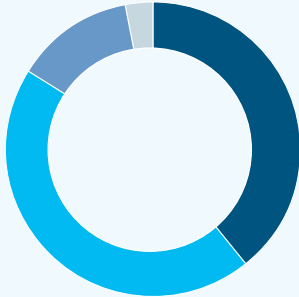


Question 2

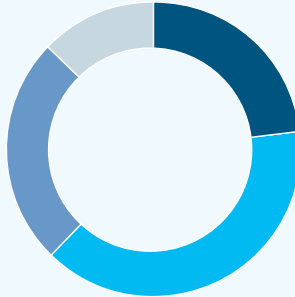
Thinking about your working life over the past year, how often have you suffered from the following:

Stress



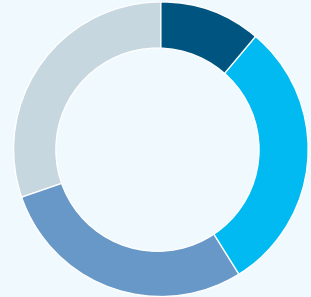
- Often: 39.21%
- **Sometimes: 44.74%**
- Rarely: 13.17%
- Never: 2.88%

Anxiety



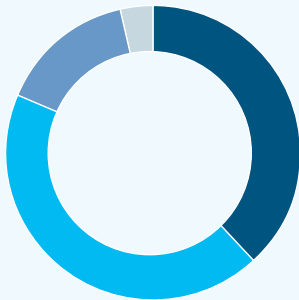
- Often: 23.26%
- **Sometimes: 39.07%**
- Rarely: 24.94%
- Never: 12.73%

Depression



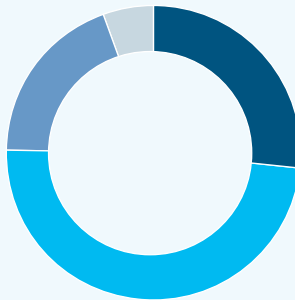
- Often: 11.24%
- **Sometimes: 30.13%**
- Rarely: 28.50%
- **Never: 30.13%**

Fatigue



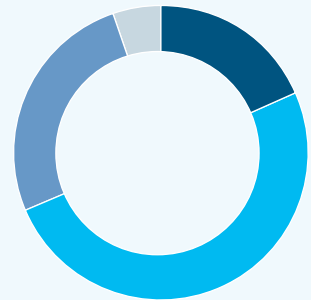
- Often: 38.30%
- **Sometimes: 43.15%**
- Rarely: 14.94%
- Never: 3.60%

Irritability



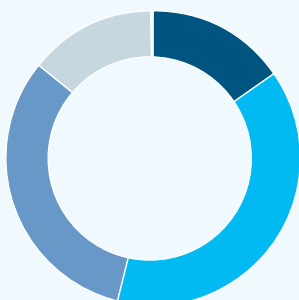
- Often: 26.67%
- **Sometimes: 48.87%**
- Rarely: 19.08%
- Never: 5.38%

Poor concentration



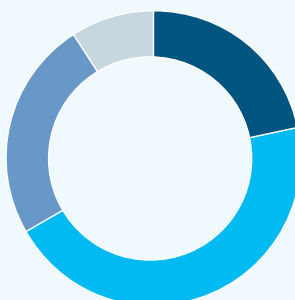
- Often: 18.45%
- **Sometimes: 50.22%**
- Rarely: 26.14%
- Never: 5.19%

Lack of self-confidence



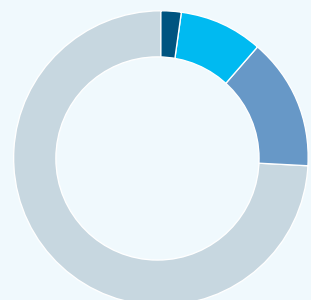
- Often: 15.38%
- **Sometimes: 38.59%**
- Rarely: 31.91%
- Never: 14.13%

