



CMHA STAFF SURVEY 2016/17

Your invitation to participate contains information about the purpose of the survey, what it involves, how we will protect confidentiality, and how the findings will be used. If you want a copy of the background information, please email helen@citymha.org.uk

Q1 Please read through the statement below and click Yes if you agree to proceed

I have read the background information contained in the invitation to complete this survey and understand that my participation is voluntary and I am free to withdraw at any time, without giving any reason, and without any adverse consequences. I understand I do not need to answer any of the questions, apart from this first one, and can provide as much or little detail as I feel comfortable to share anonymously.

Yes

Q2 In your opinion, how well does your organisation support staff wellbeing and resilience? (Please tick one)

- Very well
- Fairly well
- Not very well
- Not at all well
- Not sure
- Prefer not to say

Q3 Which of your organisation's wellbeing or resilience initiatives do you find helpful?

Q4 Do you think your organisation has an inclusive working environment in which staff are encouraged to talk openly about mental health problems?

Please tick one:

- Yes, very much
- Yes, a little
- No, not very much
- No, not at all
- Not sure
- Prefer not to say

Q5 In your opinion, how well does your organisation support employees who experience mental health problems (which might include anxiety, stress or depression)? Please tick one:

- Very well
- Fairly well
- Not very well
- Not at all well
- Don't know
- Prefer not to say

Q6 How confident or not would you be in talking to your manager about a mental health problem (which might include anxiety, stress or depression)?

Please tick one:

- Very confident
- Quite confident
- Not very confident
- Not at all confident
- Don't know
- Prefer not to say

Thinking about your current job, to what extent do you agree with the following statements?

Please tick one reply for each statement (Q7 to Q13):

Q7 I achieve a good balance between my work life and my private life

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to say

Q8 I have an acceptable workload

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to say

Q9 The people in my team can be relied upon to help when things get difficult in my job

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to say

Q10 I have a choice in deciding how I do my work

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to say

Q11 I am able to access the right learning and development opportunities when I need to

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to say

Q12 I am treated fairly at work

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to say

Q13 I feel valued for the work I do

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Prefer not to say

Your experience and views on mental health at work

Q14 Have you EVER experienced mental health problems while in employment?

Please tick one

- Yes
- No
- Prefer not to say

If YES, please answer Q15 and Q16. If NO, please proceed to Q17

Q15 How often have you gone into work when experiencing poor mental health?

Please tick one:

- Always
- Sometimes
- Rarely
- Never
- Don't know or can't remember
- Prefer not to say

If ALWAYS or SOMETIMES, please consider Q16, otherwise please continue from Q17

Q16 If you have sometimes or always gone to work when experiencing poor mental health, are you able to say why you did so?

Please say if you don't know or prefer not to answer this question:

Q17 Have you experienced mental health problems while working for you CURRENT employer? Please tick one:

- Yes
- No
- Prefer not to say

If YES, please consider Q18 to Q20. If NO, please continue from Q21

Q18 If yes, did you tell anyone at work? If so, who did you find supportive or helpful?

Please answer by stating their role/s NOT their name/s (for example, my manager, a colleague, an HR advisor....). Please leave blank if you prefer not to answer.

Q19 Did you make use of any advice or services or support provided by your employer? If so, please say what you found helpful. Please leave blank if you prefer not to answer.

Q20 What else do you think organisations could do to support staff who are facing mental health problems? Please state if you don't know what might be helpful, or if you prefer not to answer

Q21 During the past 12 months, have you personally experienced bullying or harassment at work? Please tick any which apply:

- Yes, from managers or superiors
- Yes, from other colleagues
- Yes, from customers or clients
- No
- Don't know
- Prefer not to say

If YES, please consider Q22 and Q23. If NO, please continue from Q24

Q22 Which of your organisation's policies / procedures / support / services were helpful in this situation? Please leave blank if you prefer not to answer.

Q23 What else do you think organisations could do to help staff who are facing bullying or harassment? Please state if you don't know what might be helpful, or if you prefer not to answer

Q24 How frequently do you feel the demands of your current job and/or the timescales for delivery of key tasks are unmanageable? Please tick one:

- Always
- Often
- Sometimes
- Seldom
- Never
- Prefer not to say

If ALWAYS, OFTEN or SOMETIMES, please consider Q25 and Q26. Otherwise, please continue from Q27

Q25 Which of your organisation's policies / procedures / support / services helped you to cope while under work-related pressure? Please leave blank if you prefer not to answer.

Q26 What else do you think organisations could do to help staff to cope with work-related pressure? Please state if you don't know what might be helpful, or if you prefer not to answer.

A bit about you.....

Q27 How would you describe your mental health currently? Please tick one:

- Very good
- Good
- Neither good nor poor
- Poor
- Very poor
- Prefer not to say

If POOR or VERY POOR, please consider Q28. Otherwise, please continue from Q29

Q28 Would you say your mental health is poor as a result of:

- Problems at work; OR
- Problems outside of work in your personal life, OR
- A combination of both?
- Prefer not to say

Q29 Please answer as many of the following questions as you feel comfortable answering. They are based on the UK Office of National Statistics wellbeing index. In each case please enter a score from 0 to 10 where 0 indicates 'not at all' and 10 indicates 'completely':

Overall, how anxious did you feel yesterday? _____

Overall, how happy did you feel yesterday? _____

Overall, to what extent do you feel the things you do in your life are worthwhile? _____

Q29 Please feel free to withhold any of the information requested below if this will make it possible for you to respond. However, if you are able to tell us a bit about yourself, this will help the Alliance to get a better sense of what is most helpful for diverse staff.

Please provide as much or little background information as you feel comfortable providing on your:

Age _____

Gender _____

Ethnicity _____

Q30 Please answer as many or few of the following questions as you want:

Are you registered disabled? _____

Are you living with a long-term physical health condition? _____

Are you living with a long-term mental health condition? _____

Do you have caring responsibilities? _____

A bit about your current employment....

It would be helpful for us to know about the employment situation of people responding to the survey to help employers tailor future action for different situations.

Please answer as many or few of the following questions as you would like, leaving any section blank if you prefer not to complete it:

Which sector do you work in (eg. financial services, legal.....)? _____

Which organisation do you work for? _____

What is your current role (eg. administrative, manager, lawyer, consultant, partner.....)?

How many years (approx) have you worked for your current employer? _____

Do you work full-time or part-time? _____

Is your contract permanent, fixed-term or casual? _____

THANK YOU FOR PARTICIPATING

Please send your response, anonymously, to Helen Davies at MHFA England, 49-51 East Road, London N1 6AH by 22nd February 2017. If your organisation has arranged for responses to be collected and sent in a batch, please place your response in a sealed envelope and give it to the contact person for this survey.

If you have any **questions** about any aspect of this project, please contact the Helen Davies (helen@citymha.org.uk). If you want a **copy of the aggregate findings** sent to you direct, please email Helen Davies who will add you to a blind copy mailing list.

If you want further **advice and support on mental health and wellbeing**, please look at the CMHA website where we signpost a range of resources <http://citymha.org.uk/help-and-advice-lines/>. The website also provides links to advice about staying well and enhancing wellbeing <http://citymha.org.uk/well-being-fact-sheets-and-tips/>