |  |
| Extremely stressful | 331 | 15.91% |
| Moderately stressful | 804 | 38.64% |
| Not particularly stressful | 612 | 29.41% |
| Not at all stressful | 334 | 16.05% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.46 |  |
| Standard Dev. | 0.94 |  |
| Variance | 0.89 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Unrealistic deadlines |  |  |
| Extremely stressful | 739 | 35.51% |
| Moderately stressful | 744 | 35.75% |
| Not particularly stressful | 427 | 20.52% |
| Not at all stressful | 171 | 8.22% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.01 |  |
| Standard Dev. | 0.94 |  |
| Variance | 0.89 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Insufficiently skilled for job |  |  |
| Extremely stressful | 161 | 7.74% |
| Moderately stressful | 549 | 26.38% |
| Not particularly stressful | 714 | 34.31% |
| Not at all stressful | 657 | 31.57% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.90 |  |
| Standard Dev. | 0.94 |  |
| Variance | 0.88 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Too skilled for job |  |  |
| Extremely stressful | 139 | 6.68% |
| Moderately stressful | 481 | 23.11% |
| Not particularly stressful | 822 | 39.50% |
| Not at all stressful | 639 | 30.71% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.94 |  |
| Standard Dev. | 0.90 |  |
| Variance | 0.80 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Time pressure |  |  |
| Extremely stressful | 609 | 29.26% |
| Moderately stressful | 917 | 44.07% |
| Not particularly stressful | 427 | 20.52% |
| Not at all stressful | 128 | 6.15% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.04 |  |
| Standard Dev. | 0.86 |  |
| Variance | 0.74 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Cost pressure |  |  |
| Extremely stressful | 400 | 19.22% |
| Moderately stressful | 806 | 38.73% |
| Not particularly stressful | 587 | 28.21% |
| Not at all stressful | 288 | 13.84% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.37 |  |
| Standard Dev. | 0.95 |  |
| Variance | 0.89 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Working in isolation |  |  |
| Extremely stressful | 165 | 7.93% |
| Moderately stressful | 455 | 21.86% |
| Not particularly stressful | 823 | 39.55% |
| Not at all stressful | 638 | 30.66% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.93 |  |
| Standard Dev. | 0.92 |  |
| Variance | 0.84 |  |
|  |  |  |
| **Average** | 2.51 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| **Q7** |  |  |
| Role within organisation |  |  |
| Lack of clarity about responsibility |  |  |
| Extremely stressful | 343 | 16.48% |
| Moderately stressful | 774 | 37.19% |
| Not particularly stressful | 595 | 28.59% |
| Not at all stressful | 369 | 17.73% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.48 |  |
| Standard Dev. | 0.97 |  |
| Variance | 0.93 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Conflicting demands |  |  |
| Extremely stressful | 410 | 19.70% |
| Moderately stressful | 875 | 42.05% |
| Not particularly stressful | 525 | 25.23% |
| Not at all stressful | 271 | 13.02% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.32 |  |
| Standard Dev. | 0.93 |  |
| Variance | 0.87 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Inadequate managerial support |  |  |
| Extremely stressful | 446 | 21.43% |
| Moderately stressful | 756 | 36.33% |
| Not particularly stressful | 510 | 24.51% |
| Not at all stressful | 369 | 17.73% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.39 |  |
| Standard Dev. | 1.01 |  |
| Variance | 1.02 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Lack of career progression |  |  |
| Extremely stressful | 393 | 18.89% |
| Moderately stressful | 620 | 29.79% |
| Not particularly stressful | 607 | 29.17% |
| Not at all stressful | 461 | 22.15% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.55 |  |
| Standard Dev. | 1.03 |  |
| Variance | 1.07 |  |
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|  |  |  |
|  |  |  |
| Job insecurity |  |  |
| Extremely stressful | 434 | 20.86% |
| Moderately stressful | 563 | 27.05% |
| Not particularly stressful | 643 | 30.90% |
| Not at all stressful | 441 | 21.19% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.52 |  |
| Standard Dev. | 1.04 |  |
| Variance | 1.09 |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Low pay |  |  |
| Extremely stressful | 374 | 17.97% |
| Moderately stressful | 584 | 28.06% |
| Not particularly stressful | 648 | 31.14% |
| Not at all stressful | 475 | 22.83% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.59 |  |
| Standard Dev. | 1.03 |  |
| Variance | 1.06 |  |
|  |  |  |
