Staff health and wellbeing template survey

Notes

# Use this questionnaire as a template and include the questions which will provide the information you need.

# An introductory paragraph should:

# let staff know what you are trying to find out from them and why

# tell staff what you will do with their responses and reassure them that all surveys are anonymous and that individuals will not be contacted directly

# tell staff if there is an incentive to respond – e.g. entering responses into a prize draw.

This template survey includes five sections:

1. Current health – physical activity and healthy eating
2. Future interests – physical activity and healthy eating
3. Mental wellbeing at work
4. Health needs
5. Personal profile
6. **Current health – physical activity and healthy eating**

The aim of this section is to gain a baseline marker for employees’ current health focusing on physical activity and healthy eating. This information can be used in the ongoing monitoring and evaluation of your health and wellbeing programme.

Questions should relate to individuals’ actions in a typical week.

This section should:

* ask questions in areas where the workplace can have some influence
* encourage staff to start thinking about their own behaviours
* measure the level of enthusiasm for a healthy lifestyle
* identify potential barriers to changing.
1. **Future interests – physical activity and healthy eating**

The aim of this section is to understand staff’s’ interest in getting healthier. This will help the development of the programme. Questions on physical activity and healthy eating are covered in each of these two areas.

This section should:

* identify activities and interventions that employees enjoy doing
* help understand why staff are participating and give additional incentives for making behaviour changes at work
* assess what health initiatives employees would most like to participate in at work and when.
1. **Mental wellbeing at work**

The aim of this section is to understand how satisfied employees are with the opportunities for looking after their mental wellbeing. It’ll also look at how the workplace can provide opportunities for them to do this.

This section should aim to identify:

* how employees view the demands of the job, and any issues which could be addressed by the organisation
* issues around the amount of control over their job that employees feel they have
* issues around relationships at work
* satisfaction with communication in the workplace
* how employees view their job role and how supported they feel.
1. **Health needs**

The aim of this section is to understand any special needs related to employees’ health or medical conditions. Questions therefore need to relate to employees’ current health needs, their interest in pursuing a healthier lifestyle and how the workplace can provide opportunities for them to do this.

This section should:

* highlight any medical condition(s) that may affect an individual’s ability to participate
* determine how the employee views his or her workplace to be related to their health.
1. **Personal profile**

The aim of this section is to understand staff’s work habits and identify opportunities for improving their health.

If your employees work shifts, some of these questions may need to be adapted to take the focus away from lunchtime meals.

This section should:

* give an idea of the structure of normal working days
* provide employee details such as age and gender.

# Scoring instructions

Lots of questions have five answer options which are ranked from 1 to 5. This allows you to find out the average value for each question.

How to score the questionnaire:

1. Look at each question individually. For each question, add up the total number scored by all staff completing that question.
2. Divide this number by the number of staff who answered the question. This will give the average score for that question, creating an organisational profile. (If someone hasn’t answered a question, divide the total score for the question by the number who actually answered it.)
3. Repeat for all questions and create an organisational profile.
4. You can also look at patterns of response – for example, how gender, age, or other factors affect responses.

**Example:**

Twenty employees completed question number 11: “Are you satisfied with your working hours?” Each respondent answered a score from 1 to 5 (where 1 = very dissatisfied, and 5 = very satisfied). The numbers selected by the 20 respondents were: 5 + 1+ 1 + 3 + 2 + 1 + 5 + 4 + 3 + 1 + 2 + 1 + 5 + 3 + 4 + 2 + 1 + 1 + 2 + 1 = 48

To calculate the result for this question, divide the total score (48) by the total number of employees who answered the question:

* Total score for question number 11 = 48
* Total number of employees who answered that question = 20
* Result = (48 divided by 20) = 2.4
* So, the overall result within the organisation is 2.4, which is between 2 (dissatisfied) and 3 (neutral).

**Staff health and wellbeing survey**

 **[Insert year]**

##### **Introduction**

Do you want the opportunity to have your say on our health and wellbeing programme?

Please take a few minutes to fill in this questionnaire. The information you provide will help us develop a programme to suit your needs.

Your participation is completely voluntary and all responses will be anonymous.

Once complete please return the survey to …………………………………………………………

##### **Current health – physical activity**

 **1.**

1. How many days a week do you spend walking continuously for at least 10 minutes at a time? Think about all the walking you have done including any leisure walking, walking to and from home, and any purposeful walking.