Feeling overwhelmed



- Often: 21.67%
- **Sometimes: 45.07%**
- Rarely: 24.27%
- Never: 8.99%

Suicidal thoughts

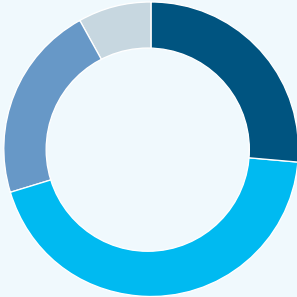


- Often: 2.45%
- Sometimes: 9.18%
- Rarely: 14.37%
- **Never: 74.00%**

Question 3

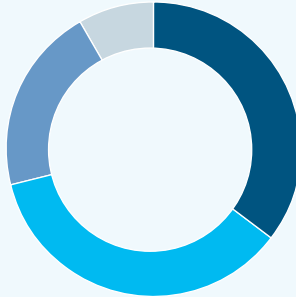
For the following sections please indicate how stressful you find the following factors in your place of work

Poor communication



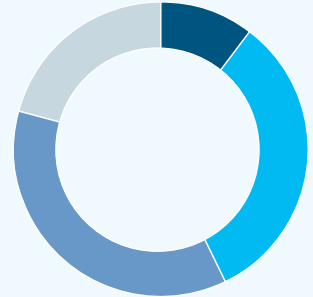
- Extremely stressful: 26.53%
- Moderately stressful: 43.92%**
- Not particularly stressful: 21.53%
- Not at all stressful: 8.02%

Unrealistic deadlines



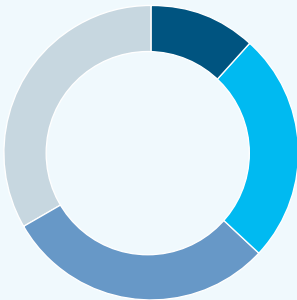
- Extremely stressful: 35.51%
- Moderately stressful: 35.75%**
- Not particularly stressful: 20.52%
- Not at all stressful: 8.22%

Inadequate temperature control



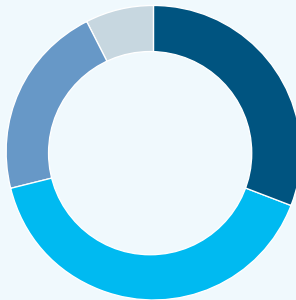
- Extremely stressful: 10.38%
- Moderately stressful: 32.53%
- Not particularly stressful: 36.52%**
- Not at all stressful: 20.57%

Lack of adequate toileting facility



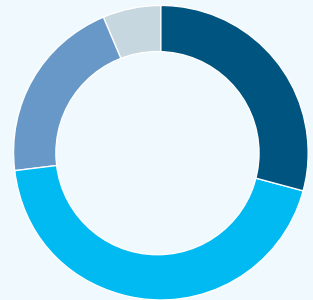
- Extremely stressful: 11.87%
- Moderately stressful: 25.32%
- Not particularly stressful: 29.65%
- Not at all stressful: 33.16%**

Too much work



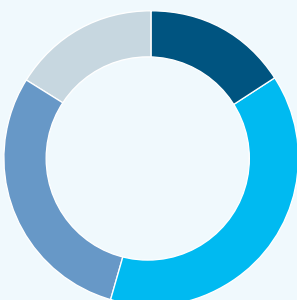
- Extremely stressful: 31.09%
- Moderately stressful: 40.17%**
- Not particularly stressful: 21.38%
- Not at all stressful: 7.35%

Time pressure



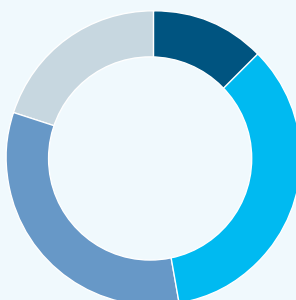
- Extremely stressful: 29.26%
- Moderately stressful: 44.07%**
- Not particularly stressful: 20.52%
- Not at all stressful: 6.15%

Lack of participation in decision making



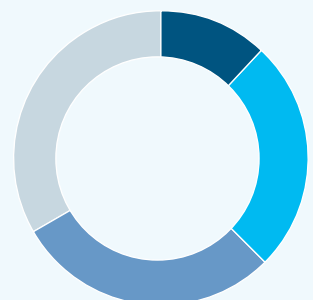
- Extremely stressful: 15.91%
- Moderately stressful: 38.64%**
- Not particularly stressful: 29.41%
- Not at all stressful: 16.05%

