



Sixth Workplace Employment Relations Study (WERS6)

Management Questionnaire (MQ)

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Key to using this document

The interview with the manager was carried out using Computer Aided Personal Interviewing (CAPI). The survey 'instrument' is therefore a computer programme, the structure of which is not as straightforward as a conventional pen and paper questionnaire. The purpose of this document is to provide a clear understanding of the content and structure of the interview for both the interested observer and the researcher who intends to analyse the data in more detail.

The following questionnaire is but one part of the management data set. Initially, the *Employee Profile Questionnaire (EPQ)* was sent to the management respondent and they were asked to complete it on paper or on-line and have it ready for the interviewer to collect and input, or download, at the start of the interview. The reasons for this are twofold:

- The information asked for in the EPQ is not necessarily readily available from memory. In the vast majority of cases, especially if the workplace is large and complex, the respondent will need to reflect on the questions and refer to their records.
- The EPQ answers are critical to the progression of the interview, as they are used for routing purposes throughout the *Management Questionnaire (MQ)*. Also, the CAPI program contains a number of checks, which are activated if answers are inconsistent; for example, choosing professionals as the answer to a question when no professionals were recorded as employees within the EPQ. These checks are described more fully at the end of this section.

The presentation of the CAPI questionnaire follows a consistent structure which is shown by the following example.

{If payment by results or merit pay: FPERF = pbr (1) OR merit (2)}
[Text Fill: If payment by results or merit pay: FPERF= pbr (1) OR merit (2) /
If both payment by results and merit pay: FPERF=pbr (1) AND merit (2)]
FPERMNM^
Which groups of employees are paid [in this way / in either of these ways]?
INTERVIEWER: READ OUT

- 1) MANAGER Managers and senior officials
- 2) NONMAN Employees in non-managerial occupations

The first line "{If payment by results or merit pay: FPERF = pbr (1) OR merit (2)}" is a description of the routing for the question. Where there is no comment {in brackets} preceding the variable name, the question is asked of all respondents.

The second line "[Text Fill: If payment by results or merit pay: FPERF= pbr (1) OR merit (2) / If both payment by results and merit pay: FPERF=pbr (1) AND merit (2)]" is a description of the text infill that is used in the question stem indicated by the square brackets. A text fill is an insert to a question that is based on an answer given in a previous question. Where there is a forward slash ("/") this indicates that there are two ways in which the question could be asked. If only one of the specified payment methods is used at the workplace, the respondent will be asked, 'Which groups of employees are paid in this way?', whereas a workplace using both payment methods will be routed through the question wording following the '/

The other format that a text fill can take on occurs where there is no routing required, but instead a piece of information given in a previous question is in-filled in the question stem, for example [NAME OF COMMITTEE GIVEN AT **DICOMM**] in **DELECT**.

The variable name appears in capitals and bold (in this case '**FPERMNM^**') and this corresponds to the name used in the SPSS file that will eventually accompany this document. When the name is followed by '^' this signifies that the question can have more than one answer (i.e. multiple response). Where '*' appears a show card has been used. If the show card differs from the responses provided the text is provided in a separate box.

Text provided in capitals after the question stem are instructions for the interviewers. These instructions can refer to whether the response options should be read out, how many answers can be coded or further prompts to assist the respondent.

Numbers given on the response list correspond to the values used in the SPSS dataset. If a response is given without a label this is because the response is a sufficient label that needs no expansion on the interviewer's screen. If a response appears in *italics*, this signifies that this response was not printed on the associated show card that was shown to the respondent in the interview.

CAPI checks and computed variables

One advantage of the use of CAPI is the ability to incorporate hard checks in the interview program that guard against typographic errors, or soft checks that highlight potentially inconsistent responses. Soft checks may be overridden by the interviewer; hard checks may not. These checks are documented in the questionnaire after the question(s) to which they relate. For example:

ZALLEMPS

Q1. Currently how many employees do you have on the payroll at this workplace?:
1..999997,
NO DON'T KNOW, NO REFUSAL, NOEMPTY

HARD CHECK: ZALLEMPS must be greater than or equal to 5.

A further advantage of CAPI is the ability to compute additional variables that can be used at later points in the interview. These variables are documented as follows:

Computed variables:

ZMGR_TOT := ZMGR_MALE + ZMGR_FEM

SECTION EPQ**EMPLOYEE PROFILE QUESTIONNAIRE****INTROEPQ**

INTERVIEWER: To start the interview, please enter the relevant data from the EPQ.

ZALLEMPS

Currently how many employees do you have on the payroll at this workplace?

INTERVIEWER: THIS IS **Q1** IN THE PAPER EPQ

PROMPT: Remember to include yourself if you are an employee at the workplace but do NOT include casual workers without a contract of employment, freelance, self-employed or agency workers.

1..999997

NO DON'T KNOW, NO REFUSAL, NO EMPTY

HARD CHECK if ZALLEMPS<5 "THERE MUST BE AT LEAST 5 EMPLOYEES AT THE WORKPLACE. PLEASE CHECK."

SOC_1 to SOC_9*

How many male and female employees are in each of the following occupational groups?

INTERVIEWER: THIS IS **Q2** IN THE PAPER EPQ.

PROMPT: Please refer to the accompanying information sheet for definitions of the occupations or SHOWCARD A1 for some examples.

	Male	Female
Managers and senior officials	ZMGR_MALE	ZMGR_FEM
Professional occupations	ZPRO_MALE	ZPRO_FEM
Associate professional and technical occupations	ZTEC_MALE	ZTEC_FEM
Administrative and secretarial occupations	ZADM_MALE	ZADM_FEM
Skilled trades occupations	ZSKL_MALE	ZSKL_FEM
Caring, leisure and other personal service occupations	ZPER_MALE	ZPER_FEM
Sales and customer service occupations	ZSAL_MALE	ZSAL_FEM
Process, plant and machine operatives and drivers	ZOPE_MALE	ZOPE_FEM
Routine occupations	ZROU_MALE	ZROU_FEM

HARD CHECK if the entry for any cell exceeds the total entered at ZALLEMPS: "THE NUMBER OF MEN / WOMEN GIVEN FOR THIS GROUP EXCEEDS THE TOTAL NUMBER OF EMPLOYEES."

HARD CHECK if any row total exceeds the total entered at ZALLEMPS: "THE TOTAL NUMBER GIVEN FOR THIS GROUP EXCEEDS THE TOTAL NUMBER OF EMPLOYEES STATED PREVIOUSLY."

HARD CHECK if either column total exceeds the total entered at ZALLEMPS: "THE TOTAL NUMBER OF MEN / WOMEN EXCEEDS THE TOTAL NUMBER OF EMPLOYEES".

