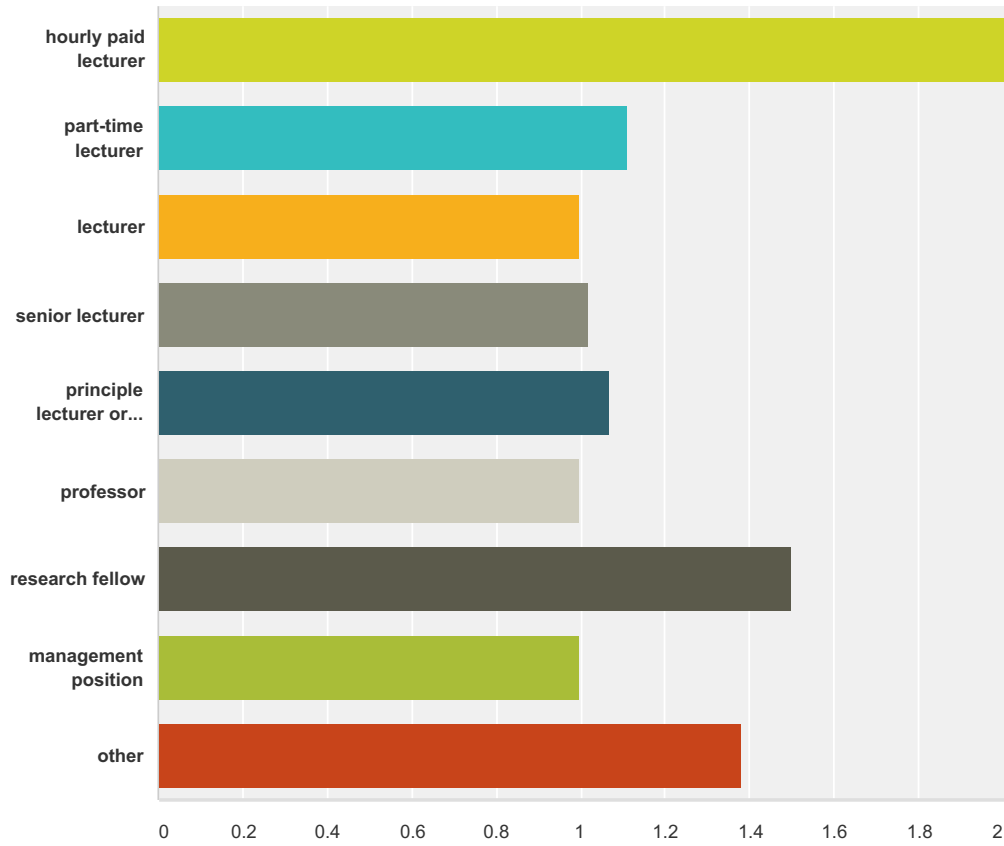


Q1 1. Please indicate your position at MMU

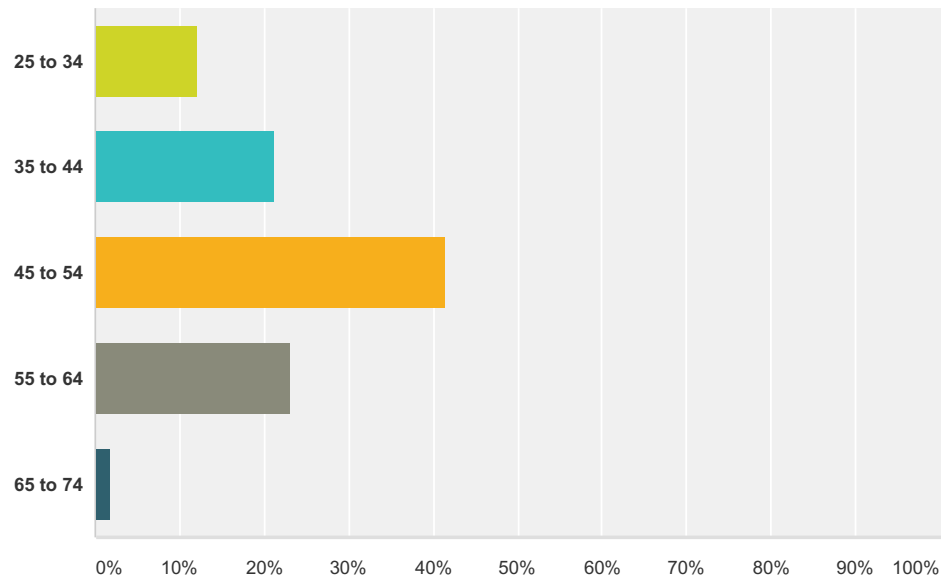
Answered: 164 Skipped: 0



	Permanent contract	Temporary contract	(no label)	(no label)	(no label)	Total	Weighted Average
hourly paid lecturer	0.00% 0	100.00% 7	0.00% 0	0.00% 0	0.00% 0	7	2.00
part-time lecturer	88.89% 8	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9	1.11
lecturer	100.00% 11	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11	1.00
senior lecturer	97.87% 92	2.13% 2	0.00% 0	0.00% 0	0.00% 0	94	1.02