Noise levels



- Extremely stressful: 12.64%
- Moderately stressful: 34.69%**
- Not particularly stressful: 32.87%
- Not at all stressful: 19.80%

Uncertainty of working location

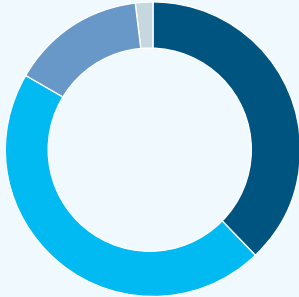


- Extremely stressful: 11.97%
- Moderately stressful: 25.67%
- Not particularly stressful: 29.07%
- Not at all stressful: 33.21%**

Question 3 – Responses from those who were employed at "Manual labour" level

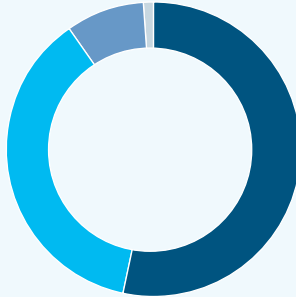
For the following sections please indicate how stressful you find the following factors in your organisation

Inadequate staffing



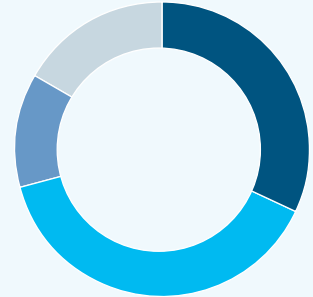
- Extremely stressful: 37.86%
- **Moderately stressful: 45.63%**
- Not particularly stressful: 14.56%
- Not at all stressful: 1.94%

Poor communication



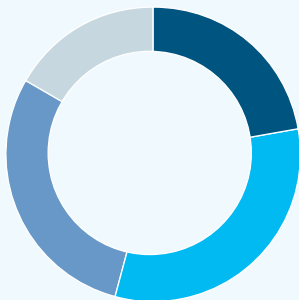
- **Extremely stressful: 53.40%**
- Moderately stressful: 36.89%
- Not particularly stressful: 8.74%
- Not at all stressful: 0.97%

Lack of adequate toileting facility



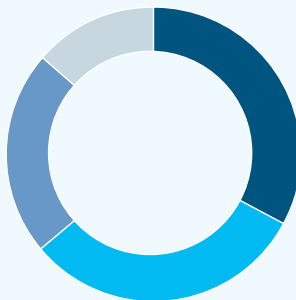
- Extremely stressful: 32.04%
- **Moderately stressful: 38.83%**
- Not particularly stressful: 12.62%
- Not at all stressful: 16.50%

Working in isolation



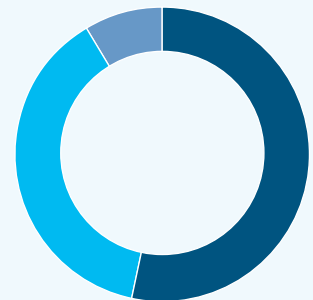
- Extremely stressful: 22.33%
- **Moderately stressful: 32.04%**
- Not particularly stressful: 29.13%
- Not at all stressful: 16.50%

Bullying



- **Extremely stressful: 33.01%**
- Moderately stressful: 31.07%
- Not particularly stressful: 22.33%
- Not at all stressful: 13.59%

Poor planning

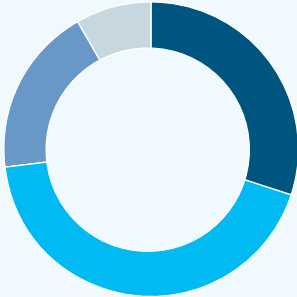


- **Extremely stressful: 54.43%**
- Moderately stressful: 38.83%
- Not particularly stressful: 8.74%
- Not at all stressful: 0%