\_\_\_\_\_\_ days a week

1. In total, how much time do you spend walking in a typical week?

\_\_\_\_\_\_ minutes a week

**2.**

1. How many days a week do you do housework, gardening, DIY or building work?

­\_\_\_\_\_\_\_ days a week

1. On those days, on average, how long do you spend doing these things on each day?

\_\_\_\_\_\_\_ minutes

**3.**

1. How many days a week do you take part in any sport or activity? For example, swimming, cycling, aerobics, dance, yoga, sports, or working out at a gym.

\_\_\_\_\_\_\_ days a week

1. On those days, on average, how long are you active for each day?

\_\_\_\_\_\_\_ minutes

**4.**

1. At the moment, what would prevent you from becoming more active? Tick all that apply.

|  |  |  |
| --- | --- | --- |
| Injury |[ ]  Poor health |[ ]  Dislike sport/ exercise |[ ]
| Lack of transport |[ ]  Family commitments |[ ]  Cost of facilities |[ ]
| Distance to facilities |[ ]  Facilities not available when I can attend |[ ]  No-one to do it with |[ ]
| Work commitments |[ ]  Not aware of facilities available |[ ]   |  |

Other *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

1. Which of the following best describes you?Please tick only one.

|  |  |
| --- | --- |
| I am not interested in pursuing a healthy lifestyle or being physically active. |[ ]  (1) |
| I have recently been thinking about being more active. |[ ]  (2) |
| I am looking to become more active within the next six months. |[ ]  (3) |
| I have recently changed my behaviour and I am active on a more regularly.  |[ ]  (4) |
| I have been regularly active for at least six months. |[ ]  (5) |

**5.**

1. How physically demanding would you describe your work?

|  |  |  |
| --- | --- | --- |
| Very demanding |[ ]  Fairly demanding |[ ]  Not very demanding |[ ]

1. When you’re at work, how do you spend the majority of your time?

|  |  |  |
| --- | --- | --- |
| Standing up |[ ]  Sitting down |[ ]  Walking about |[ ]

**6.**

1. What is your primary mode of transport to and from work? Please tick only one.

|  |  |  |  |
| --- | --- | --- | --- |
| Public transport |[ ]  Car |[ ]  Cycle |[ ]  Walk |[ ]
| Work at home |[ ]  Other: | ­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. How far do you travel to work?

|  |  |  |
| --- | --- | --- |
| Under 1 mile |[ ]  1 - 5 miles |[ ]  6 - 10 miles |[ ]
| 20 miles or more |[ ]  Work from home |[ ]   |  |

 **Future Interests – physical activity**

**7.** If the following physical activity initiatives were offered at work, how likely would you be to take part or use them?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Extremely unlikely (1)** | **Fairly unlikely (2)** | **Undecided/don’t know (3)** | **Fairly likely (4)** | **Extremely likely (5)** |
| Talks and presentations on physical activity by healthprofessionals |[ ] [ ] [ ] [ ] [ ]
| Access to weekly physical activity messages via e-mail and/or bulletin boards |[ ] [ ] [ ] [ ] [ ]
| Active taster sessions at local leisure facilities |[ ] [ ] [ ] [ ] [ ]
| On-site taster sessions run by health professionals |[ ] [ ] [ ] [ ] [ ]
| A lunchtime activity group,e.g. walking, cycling, swimming |[ ] [ ] [ ] [ ] [ ]
| Sport or activity clubs, e.g. walking, football or badminton |[ ] [ ] [ ] [ ] [ ]
| On-site activity classes, e.g.yoga, aerobics, Tai Chi  |[ ] [ ] [ ] [ ] [ ]
| On-site facilities, e.g. purpose-built gym |[ ] [ ] [ ] [ ] [ ]
| Company leagues, ladders and competitions |[ ] [ ] [ ] [ ] [ ]
| Team activity challenges  |[ ] [ ] [ ] [ ] [ ]
| Subsidised corporate memberships at local facilities or health clubs |[ ] [ ] [ ] [ ] [ ]
| Flexible working hours to allow for physical activity before, during and after work  |[ ] [ ] [ ] [ ] [ ]
| Use of showers, changing facilities, lockers and storage facilities |[ ] [ ] [ ] [ ] [ ]
| Health and fitness assessments and/or health screening |[ ] [ ] [ ] [ ] [ ]
| A company bicycle pool foruse during lunch breaks and for making short journeysto meetings |[ ] [ ] [ ] [ ] [ ]

