



## Cardiff Stress Audit Information



The **Cardiff stress audit** incorporates the HSE Management Standards Indicator Tool, the Perceived Stress Questionnaire (PSQ) and the Hospital Anxiety and Depression scale (HAD). These are standardised scales which provide industry standard measures of stress, health and well-being.

Participant organisations will be asked to invite employees to complete the questionnaire either online or on paper, depending on the nature of the business. The collaboration is valuable to participating organisations in that they receive a free audit of stress in their workplace. From the University's point of view the exercise is valuable in gathering data together relating to stress and well-being in the work place. Each organisation will have their results on the audit confidentially feedback to them with an indication of where improvements might be made. At a broader research level data from individual organisations will be collated anonymously with organisations only recognised in terms of their field of work for benchmarking and comparison purposes.

Employees who are invited to take part will complete a 2-part questionnaire. Part one will include key items relating to stress at work, with part two of broader research value in terms of questioning deeper into well-being and health related issues. Importantly, however, participants will be given the choice after part one whether to complete the second half. If participants chose not to continue, data essential for auditing stress will already have been collected, but research-orientated questions in the second part will not be answered. In this way the questionnaire is kept short in terms of its key purpose. Only those participants who chose to continue will complete a longer questionnaire of greater research value. Whilst the university will not charge for conducting the audit, we advise that organisations involved consider attaching an incentive to completing the stress questionnaire, such as a prize draw. This encourages employees to get involved which boosts response rates and increases the value of the exercise for both the organisation and the University.

If you feel the Cardiff stress audit would be of value to your organisation and you would like to receive further information, please drop your name badge into one of the boxes located around the room. Thank you.