Question 3 – Responses from those who were employed at "Middle management" level

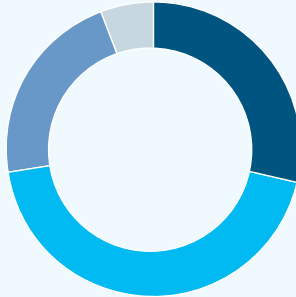
For the following sections please indicate how stressful you find the following factors in your organisation

Inadequate staffing



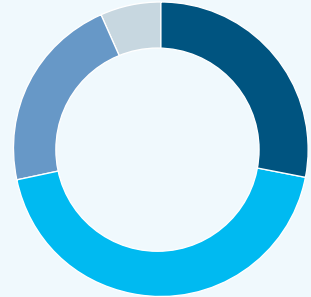
- Extremely stressful: 30.08%
- Moderately stressful: 43.20%**
- Not particularly stressful: 18.49%
- Not at all stressful: 8.24%

Poor communication



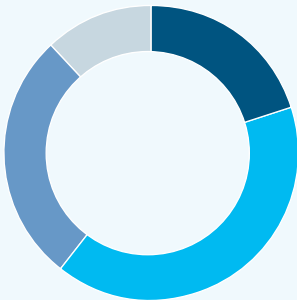
- Extremely stressful: 28.64%
- Moderately stressful: 43.87%**
- Not particularly stressful: 21.74%
- Not at all stressful: 5.75%

Poor planning



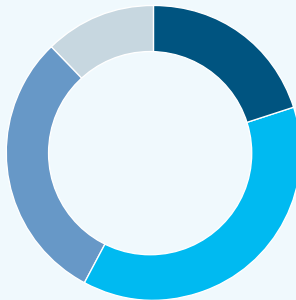
- Extremely stressful: 28.16%
- Moderately stressful: 43.58%**
- Not particularly stressful: 21.74%
- Not at all stressful: 6.51%

Lack of understanding over job roles



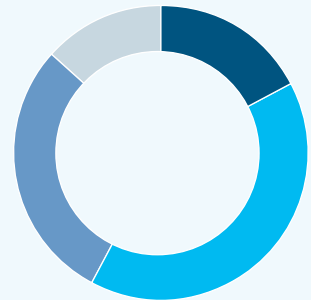
- Extremely stressful: 20.11%
- Moderately stressful: 40.71%**
- Not particularly stressful: 27.30%
- Not at all stressful: 11.88%

Cost pressure



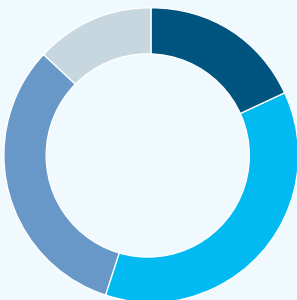
- Extremely stressful: 20.11%
- Moderately stressful: 37.74%**
- Not particularly stressful: 30.08%
- Not at all stressful: 12.07%

Lack of feedback



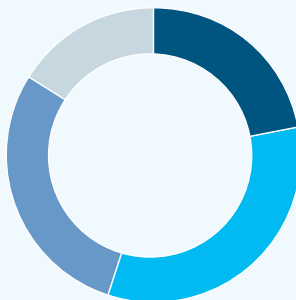
- Extremely stressful: 18.10%
- Moderately stressful: 42.24%**
- Not particularly stressful: 30.36%
- Not at all stressful: 13.70%

Interpersonal conflicts



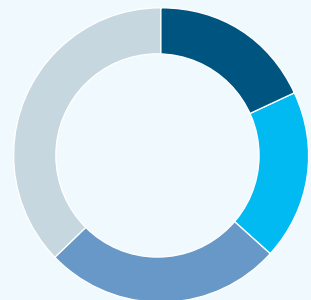
- Extremely stressful: 18.10%
- Moderately stressful: 37.07%**
- Not particularly stressful: 31.80%
- Not at all stressful: 13.03%

Poor relations with superiors



- Extremely stressful: 22.13%
- Moderately stressful: 32.95%**
- Not particularly stressful: 29.02%
- Not at all stressful: 15.90%