HARD CHECK if the table total is not equal to the total entered at ZALLEMPS: "THE OVERALL TOTAL NUMBER OF MEN AND WOMEN IN THIS TABLE IS NOT EQUAL TO THE TOTAL NUMBER OF EMPLOYEES GIVEN EARLIER. PLEASE CHECK FIGURES AND AMEND".

Computed variables:

ZTOTMEN := ZMGR_MALE + ZPRO_MALE + ZTEC_MALE + ZADM_MALE + ZSKL_MALE + ZPER_MALE + ZSAL_MALE + ZOPE_MALE + ZROU_MALE

$ZTOTWOM := ZMGR_FEM + ZPRO_FEM + ZTEC_FEM + ZADM_FEM + ZSKL_FEM +$
 $ZPER_FEM + ZSAL_FEM + ZOPE_FEM + ZROU_FEM$
 $ZMGR_TOT := ZMGR_MALE + ZMGR_FEM$
 $ZPRO_TOT := ZPRO_MALE + ZPRO_FEM$
 $ZTEC_TOT := ZTEC_MALE + ZTEC_FEM$
 $ZADM_TOT := ZADM_MALE + ZADM_FEM$
 $ZSKL_TOT := ZSKL_MALE + ZSKL_FEM$
 $ZPER_TOT := ZPER_MALE + ZPER_FEM$
 $ZSAL_TOT := ZSAL_MALE + ZSAL_FEM$
 $ZOPE_TOT := ZOPE_MALE + ZOPE_FEM$
 $ZROU_TOT := ZROU_MALE + ZROU_FEM$

$LOGTOT := MAX(ZPRO_TOT, ZTEC_TOT, ZADM_TOT, ZSKL_TOT, ZPER_TOT,$
 $ZSAL_TOT, ZOPE_TOT, ZROU_TOT)$
LOGIDX := Name of largest non-managerial occupational group

ZSOCDESC

From what you have said, the largest non-managerial group of employees at this workplace is classified as **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]**.

How would you describe the main tasks and activities of this largest group?

INTERVIEWER: Probe for details about the most common job in this group, record verbatim: OPEN

ZFULLM

How many managers and senior officials work full-time (i.e. 30 hours or more per week)?

INTERVIEWER: THIS IS **Q3** IN THE PAPER EPQ.

0..99997

HARD CHECK if ZFULLM > ZALLEMPs: "THE NUMBER GIVEN FOR FULL-TIME MANAGERS AND SENIOR OFFICIALS EXCEEDS THE TOTAL NUMBER OF EMPLOYEES."

ZFULLO

How many employees in all other occupations work full-time (i.e. 30 hours or more per week)?

INTERVIEWER: THIS IS **Q3** IN THE PAPER EPQ.

0..99997

HARD CHECK if ZFULLO > ZALLEMPs: "THE NUMBER GIVEN FOR ALL OTHER FULL-TIME EMPLOYEES EXCEEDS THE TOTAL NUMBER OF EMPLOYEES."

ZPRTM

How many managers and senior officials work part-time (i.e. fewer than 30 hours per week)?

INTERVIEWER: THIS IS **Q3** IN THE PAPER EPQ.

0..99997

HARD CHECK if ZPRTM > ZALLEMPs: "THE NUMBER GIVEN FOR PART-TIME MANAGERS AND SENIOR OFFICIALS EXCEEDS THE TOTAL NUMBER OF EMPLOYEES."

ZPRTO

How many employees in all other occupations work part-time (i.e. fewer than 30 hours per week)?

INTERVIEWER: THIS IS **Q3** IN THE PAPER EPQ.

0..99997

HARD CHECK if ZPRTO > ZALLEMPS: "THE NUMBER GIVEN FOR ALL OTHER PART-TIME EMPLOYEES EXCEEDS THE TOTAL NUMBER OF EMPLOYEES."

Computed variables:

ZALLPTE := ZPRTM + ZPRTO

ZALLFTE := ZFULLM + ZFULLO

HARD CHECK if (ZFULLM + ZPRTM) > ZALLEMPS: "THE TOTAL NUMBER OF MANAGERS AND SENIOR OFFICIALS GIVEN HERE EXCEEDS THE TOTAL NUMBER OF EMPLOYEES STATED PREVIOUSLY."

HARD CHECK if (ZFULLO + ZPRTO) > ZALLEMPS: "THE TOTAL NUMBER GIVEN FOR ALL OTHER EMPLOYEES EXCEEDS THE TOTAL NUMBER OF EMPLOYEES STATED PREVIOUSLY."

SOFT CHECK if (ZFULLM + ZPRTM) <> ZMGR_TOT: "The TOTAL number of Managers and senior officials given here does not equal the number given earlier. PLEASE CHECK FIGURES AND AMEND."

SOFT CHECK if (ZFULLO + ZPRTO) <> (ZPRO_TOT + ZTEC_TOT + ZADM_TOT + ZSKL_TOT + ZPER_TOT + ZSAL_TOT + ZOPE_TOT + ZROU_TOT): "The TOTAL number of employees in all other occupations given here does not equal the number given earlier. PLEASE CHECK FIGURES AND AMEND."

SOFT CHECK if (ZFULLM + ZFULLO) + (ZPRTM + ZPRTO) ≠ ZALLEMPS: "THE NUMBER OF FULL TIME AND PART TIME EMPLOYEES DOES NOT EQUAL THE TOTAL NUMBER OF EMPLOYEES. PLEASE TRY TO RECONCILE THE FIGURES."

ZNUKNAT

Of the (ZALLEMPS) employees currently at this workplace, are there any who are non-UK nationals (i.e. do not have British/UK nationality)?

THIS IS **Q4** IN THE PAPER EPQ.

- 1) Yes
- 2) No
- 3) Don't know

{If non-UK national employees: ZNUKNAT =Yes (1)}

ZNUKEA

How many of the non-UK nationals working here are nationals from the European Economic Area?

INTERVIEWER: The EEA comprises all European Union countries plus Iceland, Liechtenstein, Norway and Switzerland.

Please press <F9> to see a full list of EEA countries.

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.

THIS IS **Q5** IN THE PAPER EPQ.

Range: 0..999997

SOFT CHECK if ZNUKEA > ZALLEMPS: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if ZNUKEA = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED FOR % ESTIMATE."

{If don't know number of employees that are nationals of the EEA: ZNUKEA=DK}

ZNUKEAPC

INTERVIEWER: Enter estimated percentage of employees at this workplace who are nationals from the European Economic Area.

Range: 0.00..100.00

{If non-UK national employees: ZNUKNAT =Yes (1)}

ZNUKOEAPC

How many of the non-UK nationals working here are from outside the European Economic Area?

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.

Please press <F9> to see a full list of EEA countries.

THIS IS **Q5** IN THE PAPER EPQ.

Range: 0..999997

SOFT CHECK if ZNUKOEAPC > ZALLEMP5: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if ZNUKOEAPC = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED FOR % ESTIMATE."

