

Sample staff survey

Conducting a staff survey can be a good way to find out what members and non-members alike are thinking, helping you in prioritising your branch/LA work. Below is a sample staff survey for you to use and adapt.

Please fill in this questionnaire - we are seeking responses from both UCU members and non-members. We hope that it will enable UCU to address and deliver on issues that really matter to you.

You and your role

- 1 Are you a member of UCU? Yes No
- 2 If you are not a member, why have you not joined UCU? (Please tick all that apply.)
- Joining a union could damage my career prospects
 - I don't believe in trade unions
 - I don't need to join a union as I get all the benefits anyway
 - I am on a fixed-term contract so I won't be here for long
 - The union isn't effective
 - No-one has ever asked me to join
 - I didn't know there was a union I could join
 - N/A

UCU and you

- 3 Do you think any of the following are issues at this college/university? (Please tick all that apply.)
- Stress
 - Job security
 - Unequal / unfair treatment of fixed-term staff
 - Unequal pay
 - Inappropriate use of fixed-term contracts
 - Inappropriate use of hourly-paid contracts
 - Bullying and harassment
 - Intellectual property rights
 - Level of pay
 - Discrimination and equal opportunities
 - Grading
 - Workload
 - Family friendly policies

4 Please rank three of these issues in terms the top three priorities you think UCU should give to them in its work and campaigning (for example, if you think stress is the most important issue, put a '1' in the brackets, and so on):

- Improving pay
- Improving contracts of employment
- Improving job security / reducing the use of fixed-term contracts
- Converting hourly-paid contracts to pro-rata (fractional contracts)
- Reducing workload
- Reducing stress
- Reducing student:staff ratios
- Increasing public funding for further/higher education
- Improving equal opportunities for employees in further/higher education
- Improving equal opportunities for students in further/higher education
- Safeguarding and improving pensions
- Influencing public policy on further/higher education
- Improving UCU's role as a trade union

5 Are there any other issues that you believe UCU should be campaigning on? (If yes, please list below). Yes No

6 Overall, how satisfied are you with the quality and relevance of representation provided by UCU at a local level?

- | | |
|------------------|---------------------|
| Very satisfied | Very dissatisfied |
| Fairly satisfied | Fairly dissatisfied |
| No view | |

Can you briefly explain why you chose that rating?

7 Do you have any thoughts on how the impact made by the local UCU can be improved? (If yes, please list) Yes No

8 Overall, how satisfied are you with the quality and relevance of representation provided by UCU at a national level?

- | | |
|------------------|---------------------|
| Very satisfied | Very dissatisfied |
| Fairly satisfied | Fairly dissatisfied |
| No view | |

15 How secure do you feel in your current job? (Please tick one box only, the one which best describes how you currently feel).
Very secure Fairly secure Fairly insecure Very insecure

Communication and consultation

16 Are you involved in departmental meetings?
Yes No Not sure

17 Do you attend the local UCU meetings?
Regularly Sometimes Seldom Never

Can you briefly say why you regularly/sometimes/seldom/never attend meetings?

18 On the whole do you think your opinions and ideas are valued by the college/university?
Yes No

19 Are you: Female Male

20 Do you consider yourself to belong to an ethnic minority group? (If yes, please state).
Yes No

21 Do you consider yourself to have a disability? Yes No

22 Into which of the following age bands do you fall?
24 or under 45-49
25-29 50-54
30-34 55-59
35-39 60-64
40-44 65 and over

Many thanks for taking the time to complete this survey. We hope that it will enable UCU to address and deliver on issues that really matter to you.

Once completed please return to: *(insert local contact details)*

*Please note that, if you wish to become a departmental rep or would like more information on what UCU could do for you, including training opportunities, but would prefer this survey to remain anonymous, please contact *(insert local contact details)*.