principle lecturer or reader	96.30% 26	0.00% 0	3.70% 1	0.00% 0	0.00% 0	27	1.07
professor	100.00% 7	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7	1.00
research fellow	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	2	1.50
management position	100.00% 6	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6	1.00
other	62.50% 5	37.50% 3	0.00% 0	0.00% 0	0.00% 0	8	1.38

Q2 What is your age?

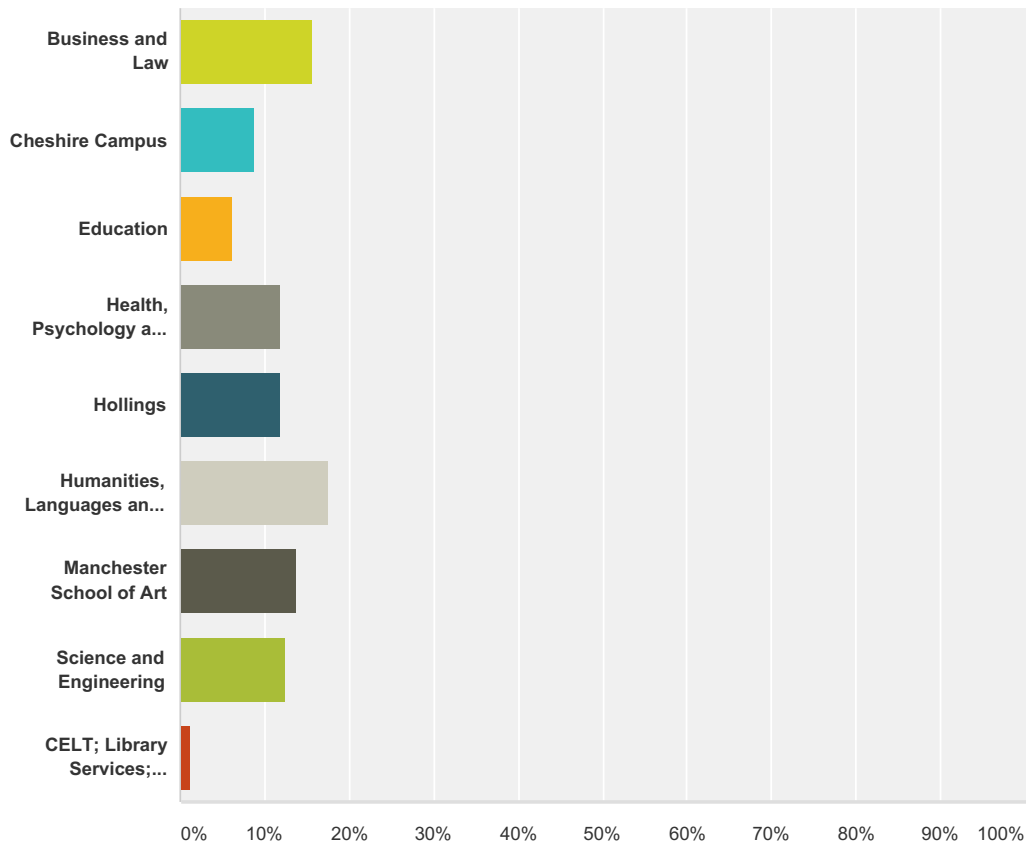
Answered: 164 Skipped: 0



Answer Choices	Responses
25 to 34	12.20% 20
35 to 44	21.34% 35
45 to 54	41.46% 68
55 to 64	23.17% 38
65 to 74	1.83% 3
Total	164

Q3 Which faculty are you in?

