

# Stress report 2015

The University's most recent survey on stress at work was undertaken in March/April 2015 as part of the Staff Survey, which achieved a response rate of 70%. The report identifies stress risks across broad occupational categories in six key areas of work design as identified by the Health and Safety Executive (HSE) management standards:

- Demands of the job
- Level of control employees have over the way they work
- Relationships at work
- Support from managers and colleagues
- Satisfaction with their role
- How change is managed and communicated

Overall the University results indicate differing medium or low levels of reported stress risk across the above areas, and benchmarking has shown that the University of Manchester results are similar to the survey outcomes in other HEI Institutions. The results indicate a higher priority risk of stress for particular occupational groups in the area of relationships between managers and colleagues at work, and in the category of bullying and harassment. In the latter category, the report benchmarks against a 'zero tolerance' of unacceptable behavior.

Compared against the previous Stress Survey undertaken in 2013, the 2015 results remain static and reveal that it remains the academic, technical/IT and manual staff groups (with the addition of Library in 2015) that have triggered to varying degrees in the higher priority areas.

The University is continuing to develop support and guidance for managers and individual members of staff through the suite of tools available under the Management of Stress at Work Policy, <http://documents.manchester.ac.uk/DocuInfo.aspx?DocID=31> and the newly launched online Stress at Work e-Learning resource <https://app.manchester.ac.uk/th16e>

Additionally, 'We Get It' <https://survey.manchester.ac.uk/pssweb/index.php/767652/lang-en> is a University scheme which supports a zero tolerance approach to harassment and bullying, and provides a 'report and support' option for staff to seek support in tackling issues which they might experience at work:

For an overview of the stress survey's findings, including a break down for occupational groups, visit:

Stress Report 2015

Stress Report 2013

Staff Stress Survey 2008