HARD CHECK if ZNUKEA + ZNUKOEAPC > ZALLEMP5: "THE TOTAL SHOULD NOT BE GREATER THAN THE TOTAL NUMBER OF EMPLOYEES. PLEASE AMEND."

{If don't know number of employees that are nationals outside the EEA: ZNUKOEAPC=DK}

ZNUKOEAPC

INTERVIEWER: Enter estimated percentage of employees at this workplace who are from outside the European Economic Area.

Range: 0.00..100.00

Z16T17

Of those currently employed here, how many...
...are aged 16 or 17?

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.

THIS IS **Q6** IN THE PAPER EPQ.

Range: 0..9997

SOFT CHECK if Z16T17 > ZALLEMP5: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if Z16T17 = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED FOR % ESTIMATE."

{If don't know number of 16-17 year olds: Z16T17=DK}

Z16T17PC

INTERVIEWER: Enter estimated percentage of employees aged 16 OR 17.

Range: 0.00..100.00

Z18T2I

(Of those currently employed here, how many...)
...are aged 18 to 21?

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.

THIS IS **Q6** IN THE PAPER EPQ.

Range: 0..9997

SOFT CHECK if Z18T2I > ZALLEMP5: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if Z18T2I = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED FOR % ESTIMATE."

{If don't know number of 18-21 year olds: Z18T2I=DK}

Z18T2IPC

INTERVIEWER: Enter estimated percentage of employees aged 18 to 21.

Range: 0.00..100.00

Z22T49

(Of those currently employed here, how many...)
...are aged 22 to 49?

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.

THIS IS **Q6** IN THE PAPER EPQ.

Range: 0..9997

SOFT CHECK if Z22T49 > ZALLEMP5: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if Z22T49 = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED FOR % ESTIMATE."

{If don't know number of 22-49 year olds: Z22T49=DK}

Z22T49PC

INTERVIEWER: Enter estimated percentage of employees aged 22 to 49

Range: 0.00..100.00

Z50PLUS

(Of those currently employed here, how many...)
...are aged 50 or over?

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.

THIS IS **Q6** IN THE PAPER EPQ.

Range: 0..9997

SOFT CHECK if ZOVER50>ZALLEMPs: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if ZOVER50 = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED FOR % ESTIMATE."

SOFT CHECK if (Z16T17 + Z17T18 + Z18T21 + Z22+49 + ZOVER50)<>ZALLEMPs: "THE 4 AGE GROUP TOTALS GIVEN DO NOT ADD UP TO THE TOTAL NUMBER OF EMPLOYEES. THE TOTAL NUMBER OF EMPLOYEES IS [ZALLEMPs]. PLEASE RECONCILE THE FIGURES."

{If don't know number of employees aged 50 or over: ZOVER50=DK}

Z50PLUSP

INTERVIEWER: Enter estimated percentage of employees aged 50 or over.

Range: 0.00..100.00

HARD CHECK if (Z16T17PC+Z18T21PC+Z22T49PC+Z50PLUSP)<>100.00: "THE TOTAL SHOULD ADD UP TO 100%. PLEASE AMEND."

ZETHNIC

(Of those currently employed here, how many...)
...are from a non-white ethnic group?

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.
THIS IS **Q6** IN THE PAPER EPQ.

Range: 0..9997

SOFT CHECK if ZETHNIC>ZALLEMPs: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if ZETHNIC = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED FOR % ESTIMATE."

{If don't know number of employees from a non-white ethnic group: ZETHNIC=DK}

ZETHNICPC

INTERVIEWER: Enter estimated percentage of employees who are from a non-white ethnic group.

Range: 0.00..100.00

ZDISAB

(Of those currently employed here, how many...)
...have a long-term disability that affects the amount or type of work they can do?

INTERVIEWER: A 'long-term disability' is an illness, health problem or disability that can be expected to last for more than one year.

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.
THIS IS **Q6** IN THE PAPER EPQ.

Range: 0..9997

SOFT CHECK if ZDISAB>ZALLEMPs: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if ZDISAB = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED FOR % ESTIMATE."

{If don't know number of employees with a long-term disability: ZDISAB=DK}

ZDISABPC

INTERVIEWER: Enter estimated percentage of employees who have a long-term disability.

Range: 0.00..100.00

ZFIXTERM

How many of the employees at this workplace are working here on temporary or fixed-term contracts?

INTERVIEWER: Do not include employees who are working through a probationary period that might lead to a permanent contract of employment.

THIS IS **Q7** IN THE PAPER EPQ.

Range: 0..99997

SOFT CHECK if ZFIXTERM>ZALLEMPs: "THIS FIGURE IS HIGHER THAN THE TOTAL NUMBER OF EMPLOYEES"

SOFT CHECK if ZFIXTERM = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED IF ANY EMPLOYEES ARE ON A FIXED TERM CONTRACT."

{If don't know the number of fixed term employees: ZFIXTERM = DK}

ZANYTEM

Can I just check, are any employees here on temporary or fixed-term contracts?

- 1) Yes
- 2) No

ZWAGEA

How many employees (full- and part-time) at this workplace are currently paid...

... £5.93 or less per hour (£845 or less per month for a 37.5 hour week)?

INTERVIEWER: THIS IS **Q8** IN THE PAPER EPQ.

Pay should include commission, bonus payments and shift premiums, if applicable.

Range: 0..99997

SOFT CHECK if WAGEA>ZALLEMPs: "THIS FIGURE IS HIGHER THAN THE NUMBER OF EMPLOYEES GIVEN AT THE BEGINNING."

Note: The amount was changed to '£6.08 or less per hour (£865 or less per month for a 37.5 hour week)' on the CAPI and CAWI programs on 04/01/12 to take account of the change in the National Minimum Wage rate for workers aged 21 years and older. Also on 04/01/12, paper Employee Profile Questionnaires (EPQ) showing the new amount were made available and the soft check below was added to the CAPI program.

SOFT CHECK: PLEASE CHECK THE PAPER COPY OF THE EPQ. DO THE AMOUNTS IN THE FIRST TWO CATEGORIES READ £5.98 OR £6.03. PLEASE ENTER A NOTE (CTRL+M) TO CONFIRM THE AMOUNT

{If don't know number of employees that are paid £5.93 or less: ZWAGEA=DK}

ZWAGEAPC

Percentage of employees (full- and part-time) at this workplace paid...

... £5.93 or less per hour (£845 or less per month for a 37.5 hour week)?

Range: 0.0..100.0

ZWAGEB

(How many employees (full- and part-time) at this workplace are currently paid...)

... £5.94 to £7.50 per hour (£846 - £1,070 per month for a 37.5 hour week)?

INTERVIEWER: THIS IS **Q8** IN THE PAPER EPQ.