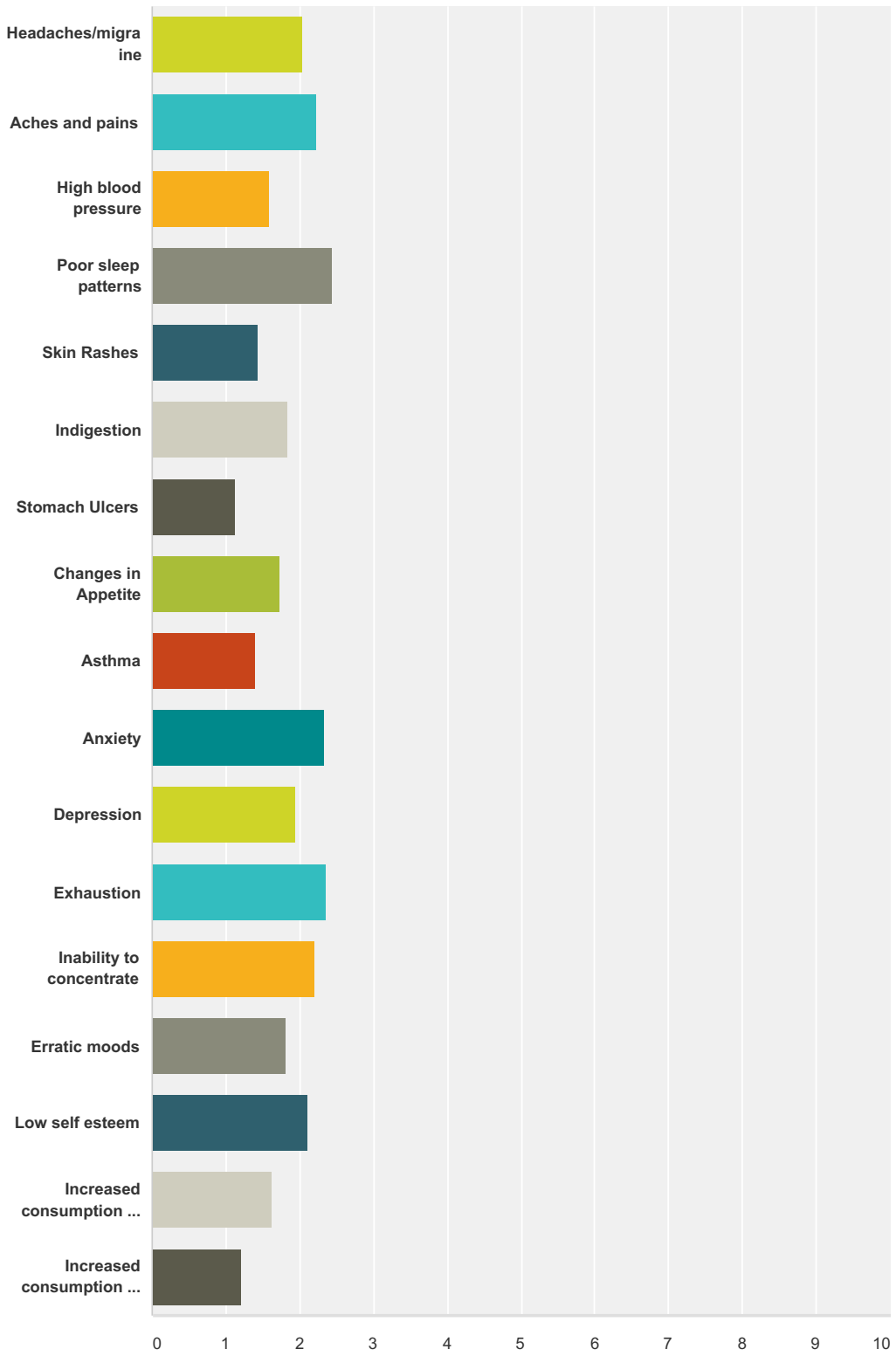
Answered: 159 Skipped: 5



Answer Choices	Responses
Business and Law	15.72% 25
Cheshire Campus	8.81% 14
Education	6.29% 10
Health, Psychology and Social Care	11.95% 19
Hollings	11.95% 19
Humanities, Languages and Social Science	17.61% 28
Manchester School of Art	13.84% 22
Science and Engineering	12.58% 20
CELT; Library Services; Research and Knowledge Exchange; Research, Enterprise and Innovation; The Language Centre.	1.26% 2
Total	159

Q4 Are you experiencing, or have you experienced any of these stress symptoms in the last year?