**8.**

1. Please list the physical activities that you regularly take part in (once a week or more).

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Why do you take part in these activities? Tick all that apply.

|  |  |  |
| --- | --- | --- |
| To get fit |[ ]  To be part of a team |[ ]  To be with friends |[ ]
| To compete |[ ]  To relieve stress |[ ]  To feel good  |[ ]
| To lose weight |[ ]  GP referred me |[ ]  To improve my health  |[ ]

Other *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

**Current health – healthy eating**

**1.**

**a)** How many days do you consume 5 portions or more of fruit and vegetables?Fresh, frozen and tinned fruits and vegetables all count but fruit juice and dried fruit only count as 1 portion per day each, regardless of the amount you have. Potatoes are not counted as vegetables.

\_\_\_\_\_\_ days a week

During a usual week, how many days do you have a snack food or drink (other than water) during the working day? This includes, for example, fizzy drinks, fresh fruit, cakes and biscuits, sweets or crisps.

\_\_\_\_\_\_ working days a week

1. During a usual week, on how many days do you have between 4 and 6 glasses or cups of fluid during the working day? For example, water, tea, coffee, fruit juice or squash. The recommended daily fluid intake for the UK climate is 6-8 glasses, taken throughout the day, so it is important to drink throughout your working day.

On \_\_\_\_\_\_ days a week

1. During a usual week, do you have more than 14 units of alcohol?

For example, there is 1 unit of alcohol in: half a pint of standard beer, lager or cider (3% to 5% ABV), or in a pub measure of spirits. A large glass of wine is about 2 units and alcopops are about 1.5 units.

On \_\_\_\_\_\_ days a week

**2.** During a usual week, on how many days do you:

|  |  |
| --- | --- |
| 1. eat breakfast?
 | \_\_\_\_\_\_ days |
| 1. skip lunch because of work commitments?
 | \_\_\_\_\_\_ days |
| 1. eat and/or drink during a work meeting?
 | \_\_\_\_\_\_ days |
| 1. take part in ‘team-led’ eating, e.g., a biscuit bin or birthday cakes?
 | \_\_\_\_\_\_ days |
| 1. use the vending machine at work?
 | \_\_\_\_\_\_ days |
| 1. bring your own lunch to work?
 | \_\_\_\_\_\_ days |
| 1. eat a meal at your desk?
 | \_\_\_\_\_\_ days |
| 1. eat lunch with work colleagues?
 | \_\_\_\_\_\_ days |
| 1. make use of the employee restaurant?
 | \_\_\_\_\_\_ days |
| 1. make use of the staff room to eat a meal?
 | \_\_\_\_\_\_ days |
| 1. make use of employee areas for food preparation and/or storage?
 | \_\_\_\_\_\_ days |
| 1. buy family food shopping during your working day?
 | \_\_\_\_\_\_ days |

**3.**

1. At the moment, what prevents you from introducing more healthy foods into your diet? Tick all that apply.

|  |  |  |
| --- | --- | --- |
| Special dietary needs |[ ]  Dislike of healthy foods |[ ]  Family dietary preferences |[ ]
| Family commitments |[ ]  Poor health |[ ]  Cost of healthy foods |[ ]
| Lack of cooking skills |[ ]  Lack of nutritional knowledge |[ ]  Lack of food storage and preparation areas in the workplace |[ ]
| Work commitments |[ ]  Distance to supermarkets or food shops |[ ]  Lack of healthy eating choices at lunchtime or for snacks |[ ]

Other *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

1. Which of the following best describes you? Please tick only one*.*

|  |  |
| --- | --- |
| I am not interested in pursuing a healthy lifestyle. |[ ]  (1) |
| I have recently been thinking about changing my diet. |[ ]  (2) |
| I am intending to change my behaviour and to change my diet within the next six months. |[ ]  (3) |
| I have recently changed my behaviour and I am following a healthy eating plan. |[ ]  (4) |
| I have been following a healthy eating plan for at least six months. |[ ]  (5) |
| I have special dietary needs that prevent me from changing my diet.  |[ ]  (0) |