Pay should include commission, bonus payments and shift premiums, if applicable.

Range: 0..99997

SOFT CHECK if WAGEB>ZALLEMPs: "THIS FIGURE IS HIGHER THAN THE NUMBER OF EMPLOYEES GIVEN AT THE BEGINNING."

{If don't know number of employees that are paid £5.94 - £7.50: ZWAGEB=DK}

ZWAGEBPC

Percentage of employees (full- and part-time) at this workplace paid...

... £5.94 to £7.50 per hour (£846 - £1,070 per month for a 37.5 hour week)?

Range: 0.0..100.0

ZWAGEC

(How many employees (full- and part-time) at this workplace are currently paid...)

... £7.51 to £10.00 per hour (£1,071 - £1,425 per month for a 37.5 hour week)?

INTERVIEWER: THIS IS **Q8** IN THE PAPER EPQ.

Pay should include commission, bonus payments and shift premiums, if applicable.

Range: 0..99997

SOFT CHECK if WAGEC>ZALLEMPs: "THIS FIGURE IS HIGHER THAN THE NUMBER OF EMPLOYEES GIVEN AT THE BEGINNING."

{If don't know number of employees that are paid £7.51 - £10.00: ZWAGEC=DK}

ZWAGECPC

Percentage of employees (full- and part-time) at this workplace paid...

... £7.51 to £10.00 per hour (£1,071 - £1,425 per month for a 37.5 hour week)?

Range: 0.0..100.0

ZWAGED

(How many employees (full- and part-time) at this workplace are currently paid...)

... £10.01 to £13.00 per hour (£1,426 - £1,855 per month for a 37.5 hour week)?

INTERVIEWER: THIS IS **Q8** IN THE PAPER EPQ.

Pay should include commission, bonus payments and shift premiums, if applicable.

Range: 0..99997

SOFT CHECK if WAGED>ZALLEMPs: "THIS FIGURE IS HIGHER THAN THE NUMBER OF EMPLOYEES GIVEN AT THE BEGINNING."

{If don't know number of employees that are paid £10.01 - £13.00: ZWAGED=DK}

ZWAGEDPC

Percentage of employees (full- and part-time) at this workplace paid...

... £10.01 to £13.00 per hour (£1,426 - £1,855 per month for a 37.5 hour week)?

Range: 0.0..100.0

ZWAGEE

(How many employees (full- and part-time) at this workplace are currently paid...)

... £13.01 to £18.00 per hour (£1,856 - £2,565 per month for a 37.5 hour week)?

INTERVIEWER: THIS IS Q8 IN THE PAPER EPQ.

Pay should include commission, bonus payments and shift premiums, if applicable.

Range: 0..99997

SOFT CHECK if WAGEE>ZALLEMPs: "THIS FIGURE IS HIGHER THAN THE NUMBER OF EMPLOYEES GIVEN AT THE BEGINNING."

{If don't know number of employees that are paid £13.01 - £18.00: ZWAGEE=DK}

ZWAGEEPC

Percentage of employees (full- and part-time) at this workplace paid...

... £13.01 to £18.00 (£1,856 - £2,565 per month for a 37.5 hour week)?

Range: 0.0..100.0

ZWAGEF

(How many employees (full- and part-time) at this workplace are currently paid...)

... £18.01 or more per hour (£2,566 or more per month for a 37.5 hour week)?

INTERVIEWER: THIS IS Q8 IN THE PAPER EPQ.

Pay should include commission, bonus payments and shift premiums, if applicable.

Range: 0..99997

SOFT CHECK if WAGEF>ZALLEMPs: "THIS FIGURE IS HIGHER THAN THE NUMBER OF EMPLOYEES GIVEN AT THE BEGINNING."

{If don't know number of employees that are paid £18.01 or more: ZWAGEF=DK}

ZWAGEFPC

Percentage of employees (full- and part-time) at this workplace paid...

...over £18.01 or more per hour (£2,566 or more per month for a 37.5 hour week)?

Range: 0.0..100.0

SOFT CHECK if ZWAGEA + ZWAGEB + ZWAGEC + ZWAGED + ZWAGEE + ZWAGEF <> ZALLEMPs: "THE TOTAL OF ZWAGEA, ZWAGEB, ZWAGEC, ZWAGED, ZWAGEE & ZWAGEF IS NOT EQUAL TO THE TOTAL NUMBER OF EMPLOYEES GIVEN AT THE BEGINNING."

HARD CHECK if (ZWAGEAPC + ZWAGEBPC + ZWAGECPC + ZWAGEDPC + ZWAGEEPC + ZWAGEFPC) <> 100.00): "THE TOTAL OF ZWAGEAPC, ZWAGEBPC, ZWAGECPC, ZWAGEDPC, ZWAGEEPC & ZWAGEFPC SHOULD ADD UP TO 100%. PLEASE AMEND."

ZUNIMEM

How many employees at this workplace are members of a trade union or independent staff association - whether recognised by management or not?

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.

THIS IS **Q9** IN THE PAPER EPQ

Range: 0..999997

NO REFUSAL

SOFT CHECK if ZUNIMEM > ZALLEMPs: "YOU HAVE ENTERED MORE THAN THE TOTAL NUMBER OF EMPLOYEES."

SOFT CHECK if ZUNIMEM = DON'T KNOW: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED TO ESTIMATE THE PERCENTAGE OF EMPLOYEES THAT ARE UNION MEMBERS, AND IF THEY DON'T KNOW THAT, WHETHER ANY EMPLOYEES ARE UNION MEMBERS."

{If don't know number of employees that are union members: ZUNIMEM=DK}

ZUNIPC

INTERVIEWER: Enter estimated percentage of employees at this workplace who are members of a trade union or independent staff association.

Range: 0.00..100.00

{If don't know percentage of employees that are union members: ZUNIPC=DK}

ZANYMEM

Can I just check, are any employees here members of a trade union or independent staff association?

- 1) Yes
- 2) No

NO REFUSAL, NO DON'T KNOW

ZUNIONUM

How many separate unions or independent staff associations have members at this workplace – whether recognised by management or not?

INTERVIEWER: THIS IS **Q10** IN THE PAPER EPQ.

Range: 0..97

HARD CHECK if (ZUNIMEM > 0 OR ZUNIPC > 0 OR ZANYMEM = 1) AND (ZUNIONUM = 0 OR DK OR REF): "You said there were union members at this workplace. Please check".

HARD CHECK if (ZUNIMEM = 0 OR ZUNIPC = 0 OR ZANYMEM = 2) AND ZUNIONUM > 0: "You said there were no union members at this workplace. Please check".