| **Average** | 2.47 |  |
|  |  |  |
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|  |  |  |
|  |  |  |
| **Q8** |  |  |
|  |  |  |
| Do you know if your organisation has a policy for supporting mental health? |  |  |
| I know we have a policy in place | 1175 | 56.49% |
| I know that we do not have a policy in place | 432 | 20.77% |
| Don't know | 473 | 22.74% |
| **Total** | **2080** |  |
|  |  |  |
|  |  |  |
| Mean | 1.66 |  |
| Standard Dev. | 0.82 |  |
| Variance | 0.68 |  |
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| **Q9** |  |  |
|  |  |  |
| What support does your organisation currently offer when it comes to mental wellbeing? |  |  |
| Mental Health First Aiders | 732 | 35.18% |
| Help lines | **797** | **38.30%** |
| Awareness week activities | 531 | 25.52% |
| Scheduled 1-1 meetings | 518 | 24.89% |
| Fatigue management plans | 106 | 5.09% |
| Flexible working | 792 | 38.06% |
| Work from home policy | 583 | 28.02% |
| Switch-off policy (e.g Policy against checking your phone/emails during non-working hours) | 138 | 6.63% |
| Training on mental health and the symptoms | 640 | 30.75% |
| Support structures | 531 | 25.52% |
| Additional external support (e.g. counsellors, occupational psychologist) | 655 | 31.48% |
| Other (Please specify) | 63 | 3.03% |
| **Total** | **2081** |  |
|  |  |  |
| N/A option has been disabled from calculations and charts. |  |  |

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| --- | --- | --- |
| **Q13** |  |  |
|  |  |  |
| If you or a colleague disclosed to your organisation that you had a mental health issue, how seriously do you think it would be treated? |  |  |
| Extremely seriously | 654 | 31.43% |
| Somewhat seriously | 676 | 32.48% |
| Don’t know | 434 | 20.86% |
| Not that seriously | 224 | 10.76% |
| Not serious at all | 93 | 4.47% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 2.24 |  |
| Standard Dev. | 1.14 |  |
| Variance | 1.30 |  |
|  |  |  |
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| **Q14** |  |  |
|  |  |  |
| Do you know who is responsible for providing mental health support in your organisation? |  |  |
| Yes | 933 | 44.83% |
| No | 564 | 27.10% |
| Don’t know | 336 | 16.15% |
| Not relevant /not assigned to an individual or group | 248 | 11.92% |
| **Total** | **2081** |  |
|  |  |  |
|  |  |  |
| Mean | 1.95 |  |
| Standard Dev. | 1.04 |  |
| Variance | 1.08 |  |
|  |  |  |
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| **Q24** |  |  |
| Please kindly indicate the nature and extent of events/training/courses you have attended, in the last 3 years as part of awareness improvement in the area |  |  |
| In-house event (took place on site/head office of my organisation) |  |  |
| 0 (no event attended) | 911 | 49.75% |
| 1 event/course | 496 | 27.09% |
| 2 – 3 events/courses | 317 | 17.31% |
| 4 – 5 events/courses | 60 | 3.28% |
| More than 5 events/courses | 47 | 2.57% |
| **Total** | **1831** |  |
|  |  |  |
|  |  |  |
| Mean | 1.82 |  |
| Standard Dev. | 1.00 |  |
| Variance | 1.00 |  |
|  |  |  |
| N/A option has been disabled from calculations and charts. |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| External event (away from site and my organisation) |  |  |
| 0 (no event attended) | 1236 | 69.63% |
| 1 event/course | 280 | 15.77% |
| 2 – 3 events/courses | 190 | 10.70% |
| 4 – 5 events/courses | 31 | 1.75% |
| More than 5 events/courses | 38 | 2.14% |
| **Total** | **1775** |  |
|  |  |  |
|  |  |  |
| Mean | 1.51 |  |
| Standard Dev. | 0.91 |  |
| Variance | 0.83 |  |
|  |  |  |
| N/A option has been disabled from calculations and charts. |  |  |
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|  |  |  |
| Formal training courses/education in the area mental wellness/causation |  |  |
| 0 (no event attended) | 1256 | 70.96% |
| 1 event/course | 351 | 19.83% |
| 2 – 3 events/courses | 125 | 7.06% |
| 4 – 5 events/courses | 20 | 1.13% |
| More than 5 events/courses | 18 | 1.02% |
| **Total** | **1770** |  |
|  |  |  |
|  |  |  |
| Mean | 1.41 |  |
| Standard Dev. | 0.76 |  |
| Variance | 0.57 |  |
|  |  |  |
| N/A option has been disabled from calculations and charts. |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Other |  |  |
| 0 (no event attended) | 666 | 78.91% |
| 1 event/course | 85 | 10.07% |
| 2 – 3 events/courses | 48 | 5.69% |
| 4 – 5 events/courses | 16 | 1.90% |
| More than 5 events/courses | 29 | 3.44% |
| **Total** | **844** |  |
|  |  |  |
|  |  |  |
| Mean | 1.41 |  |
| Standard Dev. | 0.94 |  |
| Variance | 0.88 |  |
|  |  |  |
| N/A option has been disabled from calculations and charts. |  |  |
| **Average** | 1.56 |  |