Bullying

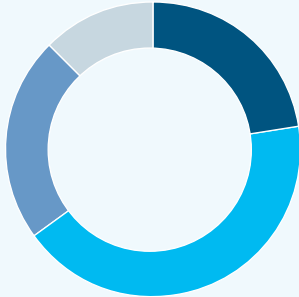


- Extremely stressful: 18.30%
- Moderately stressful: 18.58%
- Not particularly stressful: 26.15%
- Not at all stressful: 36.97%**

Question 3 – Responses from those who were employed at "Senior management" level

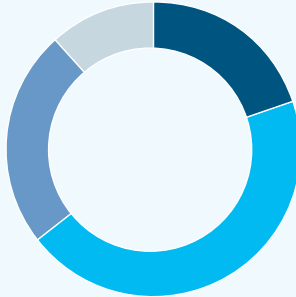
For the following sections please indicate how stressful you find the following factors in your organisation

Inadequate staffing



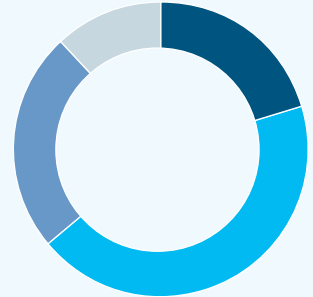
- Extremely stressful: 22.54%
- Moderately stressful: 42.51%**
- Not particularly stressful: 22.54%
- Not at all stressful: 12.41%

Poor communication



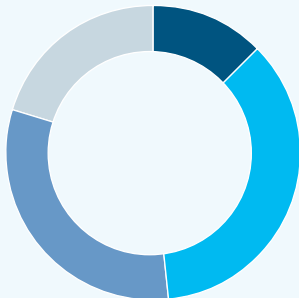
- Extremely stressful: 19.97%
- Moderately stressful: 44.51%**
- Not particularly stressful: 23.97%
- Not at all stressful: 11.55%

Poor planning



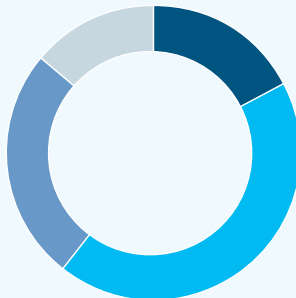
- Extremely stressful: 20.54%
- Moderately stressful: 43.51%**
- Not particularly stressful: 24.25%
- Not at all stressful: 11.70%

Lack of understanding over job roles



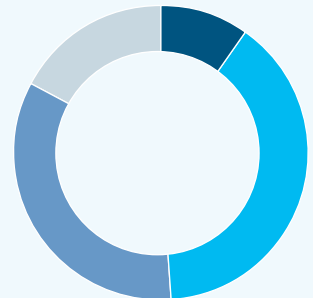
- Extremely stressful: 12.55%
- Moderately stressful: 35.81%**
- Not particularly stressful: 31.38%
- Not at all stressful: 20.26%

Cost pressure



- Extremely stressful: 17.40%
- Moderately stressful: 43.22%**
- Not particularly stressful: 25.53%
- Not at all stressful: 13.84%

Lack of feedback

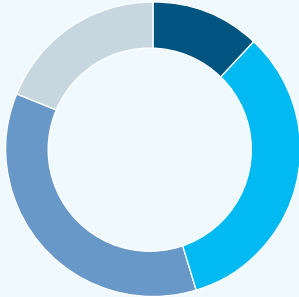


- Extremely stressful: 9.99%
- Moderately stressful: 38.94%**
- Not particularly stressful: 33.95%
- Not at all stressful: 17.12%

Question 3 – Responses from those who were employed at "Senior management" level (continued)

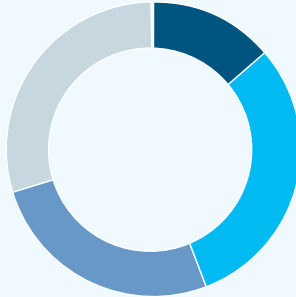
For the following sections please indicate how stressful you find the following factors in your organisation