{If unions have members at this workplace: ZUNIONUM>0}
 [Text fill: If ZUNIONUM=1: 'name / union / has'; If ZUNIONUM>1: 'names / unions / have';
 If ZANYMEM=1: 'that you know of']

ZUNIONA01-11

Please tell me the name[s] of the union[s] [that you know of] that [has/have] members at this workplace.

INTERVIEWER: CODE ALL THAT APPLY.

THIS IS **Q11** IN THE PAPER EPQ.

- | | |
|------------|--|
| 1. Unite | Unite the Union |
| 2. USDAW | Union of Shop Distributive and Allied Workers (USDAW) |
| 3. Unison | UNISON: The Public Service Union |
| 4. PCS | Public and Commercial Services Union (PCS) |
| 5. GMB | GMB |
| 6. CWU | Communication Workers Union (CWU) |
| 7. RCN | Royal College of Nursing of the UK (RCN) |
| 8. ATL | Association of Teachers and Lecturers (ATL) |
| 9. NUT | National Union of Teachers (NUT) |
| 10. NASUWT | National Association of Schoolmasters Union of Women Teachers (NASUWT) |
| 11. Other | Others, please specify [OthUni01-40] |

{If COUNT(ZUNIONA) <ZUNIONNUM or ZUNIONA=Other (11)}

OthUni01-40

INTERVIEWER: Which others?

Enter the full name of the [first / second / etc] other union: OPEN

ZABSENCE

Over the last 12 months what percentage of work days was lost through **employee sickness** or **absence** at this workplace?

INTERVIEWER: Please exclude authorised leave of absence, employees away on secondment or courses or days lost through industrial action.

ENTER EXACT FIGURE OR 'DON'T KNOW'

THIS IS **Q12** IN THE PAPER EPQ.

Range: 0.00..100.00

ZAGENCY

How many temporary agency staff are presently working at this workplace?

INTERVIEWER: Temporary agency staff are people that you hire on a temporary basis from an employment agency. These members of staff **should not** be included in the employee total given at Question 1.

THIS IS **Q13** IN THE PAPER EPQ.

Range: 0..99997

SOFT CHECK if ZAGENCY = DK: "PLEASE TRY TO OBTAIN A FIGURE, IF YOU SUPPRESS THIS WARNING, THE RESPONDENT WILL BE ASKED IF THERE ARE ANY TEMPORARY AGENCY STAFF AT THIS WORKPLACE."

{If don't know the number of agency workers: ZAGENCY = DK}

ZANYAGY

Can I just check, are there any temporary agency staff currently working at this workplace?

- 1) Yes
- 2) No

ZEMPIAGO

In total, how many employees (full- and part-time) were on the payroll at this workplace 12 months ago?

INTERVIEWER: THIS IS **Q14** IN THE PAPER EPQ.

Range: 0..999997

SOFT CHECK if ZEMPIAGO=0: "INTERVIEWER: Are you sure? You should only code '0' here if the workplace was not operating this time 12 months ago. If the respondent does not know how many were employed 12 months ago please code "Don't know" at ZEMPIAGO."

{If ZEMPIAGO not zero: ZEMPIAGO>0 or DK or Refuse}

ZRESIGNED

And how many of these **[ZEMPIAGO]** employees **stopped** working here, because they...
... left or resigned voluntarily?

INTERVIEWER: THIS IS **Q15** IN THE PAPER EPQ

Range: 0..9997

SOFT CHECK if ZRESIGNED>ZEMPIAGO: "The number of employees that have resigned should be less than or equal to the total number of employees at the workplace 12 months ago."

{If ZEMPIAGO not zero: ZEMPIAGO>0 or DK or Refuse}

ZDISMISS

(And how many of these **[ZEMPIAGO]** employees **stopped** working here, because they...)

...were dismissed?

INTERVIEWER: THIS IS **Q15** IN THE PAPER EPQ

Range: 0..9997

SOFT CHECK if ZDISMISS>ZEMPIAGO: "The number of employees that have been dismissed should be less than or equal to the total number of employees at the workplace 12 months ago."

{If ZEMPIAGO not zero: ZEMPIAGO>0 or DK or Refuse}

ZREDUND

(And how many of these **[ZEMPIAGO]** employees **stopped** working here, because they...)

...were made redundant?

INTERVIEWER: THIS IS **Q15** IN THE PAPER EPQ

Range: 0..9997

SOFT CHECK if ZREDUND>ZEMPIAGO: "The number of employees that have been made redundant should be less than or equal to the total number of employees at the workplace 12 months ago."

{If ZREDUND= DK}

ZREDDK

INTERVIEWER ASK OR CODE: Can I just check, were any of these [ZEMPIAGO] employees made redundant?

- 1) yes There were redundancies, but doesn't know how many
- 2) no Respondent doesn't know if there were any redundancies

NO REFUSAL, NO DON'T KNOW

{If ZEMPIAGO not zero: ZEMPIAGO>0 or DK or Refuse}

ZOTHER

(And how many of these **stopped** working here, because they...)

...left for some other reason (e.g. retirement)?

INTERVIEWER: THIS IS **Q15** IN THE PAPER EPQ.

Range: 0..9997

SOFT CHECK if ZOTHER>ZEMPIAGO: "The number of employees that have left for other reasons should be less than or equal to the total number of employees at the workplace 12 months ago."

Computed variable:

EPQFILL1 = ZEMPIAGO - (ZRESIGNED+ZDISMISS+ZREDUND+ZOTHER)

{If no DKs or Refusals at ZEMPIAGO, ZRESIGNED, ZDISMISS, ZREDUND, and ZOTHER AND (EPQFILL1>0)}

ZSTILL

So that means, of the [ZEMPIAGO] employees that were working here 12 months ago, [EPQFILL1] of these are still working here. Does that sound right?

- 1) Yes
- 2) No

{If ZSTILL=No (2)}

ZNOTLEFT

So how many of the [ZEMPIAGO] employees are still working here?

Range: 0..999997

{If any non-response at ZEMPIAGO, ZRESIGNED, ZDISMISS and ZOTHER}

ZSTILL2

So how many of the [ZEMPIAGO] employees that were working here 12 months ago, are still working here?

INTERVIEWER: Please enter number of employees.

Range: 0..999997

SOFT CHECK if ZSTILL2>ZEMPIAGO: "The number of employees still working at the workplace should be less than or equal to the total number of employees at the workplace 12 months ago."

{If ZEMPIAGO not zero: ZEMPIAGO>0 or DK or Refuse}

ZEMP6AGO

In total, how many employees (full- and part-time) were on the payroll at this workplace in 2004?

THIS IS **Q16** IN THE PAPER EPQ

Range: 0..999997

SOFT CHECK if ZEMP6AGO=0: "INTERVIEWER: Are you sure? You should only code '0' here if the workplace was not operating this time 6 years ago. If the respondent does not know how many were employed 6 years ago please code "Don't Know" at ZEMP6AGO."

