



# **MHS Members Survey 2008**

**SECTION A: Personal Details**

**SECTION B: Operational Staff**

**SECTION C: Head Office Staff**

**SECTION D: Bullying and Harassment at work**

# UNISON MHS Members Survey 2008

Quantitative survey results

## SECTION A: Personal Details

(Completed by both operational and office staff – 367 responses)

### 1. Which region do you work in?

Wales	10%
Scotland	14%
North	29%
Central	30%
South & West	15%
Head Office	3%

### 2. Which job group do you belong to?

Meat Hygiene Inspector	83%
Enhanced Senior Meat Hygiene Inspector	5%
Area Manager	0% (1 return)
Official Veterinary Surgeon	1%
Head Office Staff	3%

### 3. What is your sex?

Male	66%
Female	8%

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## SECTION B: Operational Staff

(Completed by operational staff only – 357 responses)

### 1. What type of plant do you work at?

Red/high throughput	54%
White/high throughput	13%
Red/medium throughput	30%
White/low throughput	3%
Red/low throughput	8%
Other	0%

### 2. Does the MHS management support you in your enforcement work?

Always	10%
Sometimes	56%
Never	29%

### 3. Does MHS management encourage you to report breaches of legislation with a view to enforcement proceedings?

Always	10%
Sometimes	41%
Never	43%

### 4. If you observed a breach of the regulations which seriously compromised consumer protection, how confident are you that the MHS would properly follow up any report you made?

Very	7%
Reasonably	37%
Not at all	52%

### 5. Do you believe that the MHS is truly independent of industry?

Yes	7%
No	87%

### 6. Has HACCP improved the quality of product presented for inspection at your plant? Quality, in this instance, means the level of faecal contamination on carcasses presented to you for inspection.

Yes	6%
No	90%

### 7. Does your plant employ its own trimmers to remove faecal contamination prior to inspection?

Yes	43%
No	45%

Where percentages do not add up to 100% this is due to non-responses being deducted or rounding.

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**8. If trimmers are employed before inspection what percentage of carcasses do they trim to remove faecal contamination?**

Up to 10%	13%
10% - 20%	6%
20% - 40%	11%
40% - 60%	14%
60% - 80%	16%
80% - 100%	37%

**9. What percentage of carcasses are presented to you for inspection with visible faecal contamination?**

	With Plant Trimmers	Without Plant Trimmers
Up to 10%	12%	11%
10% - 20%	11%	11%
20% - 40%	21%	18%
40% - 60%	15%	17%
60% - 80%	23%	22%
80% - 100%	18%	22%

**10. Are you expected (unofficially) to carry out trimming at the inspection point?**

Yes	62%
No	31%

**11. Do you carry out trimming?**

Yes	65%
No	30%

**12. Are there sufficient MHS staff at your plant to effectively carry out inspection?**

Yes	63%
No	30%

**13. Could the meat industry be trusted to carry out meat inspection itself on behalf of the consumer?**

Yes	1%
No	94%

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## SECTION C: Head Office Staff

(Completed by office staff only – 10 responses)

**1. To what extent do office facilities at HQ / Regional Offices meet your requirements?**

Very Well	60%
Reasonably	30%
Not at all	0%

**2. Do MHS management consult you on proposed changes that directly affect you (e.g. the relocation of HQ departments from Foss House to Monks Cross)?**

Always	10%
Sometimes	80%
Never	10%

**3. Do MHS management take account of your views?**

Always	10%
Sometimes	60%
Never	30%

**4. Have communications within HQ / Regional offices from management improved over the last year?**

Yes	10%
No	90%

**5. The MHS states in its 2006/07 Business Plan that “We recognise our staff as our most valuable resource”. To what extent do you consider that the MHS achieves this aim?**

Very Well	0%
Reasonably	40%
Not at all	50%

# UNISON MHS Members Survey 2008

Quantitative survey results

## SECTION D: Bullying and Harassment at work

(Completed by both operational and office staff - 367 responses)

### 1. Have you witnessed bullying or harassment at work?

Yes	73%
No	27%

### 2. Have you been bullied or subjected to harassment at work?

Yes	57%
No	43%

### 3. If you have answered 'yes' to question 1 and, or 2, what are the main sources of bullying?

Line managers	31%
Senior managers	25%
Colleagues	19%
Plant owner or plant workers	52%
Contractors' staff	4%

### 4. How often does the bullying happen?

Daily	15%
Weekly	22%
Monthly	10%
Less than monthly	26%

### 5. What form does the bullying take?

Setting unrealistic targets or deadlines	13%
Shouting	39%
Excessive work monitoring	18%
Abuse	29%
Taking away work or responsibilities from you / colleagues	22%
Humiliation	28%
Setting you up to fail in your job	17%
Victimising you/colleagues	27%
Refusing reasonable requests, such as for leave	19%
Threats	29%
Excessive criticism	20%
Intimidation	36%
Altering targets, deadlines and so on	11%
Overruling decisions	23%
Keeping you or colleagues out of things	31%

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Blocking promotion	12%
Withholding information or equipment you or others need for your job	22%
Malicious lies or rumours	21%

## 6. What do you think causes bullying?

Stressed Managers	30%
Stressed colleagues	26%
Excessive workloads	23%
Staff shortages	36%
Pressure not to take sick leave	24%
Inadequate training for managers	31%
Inadequate training for staff	27%
Poor management	59%
Workers scared to report it	29%

## 7. Have you or other staff in your area ever had time off work because of bullying?

Yes	39%
No	44%

## 8. Have any staff left their job because of bullying at work in your area?

Yes	16%
No	54%

## 9. How confident are you that the MHS would deal fairly with a complaint about bullying?

Very	8%
Not very	41%
Not at all	40%

## 10. What measures would you like to see to reduce bullying/harassment?

(non-statistical answer)

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## 11. Have you got access to counselling services

Yes	41%
No	38%

### If yes, how effective is it?

Very effective	2%
Sometimes effective	11%
Not effective	12%