Answered: 163 Skipped: 1

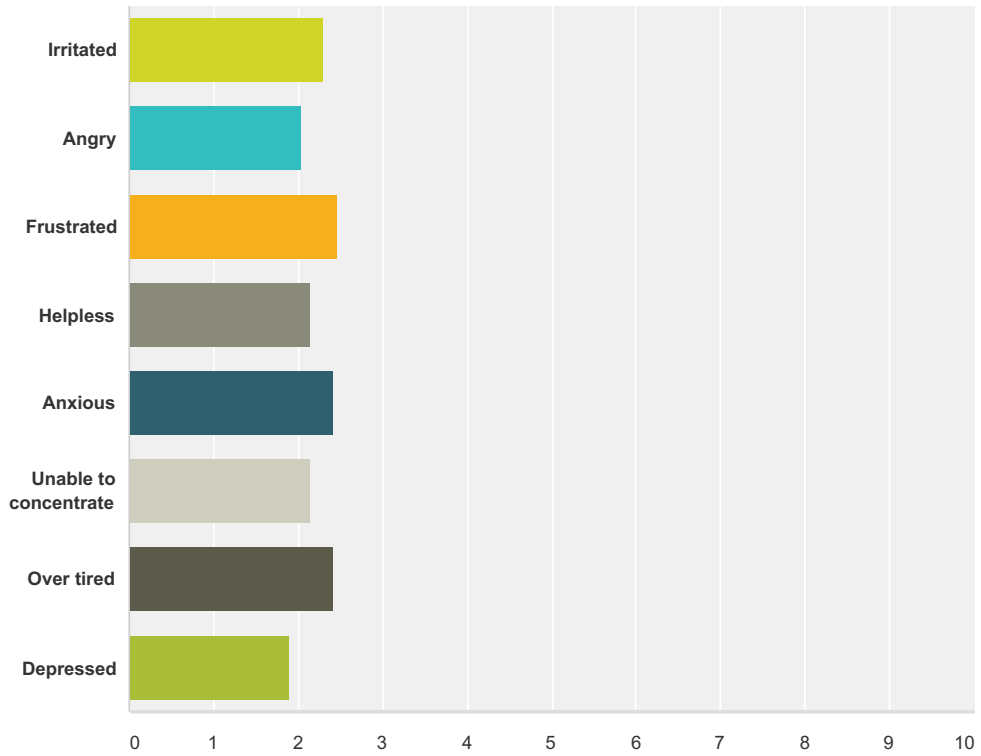


	Never	Sometimes	Often	(no label)	(no label)	Total	Weighted Average
Headaches/migraine	19.87% 30	56.95% 86	22.52% 34	0.00% 0	0.66% 1	151	2.05
Aches and pains	17.65% 27	45.10% 69	35.29% 54	0.65% 1	1.31% 2	153	2.23

High blood pressure	63.77% 88	20.29% 28	11.59% 16	2.17% 3	2.17% 3	138	1.59
Poor sleep patterns	8.02% 13	41.36% 67	48.77% 79	1.23% 2	0.62% 1	162	2.45
Skin Rashes	64.58% 93	25.69% 37	9.72% 14	0.00% 0	0.00% 0	144	1.45
Indigestion	42.18% 62	35.37% 52	20.41% 30	0.68% 1	1.36% 2	147	1.84
Stomach Ulcers	92.09% 128	5.04% 7	2.16% 3	0.00% 0	0.72% 1	139	1.12
Changes in Appetite	48.99% 73	31.54% 47	17.45% 26	0.67% 1	1.34% 2	149	1.74
Asthma	75.18% 106	10.64% 15	13.48% 19	0.71% 1	0.00% 0	141	1.40
Anxiety	11.04% 17	47.40% 73	38.31% 59	2.60% 4	0.65% 1	154	2.34
Depression	36.05% 53	38.78% 57	21.77% 32	1.36% 2	2.04% 3	147	1.95
Exhaustion	12.26% 19	45.16% 70	39.35% 61	1.29% 2	1.94% 3	155	2.35
Inability to concentrate	12.90% 20	56.77% 88	27.10% 42	1.94% 3	1.29% 2	155	2.22
Erratic moods	36.88% 52	48.23% 68	12.06% 17	1.42% 2	1.42% 2	141	1.82
Low self esteem	25.00% 38	44.08% 67	28.29% 43	1.32% 2	1.32% 2	152	2.10
Increased consumption of alcohol	52.35% 78	34.23% 51	12.08% 18	1.34% 2	0.00% 0	149	1.62
Increased consumption of tobacco	84.29% 118	12.14% 17	2.14% 3	1.43% 2	0.00% 0	140	1.21