{If Zemp6ago=DK}

ZEMP6DK

Did the workplace have 5 or more employees in 2004?

- 1) Yes
- 2) No

SECTION A WORKPLACE AND ORGANISATION CHARACTERISTICS

ASICDESC

I would like to begin by asking you some general questions about this workplace.

What is the main activity of this workplace?

IF NECESSARY, PROBE FOR CLARIFICATION: OPEN

[Note: ASICDESC will not be present on the deposited dataset.]

ASIC2007: Activity coded to SIC(2007)

ASIC2003: Activity coded to SIC(2003)

ASIC92: Activity coded to SIC(1992)

ASIC80: Activity coded to SIC(1980)

ASINGLE*

SHOW CARD A2

Is this workplace one of a number of different workplaces in the UK belonging to the same organisation, a single independent establishment or the sole UK establishment of a foreign organisation?

INTERVIEWER: Refusal or don't know not allowed.

- | | |
|-----------|--|
| 1) MULTI | One of a number of different workplaces in the UK belonging to the same organisation |
| 2) SINGLE | Single independent establishment not belonging to another body |
| 3) SOLEUK | Sole UK establishment of a foreign organisation |

NO REFUSAL, NO DON'T KNOW

ASTATUS**^

SHOW CARD A3

How would you describe the formal status of this workplace (or the organisation of which it is a part)?

INTERVIEWER: Please code Academy Schools to I2. Do not prompt. Refusal or don't know not allowed.

- | | |
|-----------|---|
| 1) PubC | Public Limited Company (PLC) |
| 2) PriC | Private limited company |
| 3) Guar | Company limited by guarantee |
| 4) Part | Partnership (inc. Limited Liability Partnership) / Self-proprietorship |
| 5) Trust | Trust / Charity |
| 6) Chart | Body established by Royal Charter |
| 7) Coop | Co-operative / Mutual / Friendly society, |
| 8) Gov | Government-owned limited company / Nationalised industry / Trading Public Corporation |
| 9) Pubser | Public service agency |
| 10) Nontr | Other non-trading public corporation |
| 11) Quang | Quasi Autonomous National Government Organisation (QUANGO) |
| 12) Local | Local/Central Government (inc. NHS and Local Education Authorities) |

NO REFUSAL, NO DON'T KNOW

HARD CHECK if ASTATUS coded 1-7 and 8-12: "You cannot code this as public and private sector. Codes 1-7 are private / 8-12 are public."

{If part of a larger organisation: ASINGLE=Multi (1) or SoleUK (3)}

AORGNAME

What is the name of the organisation of which your workplace is part?: OPEN

Computed variable:

```
IF (ASINGLE = RESPONSE) AND (ASINGLE <> 2) AND (AORGNAME = RESPONSE) THEN
  AHINAME1 := AORGNAME
ELSE
  AHINAME1 := 'your organisation'
ENDIF
```

{If private sector and part of a larger organisation: (ASTATUS=PubC (1) – Coop (7)) AND (ASINGLE=Multi (1) or SoleUK (3))}

AUCC

Is **[AHINAME1]** the ultimate controlling company of your organisation?

- 1) Yes
- 2) No

{If organisation is not ultimate controlling company: AUCC=No (2)}

AUCCNAME

What is the name of your organisation's ultimate controlling company?: OPEN

Computed variable:

```
IF (AUCC=No (2)) THEN
  AHINAME2 := AUCCNAME
ELSE
  AHINAME2 := AHINAME1
ENDIF
```

{If part of a larger organisation in the UK: ASINGLE=Multi (1)}

AESTNUM

How many workplaces, including this one, are there within **[AHINAME2]** in the UK?

Range: 2..9997

{If part of a larger organisation in the UK: ASINGLE=Multi (1)}

AUKTOTX*

SHOW CARD A4

How many employees **in total** are there within **[AHINAME2]** in the UK? :

- | | |
|--------------|-----------------|
| 1) Fivetonin | 5-9 |
| 2) Twentyfo | 10-24 |
| 3) Fortynine | 25-49 |
| 4) Hundred | 50-99 |
| 5) Onefive | 100-149 |
| 6) TwoHund | 150-249, |
| 7) FiveHund | 250-499, |
| 8) Thousand | 500-999 |
| 9) TwoThou | 1,000-1,999 |
| 10) FiveThou | 2,000-4,999 |
| 11) TenThou | 5,000-9,999 |
| 12) FiftyTho | 10,000-49,999 |
| 13) HundThou | 50,000-99,999 |
| 14) More | 100,000 or more |

SOFT CHECK if AUKTOTX<ZALLEMP5: "INTERVIEWER: Please check. The number of employees in the organisation is less than the total number of employees at this workplace."

Computed variable:

IF (ASINGLE=SINGLE (2)) THEN

AHINAME3 := "this company"

ELSE

AHINAME3 := AHINAME2

END IF

{If PLC: ASTATUS=PubC (1)}

ALIST

Are shares in **[AHINAME3]** listed on a stock exchange?

- 1) Yes
- 2) No

{If private sector: ASTATUS = PubC (1) – Coop (7)}

AFRANCH

Is this workplace part of a franchise operation?

- 1) Yes
- 2) No

{If private sector company: ASTATUS= PubC (1), PriC (2), or Guar (3)}

ACONIN25

Does a single individual or family, or an investment institution own at least 25 per cent of **[AHINAME3]**?

- 1) Y25IndFam Yes – 25 per cent share, or more owned by individual or family
- 2) Y25InvIns Yes – 25 per cent share, or more owned by investment institution
- 3) No

{If ACONIN25 = Y25IndFam (1) or Y25InvIns (2)}

ACONIN50

Does a single individual or family, or an investment institution own at least 50 per cent of [AHINAME3]?

- 1) Y50IndFam Yes – 50 per cent share, or more owned by individual or family
- 2) Y50InvIns Yes – 50 per cent share, or more owned by investment institution
- 3) No

{If individual or family owns at least 50 per cent or 25 per cent: ACONIN25= Y25IndFam (1)
OR ACONIN50= Y50IndFam (1)}

AOWNMAN

Are any of the controlling owners actively involved in day-to-day management of this workplace on a full-time basis?

- 1) Yes
- 2) No

{If private sector: ASTATUS= PubC (1) – Coop (7)}

ACONTROL*

SHOW CARD A5

Which of the following statements best describes the ownership of [AHINAME2]?

- 1) UKOwned UK owned /controlled
- 2) PredomUK Predominantly UK owned (51% or more)
- 3) UKFor UK and foreign owned
- 4) PredFor Predominantly foreign owned (51% or more)
- 5) Foreign Foreign owned /controlled

{If part of larger organisation in UK: ASINGLE=Multi (1)}

ACONHEAD

Is this workplace the controlling Head Office of [AHINAME2]?

