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| d:\kr\Desktop\Admin\Logo-colour.jpg **UNISON SURVEY**  UNISON **[branch name]** is currently assembling a pay claim to put to **[employer’s name]** for the annual pay rise from **[insert date].** In order to ensure this claim is firmly based on your experiences and views, we would greatly appreciate it if you could spare the time to complete this survey.  The survey covers just 10 questions and would normally take less than five minutes to complete. All responses to this questionnaire are anonymous and will be treated as confidential. It will not be possible to identify any individual from information used for the claim.  **PAY** | | | | | |  |  |  | |  | | |
| **1. Compared to 12 months ago, how do you feel your pay has changed relative to the cost of living?** | | | | | |  |  |  | |  | | |
|  | | | | | |  |  |  | |  | | |
| I am better off | | | |  | |  |  |  | |  | | |
| I am worse off | | | |  | |  |  |  | |  | | |
| Neither better nor worse off | | | |  | |  |  |  | |  | | |
|  |  | | |  |  | | | |  | | |  | |  |  |
| **2. Are you dependent on any of the following additional payments to sustain your standard of living?** | | | | | |  |  |  | |  | | |
|  | | | | | |  |  |  | |  | | |
| Unsocial hours | | | |  | |  |  |  | |  | | |
| On-call / stand-by | | | |  | |  |  |  | |  | | |
| Overtime | | | |  | |  |  |  | |  | | |
| Second job | | | |  | |  |  |  | |  | | |
| Other - please specify here | | | |  | |  |  |  | |  | | |
|  |  | | |  |  | | | | | |  |  | |  |  |
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| **WORKING CONDITIONS** | | | | | | | | | | | |  | | | | |
| **3. Compared with this time last year, what would you say have been the changes to the following dimensions of working conditions in your working area or department?** | | | | | | | | | | | |  | | | | |
|  | | **Increased** | **Decreased** | | | **Remained the same** | | | | **Don’t know** | |  | | | | |
| Workload | |  |  | | |  | | | |  | |  | | | | |
| Stress | |  |  | | |  | | | |  | |  | | | | |
| Number of staff | |  |  | | |  | | | |  | |  | | | | |
| Number of service users | |  |  | | |  | | | |  | |  | | | | |
| Quality of service | |  |  | | |  | | | |  | |  | | | | |
|  |  |  |  | | |  | | | |  |  |  | | | | |
| **4. Has your increased workload resulted in?** | | | | | |  | | | |  |  |  | | | | |
|  | | | | | |  | | | |  |  |  | | | | |
| A detrimental effect on your job performance | | | |  | |  | | | |  |  |  | | | | |
| A detrimental effect on your personal life | | | |  | |  | | | |  |  |  | | | | |
| Little or no effect | | | |  | |  | | | |  |  |  | | | | |
|  |  | | |  |  | | | |  | | | | |  | |  | | |  | |
| **5. In relation to your working life, on a scale of 1 to 10, where 1 is extremely low and 10 is extremely high, how motivated are you?** | | | | | |  | |  | | |  |  | | | | |
|  | | | | | |  | |  | | |  |  | | | | |
| 1 | | | |  | |  | |  | | |  |  | | | | |
| 2 | | | |  | |  | |  | | |  |  | | | | |
| 3 | | | |  | |  | |  | | |  |  | | | | |
| 4 | | | |  | |  | |  | | |  |  | | | | |
| 5 | | | |  | |  | |  | | |  |  | | | | |
| 6 | | | |  | |  | |  | | |  |  | | | | |
| 7 | | | |  | |  | |  | | |  |  | | | | |
| 8 | | | |  | |  | |  | | |  |  | | | | |
| 9 | | | |  | |  | | | | | | |  | |  | | |  | |
| 10 | | | |  | |  | | | | | | |  | |  | | |  | |
|  |  | | |  |  | |  | | | | | | |  | |  | | |  | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **6. How would you describe morale in your workplace?** | | | |  |  | |  | |  | |
|  | | | |  |  | |  | |  | |
| Very high | |  | |  |  | |  | |  | |
| High | |  | |  |  | |  | |  | |
| Moderate | |  | |  |  | |  | |  | |
| Low | |  | |  |  | |  | |  | |
| Very low | |  | |  |  | |  | |  | |
|  |  |  |  | | |  | |  | |  | |  |
|  |  |  |  | | |  | |  | |  | |  |
| **7. Compared to 12 months ago, how has morale changed?** | | | |  |  | |  | |  | |
|  | | | |  |  | |  | |  | |
| Improved | |  | |  |  | |  | |  | |
| Worsened | |  | |  |  | |  | |  | |
| Remained the same | |  | |  |  | |  | |  | |
| Not sure/don’t know | |  | |  |  | |  | |  | |
|  |  |  |  | | |  | |  | |  | |  |

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| **RECRUITMENT AND RETENTION** | | | | | | | | | | | | | |
|  | |  | |  | |  |  | | | |  |  |  |
| **8. How seriously have you considered leaving your current position over the last year?** | | |  | |  | | |  |  |
|  | | |  | |  | | |  |  |
| I have not considered leaving |  | |  | |  | | |  |  |
| Not very seriously |  | |  | |  | | |  |  |
| Fairly seriously |  | |  | |  | | |  |  |
| Very seriously |  | |  | |  | | |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **9. Over the last year, how frequently have staff shortages occurred in your workplace?** | |  |  |  |  |
|  | |  |  |  |  |
| Frequently |  |  |  |  |  |
| Occasionally |  |  |  |  |  |
| Never |  |  |  |  |  |
| Not sure/don’t know |  |  |  |  |  |

**PROFILE**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **10. What income band does your basic salary fall in?** | |  |  |  |  |
|  | |  |  |  |  |
| Less than £10,000 |  |  |  |  |  |
| Between £10,000 and £19,999 |  |  |  |  |  |
| Between £20,000 and £39,999 |  |  |  |  |  |
| £40,000 or over |  |  |  |  |  |
| Prefer not to say |  |  |  |  |  |