Q5 While working do you ever feel

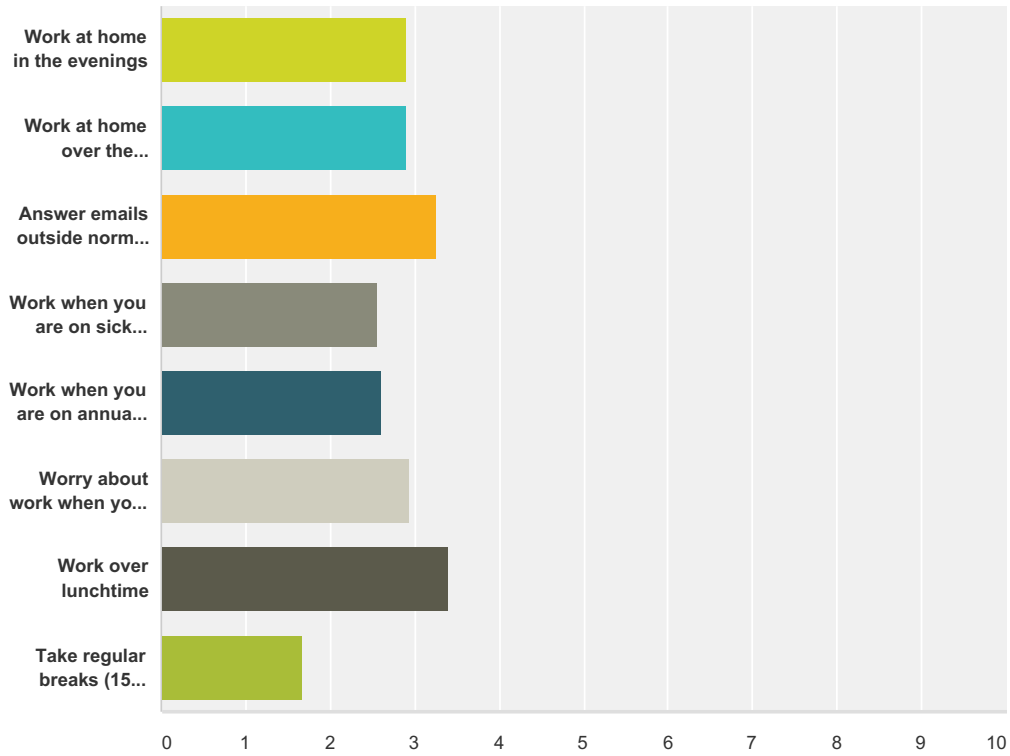
Answered: 163 Skipped: 1



	Never	Sometimes	Often	(no label)	(no label)	Total	Weighted Average
Irritated	3.77% 6	64.78% 103	29.56% 47	1.26% 2	0.63% 1	159	2.30
Angry	16.67% 26	64.74% 101	17.31% 27	0.64% 1	0.64% 1	156	2.04
Frustrated	4.43% 7	47.47% 75	45.57% 72	1.90% 3	0.63% 1	158	2.47
Helpless	20.51% 32	45.51% 71	32.69% 51	0.64% 1	0.64% 1	156	2.15
Anxious	4.52% 7	52.26% 81	40.65% 63	1.94% 3	0.65% 1	155	2.42
Unable to concentrate	14.65% 23	57.32% 90	26.11% 41	1.27% 2	0.64% 1	157	2.16
Over tired	8.81% 14	43.40% 69	45.28% 72	1.89% 3	0.63% 1	159	2.42
Depressed	36.84% 56	38.82% 59	22.37% 34	1.32% 2	0.66% 1	152	1.90