- 1) Yes
- 2) No

{If part of a larger organisation in the UK & private sector & not head office, or if the sole UK establishment of a foreign organisation & private sector:

(ASINGLE=Multi (1) and ASTATUS = PubC (1) – Coop (7) and ACONHEAD=No (2)) or
(ASINGLE=SoleUK (3) and ASTATUS= PubC (1) – Coop (7))}

AHEADOFF

Where is the controlling Head Office of [AHINAME2]?

- 0) None There is no controlling Head Office
- 1) UK United Kingdom
- 2) USA United States
- 3) Germany
- 4) France
- 5) Italy
- 6) Japan
- 7) Canada
- 8) Other Other (please specify) **AHEADOTH**

{If part of a larger organisation and controlling head office is in the UK: ACONHEAD= Yes (1) or AHEADOFF= UK (1)}

ASUBSID

Does **[AHINAME2]** own or control subsidiary companies or establishments outside the UK?

- 1) Yes
- 2) No

AHOWLONG

For how many years has this workplace been in operation? Please include time spent at other addresses.

WRITE IN NUMBER OF YEARS

'0' = LESS THAN ONE YEAR

Range: 0..997

SOFT CHECK if ZEMP6AGO<>0 and AHOWLONG<5: "Are you sure? Earlier you said that there were [ZEMP6AGO] employees at this workplace in 2004 (seven years ago)."

{If AHOWLONG = DK}

AHOWEST*

SHOW CARD A6

Could you estimate how many years this workplace has been in operation, using the categories on this card?

- | | |
|-----------|-------------------|
| 1) less5 | Less than 5 years |
| 2) less9 | 5-9 years |
| 3) less14 | 10-14 years |
| 4) less20 | 15-20 years |
| 5) less25 | 21-24 years |
| 6) longt | 25 years or more |

AHOWCX*^A**SHOW CARD A7**

Which of the things listed on this card have happened to this establishment in the past 2 years?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|----------|--|
| 1) NamC | Change of name |
| 2) AddC | Change of address |
| 3) NamA | Change of activity |
| 4) AggT | Agreed takeover / merger |
| 5) Bailo | Government acquired share in operation |
| 6) MerO | A takeover / merger formally opposed |
| 7) Sold | Sold by parent organisation |
| 8) PEx | Ex-public sector, now privatised / denationalised |
| 9) ManB | Management buy-out |
| 10) EmpB | Buy-out by employees generally |
| 11) Spl | Establishment split from another workplace in this organisation |
| 12) Mer | Establishment merged with another workplace in this organisation |
| 13) Acq | Acquisition by venture capital/private equity |
| 14) None | None of these |

ASCALES***SHOW CARD A8**

That is the end of the background questions.

Now, before we begin the more detailed questions, I would like to obtain **your** views, as a manager at this workplace, about a number of employment relations issues.

I'm going to read out four statements, and I'd like you to tell me what you think about each of them, using the categories on this card.

APHRAS04*

It is up to individual employees to balance their work and family responsibilities.

- | | |
|-------------|----------------------------|
| 1) StAgree | Strongly agree |
| 2) Agree | |
| 3) Neither | Neither agree nor disagree |
| 4) Disagree | |
| 5) StDisag | Strongly disagree |

APHRAS06*

Unions help find ways to improve workplace performance.

- | | |
|-------------|----------------------------|
| 1) StAgree | Strongly agree |
| 2) Agree | |
| 3) Neither | Neither agree nor disagree |
| 4) Disagree | |
| 5) StDisag | Strongly disagree |

APHRAS07*

We would rather consult directly with employees than with unions.

- | | |
|-------------|----------------------------|
| 1) StAgree | Strongly agree |
| 2) Agree | |
| 3) Neither | Neither agree nor disagree |
| 4) Disagree | |
| 5) StDisag | Strongly disagree |

APHRAS08*

We do not introduce any changes here without first discussing the implications with employees.

- | | |
|-------------|----------------------------|
| 1) StAgree | Strongly agree |
| 2) Agree | |
| 3) Neither | Neither agree nor disagree |
| 4) Disagree | |
| 5) StDisag | Strongly disagree |

SECTION B MANAGEMENT OF PERSONNEL AND EMPLOYMENT RELATIONS

BINTRO

I now want to ask some questions about yourself and how personnel matters are dealt with at this workplace. Throughout I will be using the phrase 'employment relations'.

BSEX

INTERVIEWER SELF-CODE: Is the respondent...

- 1) Male
- 2) Female

BTITLEX

What is the title of your job?

INTERVIEWER: CODE THE MOST APPROPRIATE ANSWER

- 1) persm Personnel Manager/Officer
- 2) hrm Human Resource Manager/Officer
- 3) propr Proprietor/Owner
- 4) genral General Manager
- 5) Other Other (please specify **BTITLO**)

BYOURJOB^**

SHOW CARD BI

I am now going to show you a list of different employment relations matters.

Can you tell me for each one whether or not it forms part of your job or the job of someone responsible to you?:

PROBE: What others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|--------------|---|
| 0) All | All of these |
| 1) Pay | Rates of pay |
| 2) Hours | Working hours |
| 3) Hols | Holiday entitlements |
| 4) Pens | Pension entitlements |
| 5) Recruit | Recruitment or selection of employees |
| 6) Training | Training of employees |
| 7) Grievp | Grievances or grievance procedures |
| 8) Discp | Disciplinary matters or disciplinary procedures |
| 9) Staffing | Staffing plans |
| 10) EqualOps | Equal opportunities and diversity |
| 11) Health | Health and safety |
| 12) Apprais | Performance appraisals |
| 13) Cons | Employee consultation |
| 14) None | None of these |

SOFT CHECK if ALL response options 1 to 13 are selected: "Are you sure? Please check that the respondent has all these job responsibilities."

BUMANAGE

Are you the manager who is primarily responsible for these and other employment relations matters at this workplace?

- 1) Yes
- 2) No

BPROPORT

Approximately what percentage of your time do you spend on employment relations matters?

Range: 0..100

BLENGTH

How long have you been doing this job at this workplace?

ENTER IN YEARS (TO NEAREST YEAR)

OR Less than 6 months code 00

Range: 0..60

SOFT CHECK if BLENGTH > AHOWLONG (and AHOWLONG>=0): "Are you sure? The number recorded here is greater than the total number of years that the workplace has been in operation."

BHAVQUAL

Do you have any formal qualifications in personnel management or a closely related subject?

- 1) Yes
- 2) No

{If part of a larger organisation with head office in the UK, or single, and private sector
(((ACONHEAD=Yes (1) or AHEADOFF=UK (1)) and ASINGLE=Multi (1)) or
ASINGLE=Single (2)) AND ASTATUS=PubC (1) - Coop(7))}

BBOARD

Is there someone on the Board of Directors or top governing body of your organisation with specific responsibility for employment relations?