Interpersonal conflicts



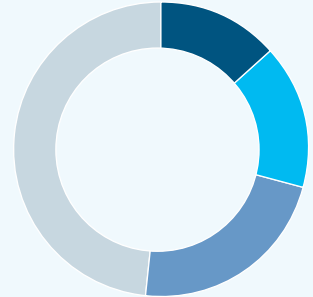
- Extremely stressful: 11.98%
- Moderately stressful: 33.52%
- Not particularly stressful: 35.81%**
- Not at all stressful: 18.69%

Poor relations with superiors



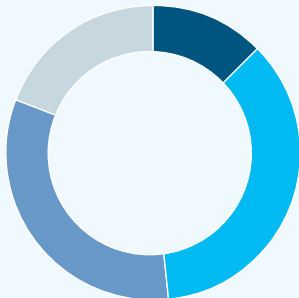
- Extremely stressful: 13.84%
- Moderately stressful: 30.53%**
- Not particularly stressful: 26.11%
- Not at all stressful: 29.53%

Bullying



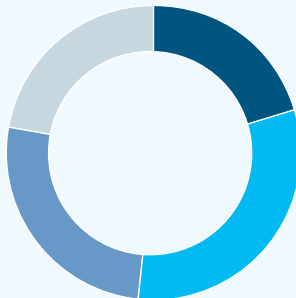
- Extremely stressful: 13.41%
- Moderately stressful: 15.98%
- Not particularly stressful: 22.54%
- Not at all stressful: 48.07%**

Crisis management



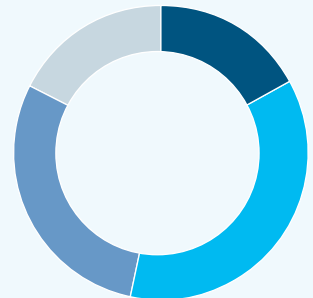
- Extremely stressful: 12.55%
- Moderately stressful: 35.95%**
- Not particularly stressful: 32.38%
- Not at all stressful: 19.12%

Lack of trust in management



- Extremely stressful: 20.40%
- Moderately stressful: 31.53%**
- Not particularly stressful: 25.96%
- Not at all stressful: 22.11%

Pressure to use technology*

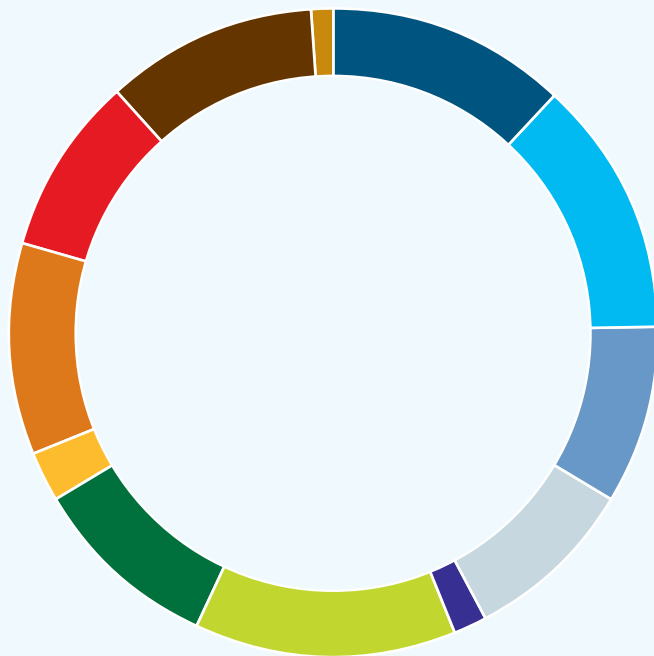


- Extremely stressful: 17.12%
- Moderately stressful: 36.38%**
- Not particularly stressful: 29.10%
- Not at all stressful: 17.40%