Q6 How often do you

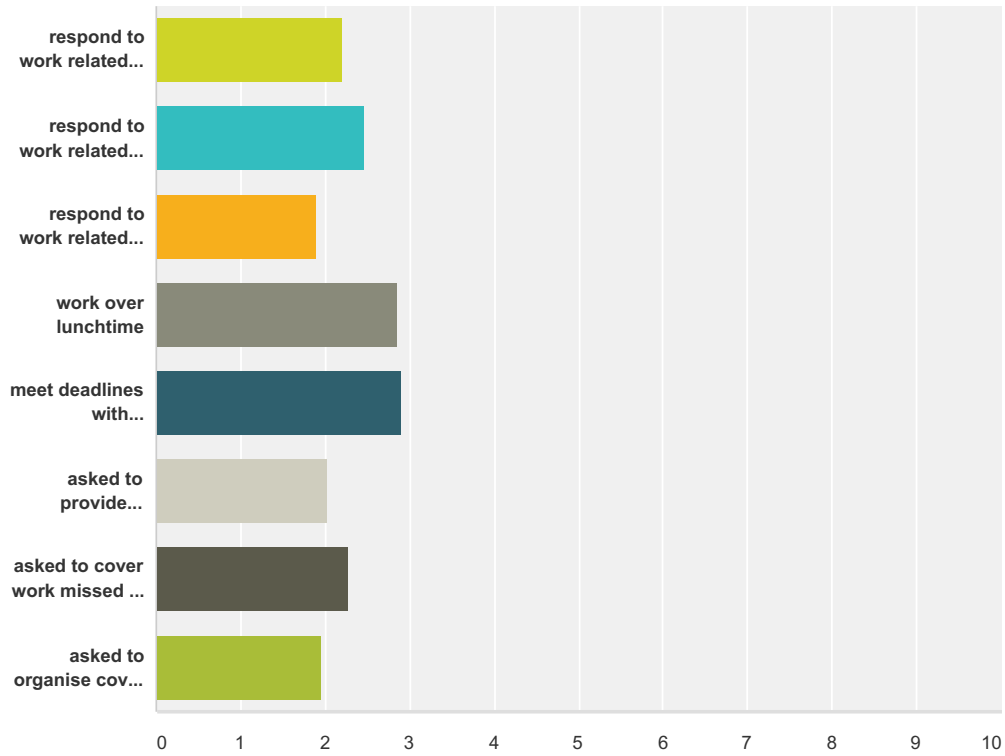
Answered: 163 Skipped: 1



	Never	Sometimes	Often	Always	(no label)	Total	Weighted Average
Work at home in the evenings	3.68% 6	26.99% 44	44.79% 73	23.93% 39	0.61% 1	163	2.91
Work at home over the weekend	3.68% 6	28.22% 46	42.33% 69	24.54% 40	1.23% 2	163	2.91
Answer emails outside normal working hours	2.45% 4	16.56% 27	34.97% 57	44.17% 72	1.84% 3	163	3.26
Work when you are on sick leave	24.50% 37	27.81% 42	23.18% 35	16.56% 25	7.95% 12	151	2.56
Work when you are on annual leave	14.91% 24	31.68% 51	31.68% 51	19.88% 32	1.86% 3	161	2.62
Worry about work when you are on leave	5.52% 9	29.45% 48	31.90% 52	31.90% 52	1.23% 2	163	2.94
Work over lunchtime	1.25% 2	12.50% 20	32.50% 52	51.88% 83	1.88% 3	160	3.41
Take regular breaks (15 minutes) from your work station during the working day	48.13% 77	40.00% 64	10.00% 16	0.63% 1	1.25% 2	160	1.67