**Future Interests – healthy eating**

**4.** If the following healthy eating initiatives were offered at work, how likely would you be to take part or use them?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Extremely unlikely (1)** | **Fairly unlikely (2)** | **Undecided/ don’t know(3)** | **Fairly likely (4)** | **Extremely likely (5)** |
| Recipes and tips for healthy eating |[ ] [ ] [ ] [ ] [ ]
| Cookery classes |[ ] [ ] [ ] [ ] [ ]
| Nutrition courses |[ ] [ ] [ ] [ ] [ ]
| Talks, presentations and workshops on healthy eating by health professionals, dietitians or nutritionists |[ ] [ ] [ ] [ ] [ ]
| Access to health promotion materials such as leaflets and posters promoting healthy eating |[ ] [ ] [ ] [ ] [ ]
| Access to weekly healthy eating messages via email and/or bulletin boards |[ ] [ ] [ ] [ ] [ ]
| Access to drinking water for all employees |[ ] [ ] [ ] [ ] [ ]
| Free fruit in the workplace |[ ] [ ] [ ] [ ] [ ]
| Selection of healthy refreshments in meeting rooms – for example, water and fresh fruits |[ ] [ ] [ ] [ ] [ ]
| Fruit and vegetable box delivery scheme to the workplace |[ ] [ ] [ ] [ ] [ ]
| Self-check facilities, e.g. weighing scales and tape measures available in a private area |[ ] [ ] [ ] [ ] [ ]
| Weight management programmes |[ ] [ ] [ ] [ ] [ ]
| Health and fitness assessments |[ ] [ ] [ ] [ ] [ ]
| Healthy breakfast bar |[ ] [ ] [ ] [ ] [ ]
| Healthy meal choices available in the employee restaurant or café |[ ] [ ] [ ] [ ] [ ]
| Healthy sandwich or lunch delivery service |[ ] [ ] [ ] [ ] [ ]
| Healthy meal options in the vending machines – for example, sandwiches, pasta, fresh fruit and yoghurts |[ ] [ ] [ ] [ ] [ ]
| Healthy snack options available in the vending machines or snack bars |[ ] [ ] [ ] [ ] [ ]
| On-site facilities, e.g. food preparation and storage areas for employees’ use |[ ] [ ] [ ] [ ] [ ]
| Participation in local or national healthy eating events |[ ] [ ] [ ] [ ] [ ]
| Team or individual challenges |[ ] [ ] [ ] [ ] [ ]

##### **Mental wellbeing**

Mental wellbeing is integral to the culture, morale and productivity of your workplace. It determines how you deal with and enjoy everyday life – not simply whether or not you’ve been diagnosed with a mental health condition.

Individuals will have different strategies and coping mechanisms for looking after their mental wellbeing – but looking after our mental wellbeing will mean we’re more resilient, at home and at work.

**Mental wellbeing**

**1.** Are you satisfied with the amount of mental wellbeing information that your organisation provides?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**2.** Are you satisfied with the opportunities you have for looking after your health and mental wellbeing before, during or after work? For example, physical activity sessions, stressbuster sessions such as yoga or massage sessions, or a healthy eating programme.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**Job demands**

 **3.**  Are you satisfied that your abilities and skills match the demands of your job?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**4.** Are you satisfied that the tasks you set out to accomplish are completed?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**5.** Are you satisfied that you and your work are seen as valuable and that you feel good about yourself at work?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**6.** Are you satisfied that the training opportunities you have are appropriate for you and your job?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**7.** Are you satisfied with the physical environment of your workplace?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**8.**  Are any of the following a problem for your mental wellbeing at work?

|  |  |  |
| --- | --- | --- |
| 1. Noise
 | Yes |[ ]  No |[ ]
| 1. Ventilation
 | Yes |[ ]  No |[ ]
| 1. Temperature
 | Yes |[ ]  No |[ ]
| 1. Humidity
 | Yes |[ ]  No |[ ]

Other *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

**Job control**

 **9.** Are you satisfied with the amount of influence you have over decisions related to your job?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**10.** Are you satisfied that you are involved in the decision-making processes within your organisation?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**11.** Are you satisfied with your working hours?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**12.** Do you think that excessive working hours are discouraged at your workplace?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**13.** Are you satisfied with the opportunities you have for flexible working?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**Relationships**

 **14.** Are you satisfied with the relationships you have with colleagues at work?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**15.** Are you satisfied that you are treated as an individual by your manager(s)?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**16.** Are you satisfied that everyone has a fair opportunity to progress and develop?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**17.** Are you satisfied that you and your colleagues work together in a supportive and collaborative way?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**18.** Are you satisfied that bullying and harassment are seen as unacceptable at work, and that complaints are always acted on?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**Communication**