* e.g. replying to emails/phone calls in and outside of working hours

Question 9

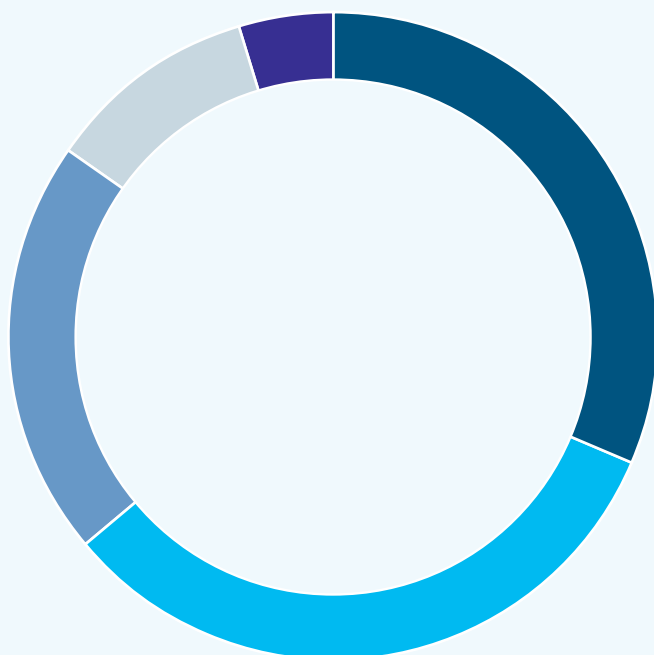
What support does your organisation currently offer when it comes to mental wellbeing?



- Mental Health First Aiders: 35%
- **Helplines: 38%**
- Awareness week activities: 26%
- Scheduled 1-1 meetings : 25%
- Fatigue management plans: 5%
- **Flexible working: 38%**
- Work from home policy: 28%
- Switch-off policy (e.g. Policy against checking your phone/emails during non-working hours): 7%
- Training on mental health and the symptoms: 31%
- Support structures: 26%
- Additional external support (e.g. Counsellors, Occupational Psychologist): 31%
- Other (Please specify): 3%

Question 13

If you or a colleague disclosed to your organisation that you had a mental health issue, how seriously do you think it would be treated?

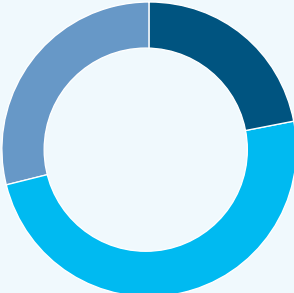


- Extremely seriously: 31.43%
- **Somewhat seriously: 32.48%**
- Don't know: 20.86%
- Not that seriously: 10.76%
- Not serious at all: 4.47%

Size of business

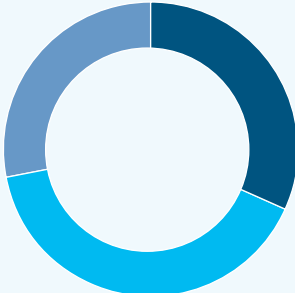
Do you know if your organisation has a policy for supporting mental health?

0-9 Employees



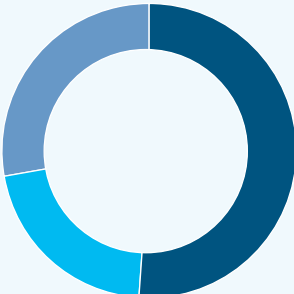
- I know we have a policy in place: 21.94%
- I know that we do not have a policy in place: 49.49%
- Don't know: 28.57%

10-49 Employees



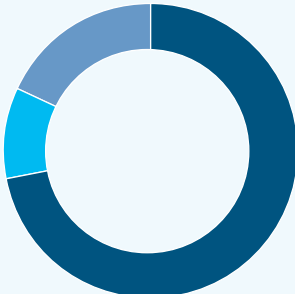
- I know we have a policy in place: 31.77%
- I know that we do not have a policy in place: 40.47%
- Don't know: 27.76%

50-249 Employees



- I know we have a policy in place: 51.20%
- I know that we do not have a policy in place: 21.31%
- Don't know: 27.49%

250+ Employees



- I know we have a policy in place: 72.20%
- I know that we do not have a policy in place: 9.88%
- Don't know: 18.10%

[Download Raw data from CIOB Mental Health and Wellbeing Survey for more details](#)