

Example Members' Survey Questions: Work-Related Stress

This a template survey provided by the TUC is for union branches to adapt and use with members. It asks about how work is organised and managed, to identify and evidence workplace causes of stress so that the employer can be asked to carry out a stress risk assessment and take preventative action.

Union health and safety reps are welcome to adapt the survey as appropriate – stress triggers, specific concerns, and experiences of work-related stress will differ from workplace to workplace, and you will want to make the survey suitable for your own members.

Tips for using the results

As the health and safety rep, you may wish to work with other reps to analyse the results of the survey and compile the results into a report to share with management. Here are some tips on how to go about it:

- Look for patterns, not individual stories: you want to demonstrate that these are risks affecting your members collectively.
- Compare results across teams, roles or sites as appropriate: different preventative action may be needed in different areas.
- Use findings to support a request for a stress risk assessment by the employer.
- Share headline results with members, too. Keeping members informed about the process is key to organising, widening the campaign and staying accountable. You'll want member buy-in in case this needs escalation.

About your work

1. Which area, team or department do you work in?
 [Free text]
 Prefer not to say
2. How long have you worked in this role?
 Less than 1 year
 1–3 years
 3–5 years
 Over 5 years

Workload and demands

3. I have a manageable workload.
 Strongly agree Agree Neither Disagree Strongly disagree
4. I am expected to work at a pace that feels unsustainable.
 Strongly agree Agree Neither Disagree Strongly disagree
5. I regularly work extra hours or take work home to keep up.
 Never Occasionally Often Very often
6. There are enough staff to do the work safely and properly.
 Strongly agree Agree Neither Disagree Strongly disagree

Control over work

7. I have a reasonable level of control over how I do my work.
 Strongly agree Agree Neither Disagree Strongly disagree
8. I have flexibility over my working hours or patterns where needed.
 Always Often Sometimes Rarely Never

Support and management

9. I feel supported by my line manager.
 Strongly agree Agree Neither Disagree Strongly disagree
10. I can raise concerns about pressure or stress without negative consequences.
 Strongly agree Agree Neither Disagree Strongly disagree
11. I receive clear guidance and feedback about my work.
 Strongly agree Agree Neither Disagree Strongly disagree

Workplace relationships

12. I am treated with respect at work.
 Strongly agree Agree Neither Disagree Strongly disagree
13. I have experienced bullying, harassment or unacceptable behaviour at work in the past 12 months.
 Yes No Prefer not to say
14. I have been subject to abuse and/or violence while at work in the past 12 months.
 Yes No Prefer not to say
15. If I raised a concern about behaviour at work, I believe it would be taken seriously.
 Strongly agree Agree Neither Disagree Strongly disagree

Role clarity

15. I am clear about what is expected of me in my role.
 Strongly agree Agree Neither Disagree Strongly disagree
16. I am asked to do conflicting tasks or given competing priorities.
 Never Occasionally Often Very often

Change at work

17. Changes at work are communicated clearly and in good time.
 Strongly agree Agree Neither Disagree Strongly disagree
18. I feel supported during periods of change (e.g. restructures, new systems, new targets).
 Strongly agree Agree Neither Disagree Strongly disagree

Impact on health and wellbeing

19. Work-related stress has affected my mental or physical health.
 Not at all Slightly Moderately Significantly Severely
20. I feel exhausted or emotionally drained because of work.
 Never Occasionally Often Very often
21. I have taken time off work in the past 12 months because of stress or anxiety related to work.
 Yes No Prefer not to say

Open questions (optional but can provide powerful testimonies)

22. What aspects of your work do you find most stressful?
 [Free text]
23. What changes would most help reduce stress in your job?
 [Free text]
24. Is there anything else you would like your union to raise with the employer about stress at work?
 [Free text]