 **19.** Are you satisfied with the channels of communication that exist within your organisation?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**20.**  Are you satisfied with the way you are able to communicate with other people in your workplace?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**21.**  Are you satisfied with the way people usually communicate with you?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**22.** Are you satisfied your line manager will listen to your concerns and take appropriate action?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**23.** Are you satisfied that supervision sessions are used constructively to manage your workload and to provide positive feedback?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**Job role**

 **24.** Are you satisfied that you have a clearly defined role and responsibilities?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**25.**  Are you satisfied with your job-related training?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**26.**  Are you satisfied with your personal development training?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**27**. Are you satisfied with the quality of training you are offered through work?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 (Very dissatisfied) [ ]  | 2 (Dissatisfied) [ ]  | 3 (Neutral) [ ]  | 4 (Satisfied) [ ]  | 5 (Very satisfied) [ ]  |

**Health needs**

**1.** How would you describe your general health?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Very poor (1) |[ ]  Poor (2) |[ ]  Fair (3) |[ ]  Good (4) |[ ]  Very good (5) |[ ]

**2.**

1. In the last 12 months, roughly how many days have you been absent from work due to personal illness or injury?

\_\_\_\_\_\_ days in the last 12 months

1. Do you suffer from any long-term medical illnesses – for example, diabetes or back pain?

|  |  |
| --- | --- |
| Yes |[ ]  No |[ ]

1. If yes, what long-term illness do you suffer from?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Is this long-term condition the reason for most of your sickness absence?

|  |  |  |
| --- | --- | --- |
| Yes |[ ]  No |[ ]  Not applicable |[ ]

**3.** How would you describe the following when you are at work?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Very poor (1)** | **Poor (2)** | **Fair (3)**  | **Good (4)** | **Very good (5)** |
| Energy levels |[ ] [ ] [ ] [ ] [ ]
| Mood |[ ] [ ] [ ] [ ] [ ]
| Concentration |[ ] [ ] [ ] [ ] [ ]
| Stress levels |[ ] [ ] [ ] [ ] [ ]

**4.** How likely are you to take part in each of the following programmes if they were offered to you at work?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Extremely unlikely (1)** | **Fairly unlikely (2)** | **Undecided/ don’t know(3)** | **Fairly likely (4)** | **Extremely likely (5)** |
| Physical activity sessions |[ ] [ ] [ ] [ ] [ ]
| Stress-buster sessions such as massage or yoga |[ ] [ ] [ ] [ ] [ ]
| Social events, e.g., staff outings |[ ] [ ] [ ] [ ] [ ]
| Talks on mental health awareness |[ ] [ ] [ ] [ ] [ ]
| Talks on debt and finance |[ ] [ ] [ ] [ ] [ ]
| Talks on relationship problems |[ ] [ ] [ ] [ ] [ ]
| Talks on time management |[ ] [ ] [ ] [ ] [ ]
| A stop smoking group |[ ] [ ] [ ] [ ] [ ]
| A healthy eating programme |[ ] [ ] [ ] [ ] [ ]
| A weight management programme |[ ] [ ] [ ] [ ] [ ]
| Educational programmessuch as back safety, self-help care |[ ] [ ] [ ] [ ] [ ]

Other: ­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**5.** On average how many hours do you work each day?

\_\_\_\_\_\_ hours a day

**6.** Does your work involve shift patterns outside 9am to 5pm?

|  |  |
| --- | --- |
| Yes |[ ]  No |[ ]

**Personal Information**

**1.** What is your gender?

|  |  |  |  |
| --- | --- | --- | --- |
| Male |[ ]  Female | [ ]  | Other |[ ]

**2.**  What is your age?

|  |  |  |  |
| --- | --- | --- | --- |
| 0-15 |[ ]  16-24 | [ ]  | 25-34 |[ ]
| 35-44 |[ ]  45-54 | [ ]  | 55-64 |[ ]
| 65-74 |[ ]  75-84 | [ ]  | 85+ |[ ]

**3.**  Would you like to be involved in our health and wellbeing programme?

|  |  |  |
| --- | --- | --- |
| Yes |[ ]  No | [ ]  |

**4.**  Do you have any other comments or suggestions?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Thank you for taking our survey.

For more information please contact XXXXXX