Q7 How often are you expected to

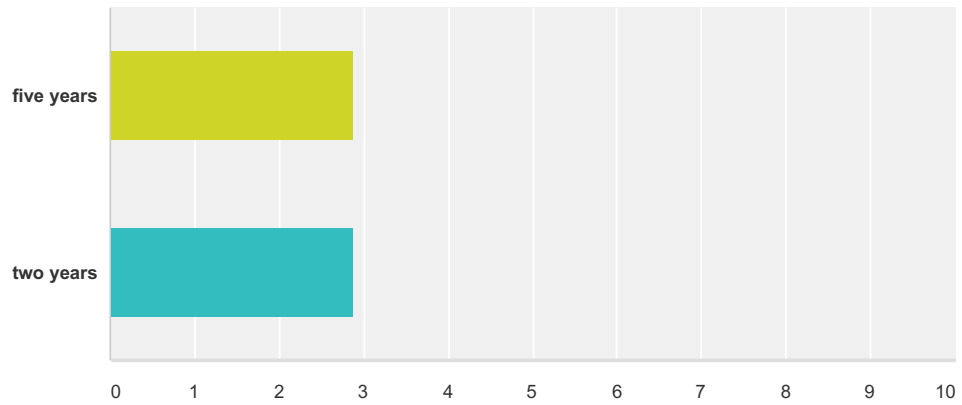
Answered: 163 Skipped: 1



	Never	Sometimes	Often	Regularly	(no label)	Total	Weighted Average
respond to work related emails when you are on leave	28.30% 45	40.88% 65	14.47% 23	13.84% 22	2.52% 4	159	2.21
respond to work related emails out of normal working hours	21.74% 35	34.78% 56	19.88% 32	22.36% 36	1.24% 2	161	2.47
respond to work related emails when you are on sick leave	54.84% 85	21.29% 33	9.03% 14	9.68% 15	5.16% 8	155	1.89
work over lunchtime	10.76% 17	29.11% 46	25.95% 41	31.65% 50	2.53% 4	158	2.86
meet deadlines with insufficient time	5.59% 9	30.43% 49	31.68% 51	31.68% 51	0.62% 1	161	2.91
asked to provide teaching materials when on sick leave	54.90% 84	13.07% 20	13.73% 21	11.11% 17	7.19% 11	153	2.03
asked to cover work missed on return to work from a period of sick leave	40.52% 62	19.61% 30	18.95% 29	13.73% 21	7.19% 11	153	2.27
asked to organise cover when on sick leave	53.95% 82	20.39% 31	7.89% 12	9.87% 15	7.89% 12	152	1.97

Q8 Please indicate how, if at all, your total workload has changed over the last five years, and two years

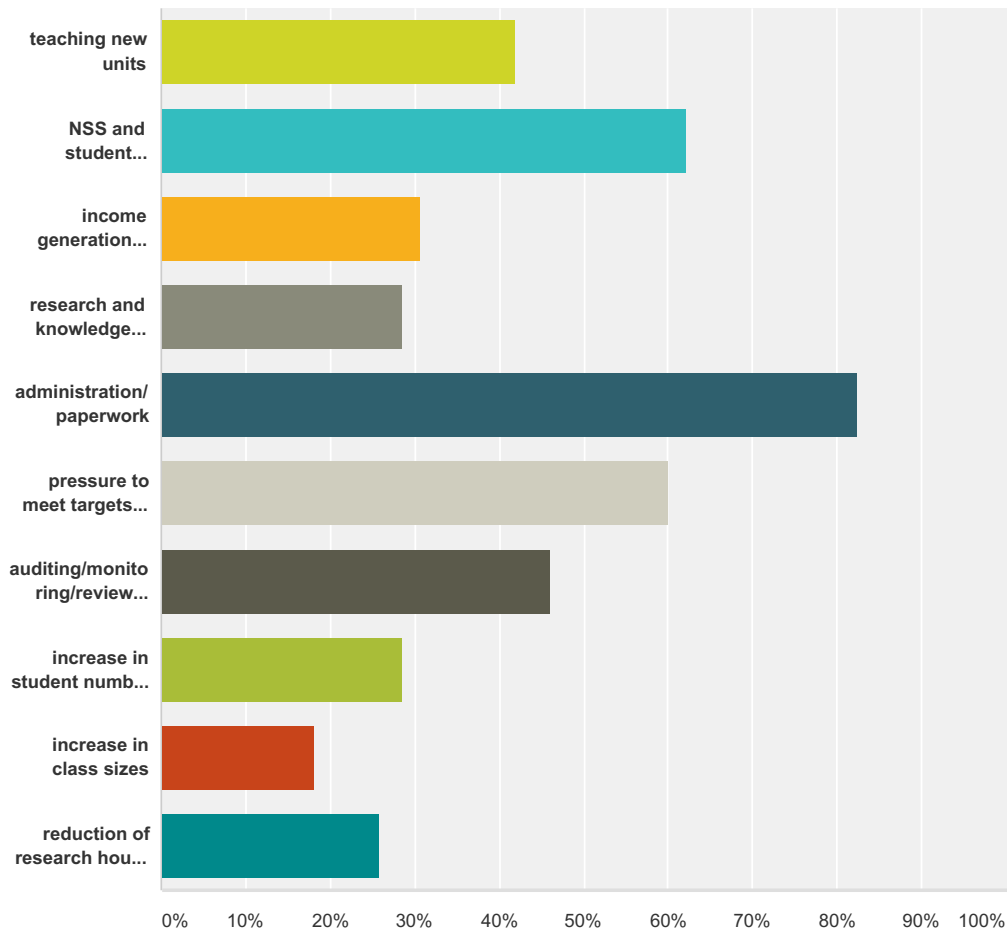
Answered: 160 Skipped: 4



	workload has decreased	workload has stayed the same	workload has increased	(no label)	(no label)	Total	Weighted Average
five years	4.03% 6	12.08% 18	79.19% 118	1.34% 2	3.36% 5	149	2.88
two years	3.25% 5	11.69% 18	81.17% 125	1.30% 2	2.60% 4	154	2.88

Q9 If your workload has increased please indicate the top four factors that you feel have been significant in causing this increase.

