

Supplementary material 4

Appendix D: Health and Safety Executive Management Standards Indicator Tool (HSE-MS IT) questionnaire

Questions 1 - 19

It is recognised that working conditions affect worker well-being. Your responses to the questions below will help us determine our working conditions now and enable us to monitor future improvements. In order for us to compare the current situation with past or future situations, it is important that your responses reflect your work during the COVID period.

	Never	Seldom	Sometimes	Often	Always
1 I am clear what is expected of me at work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2 I can decide when to take a break	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3 Different groups at work demand things from me that are hard to combine	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
4 I know how to go about getting my job done	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
5 I am subject to personal harassment in the form of unkind words or behaviour	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
6 I have unachievable deadlines	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
7 If work gets difficult, my colleagues will help me	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8 I am given supportive feedback on the work I do	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
9 I have to work very intensively	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
10 I have a say in my own work speed	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
11 I am clear what my duties and responsibilities are	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
12 I have to neglect some tasks because I have too much to do	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
13 I am clear about the goals and objectives for my department	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
14 There is friction or anger between colleagues	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
15 I have a choice in deciding how I do my work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
16 I am unable to take sufficient breaks	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
17 I understand how my work fits into the overall aim of the organisation	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
18 I am pressured to work long hours	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
19 I have a choice in deciding what I do at work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

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Questions 20 - 35.

	Never	Seldom	Sometimes	Often	Always
20 I have to work very fast	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
21 I am subject to bullying at work	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
22 I have unrealistic time pressures	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1
23 I can rely on my line manager to help me out with a work problem	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
24 I get help and support I need from colleagues	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
25 I have some say over the way I work	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
26 I have sufficient opportunities to question managers about change at work	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
27 I receive the respect at work I deserve from my colleagues	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
28 Staff are always consulted about change at work	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
29 I can talk to my line manager about something that has upset or annoyed me about work	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
30 My working time can be flexible	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
31 My colleagues are willing to listen to my work-related problems	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
32 When changes are made at work, I am clear how they will work out in practice	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
33 I am supported through emotionally demanding work	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree
34 Relationships at work are strained	<input type="checkbox"/> 5 Strongly disagree	<input type="checkbox"/> 4 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 2 Agree	<input type="checkbox"/> 1 Strongly agree
35 My line manager encourages me at work	<input type="checkbox"/> 1 Strongly disagree	<input type="checkbox"/> 2 Disagree	<input type="checkbox"/> 3 Neutral	<input type="checkbox"/> 4 Agree	<input type="checkbox"/> 5 Strongly agree