Answered: 143 Skipped: 21

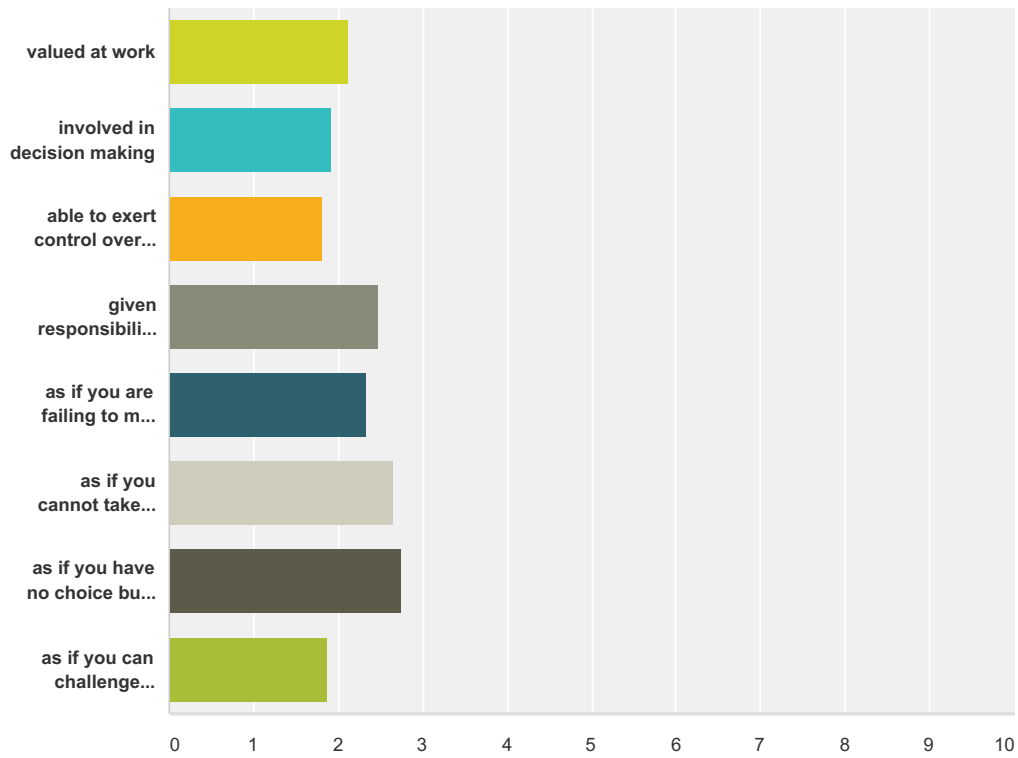


Answer Choices	Responses
teaching new units	41.96% 60
NSS and student satisfaction	62.24% 89
income generation initiatives (bidding/funding applications)	30.77% 44
research and knowledge exchange initiatives	28.67% 41
administration/paperwork	82.52% 118
pressure to meet targets and deadlines	60.14% 86
auditing/monitoring/review meetings	46.15% 66
increase in student numbers	28.67% 41
increase in class sizes	18.18% 26

reduction of research hours (with same output requirements)	25.87%	37
Total Respondents: 143		

Q10 How often do you feel

Answered: 163 Skipped: 1



	Never	Sometimes	Mainly	Always	(no label)	Total	Weighted Average
valued at work	19.02% 31	56.44% 92	18.40% 30	6.13% 10	0.00% 0	163	2.12
involved in decision making	27.16% 44	55.56% 90	15.43% 25	1.85% 3	0.00% 0	162	1.92
able to exert control over the demands that are made of you	33.74% 55	52.15% 85	12.88% 21	1.23% 2	0.00% 0	163	1.82
given responsibility without the authority to take decisions	12.42% 20	43.48% 70	27.33% 44	16.15% 26	0.62% 1	161	2.49
as if you are failing to meet targets and deadlines	16.56% 27	46.01% 75	25.77% 42	10.43% 17	1.23% 2	163	2.34
as if you cannot take time off	15.43% 25	29.01% 47	32.72% 53	20.99% 34	1.85% 3	162	2.65
as if you have no choice but to cover the work of colleagues on sick leave or annual leave	15.43% 25	29.63% 48	22.22% 36	29.63% 48	3.09% 5	162	2.75
as if you can challenge management decisions that may have a detrimental impact upon your wellbeing at work	43.21% 70	37.04% 60	8.64% 14	10.49% 17	0.62% 1	162	1.88