- 1) Yes
- 2) No

{If part of larger organisation in the UK, but not head office, or if the sole UK establishment of a foreign organisation (ACONHEAD=No (2) or ASINGLE=SoleUK (3))}

BCONSULT*^

SHOW CARD B2

On which of these matters are managers here able to make decisions **without** consulting with managers at another workplace in your organisation?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|--------------|---|
| 1) Pay | Rates of pay |
| 2) Hours | Working hours |
| 3) Hols | Holiday entitlements |
| 4) Pens | Pension entitlements |
| 5) Recruit | Recruitment or selection of employees |
| 6) Training | Training of employees, |
| 7) Grievp | Grievances or grievance procedures |
| 8) Discp | Disciplinary matters or disciplinary procedures |
| 9) Staffing | Staffing plans |
| 10) EqualOps | Equal opportunities and diversity |
| 11) Health | Health and safety |
| 12) Apprais | Performance appraisals |
| 13) Turec | Recognition of a trade union |
| 14) None | None of these |

[Text fill: if ASINGLE≠ Single (2)]

BMEMBER*^

SHOW CARD B3

Is this workplace [either directly or through the parent organisation] a member of any of the following organisations?:

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|--------------------------------|
| 1) Employ | Employers Association |
| 2) Trade | Industry or Trade Association |
| 3) Chamber | Chamber of Commerce |
| 4) Small | Federation of Small Businesses |
| 5) Other | Some other similar group |
| 6) None | None of these |

BADVICE*^**SHOW CARD B4**

Looking at this card, have you sought information or advice from any of these bodies on any **employment relations issues** during the last 12 months?:

INTERVIEWER: This could be in person, over the telephone, or through a website.

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | | |
|-----|----------|---|
| 1) | ACAS | Acas |
| 2) | BIS | Department for Business, Innovation and Skills |
| 3) | BLink | Business Link / Enterprise Directorate (formerly Small Business Service) |
| 4) | OthGov | Other Government department or agency (please specify BADVOTH) |
| 5) | Consult | Management consultants |
| 6) | ExtLaw | External lawyers |
| 7) | ExtAcc | External accountants |
| 8) | EmpAssoc | Employers' association |
| 9) | CAB | Citizens Advice Bureau |
| 10) | OthProf | Other professional bodies (e.g. Chartered Institute of Personnel and Development) |
| 11) | None | None of these |

BSTRATEG

Is this workplace covered by a formal strategic plan which sets out objectives and how they will be achieved?

- 1) Yes
- 2) No

{If strategic plan: BSTRATEG= Yes (1)}

BMANAGE*^**SHOW CARD B5**

Which of the following issues are covered in the plan?:

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | | |
|----|----------|---|
| 1) | Employee | Employee development |
| 2) | Jsatis | Employee job satisfaction |
| 3) | diver | Employee diversity |
| 4) | Product | Product or service development |
| 5) | Quality | Improving quality of product or service |
| 6) | Forecast | Forecasts of staffing requirements |
| 7) | Markets | Market strategy/developing new markets |
| 8) | None | None of these |

Computed variable:

IF response at AORNAME

AORTXT=AORNAME

ELSE

AORTXT="your organisation"

END IF

BAWARD

Is [AORGTEXT] accredited as an Investor in People?

- 1) Yes
- 2) No

SECTION C RECRUITMENT, TRAINING AND ORGANISATION OF WORK

CFILLVAC*

SHOW CARD C1

Which of these statements best describes your approach to filling vacancies at this workplace?

INTERVIEWER: For larger public sector employers, individual departments and agencies should be treated as separate employers

- | | |
|------------|--|
| 1) IntOnly | Internal applicants are only source, no external recruitment |
| 2) IntPref | Internal applicants are given preference, other things being equal, over external applicants |
| 3) Equal | Applications from internal and external applicants are treated equally |
| 4) ExPref | External applicants are given preference, other things being equal, over internal applicants |
| 5) Onlyex | External applicants are only source, no internal recruitment |

CFACTORS*^

SHOW CARD C2

Which of the following factors are important when recruiting new employees?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|---|
| 1) Refer | References |
| 2) Avail | Availability |
| 3) Recomm | Recommended by another employee |
| 4) Skills | |
| 5) Age | |
| 6) Quals | Qualifications |
| 7) Experi | Experience |
| 8) Motiv | Motivation |
| 9) Other | Other (please specify CFACTOTH) |

CSPECIX*^

SHOW CARD C3

When filling vacancies, do you have any special procedures to encourage applications from the following groups?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|---|
| 1) Women | Women returning to work after having children |
| 2) Allwom | Women in general |
| 3) Ethnic | Members of minority ethnic groups |
| 4) Older | Older workers |
| 5) Disab | Disabled people |
| 6) Unemp | People who have been unemployed for 12 months or more |
| 7) Ptjs | Part-time workers or job sharers |
| 8) GLT | Gay, lesbian and transgender communities |
| 9) None | None of these |

CATESTW^

When filling vacancies at this workplace, do you ever conduct any type of **personality** or **attitude test** for managerial positions, non-managerial positions or not at all?
CODE ALL THAT APPLY.

- 1) manage Managerial
- 2) nonman Non-managerial
- 3) none No tests conducted

CPTTESTW^

When filling vacancies at this workplace, do you ever conduct any type of **performance** or **competency test** for managerial positions, non-managerial positions or not at all?
CODE ALL THAT APPLY.

- 1) MANAGE Managerial
- 2) NONMAN Non-managerial
- 3) NONE No tests conducted.

CLOGVAC

Now I would like to ask you about the largest non-managerial group of employees here, that is, the **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]**.

Have there been any vacancies for **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** in the past 12 months?

- 1) Yes
- 2) No

{If any vacancies: CLOGVAC= Yes (1)}

CCHANX*^

SHOW CARD C4

This card shows a list of recruitment channels. What are the three most common channels used when trying to fill these vacancies?

PROBE: Which others? UNTIL 'None'.

- 1) news Local or regional newspapers
- 2) trade Trade, professional or specialist press
- 3) intern Internal notices
- 4) window Notice in office or shop window
- 5) jcentr Jobcentre / Employment Service office
- 6) carrer Careers Service (School/College/University)
- 7) agen Fee charging, private employment or recruitment agency
- 8) direct Direct approach to potential recruit(s)
- 9) specu Replying to speculative applications
- 10) recomnd Recommendation or enquiry by existing employee
- 11) mouth Word of mouth
- 12) intra Intranet or own website
- 13) web Internet – external website(s)
- 14) other Some other way (please specify **COTHCHN**)

CINDUCT

Is there a standard induction programme designed to introduce new **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** to this workplace?

INTERVIEWER: Do not include probation periods.

- 1) Yes
- 2) No

CSTUCKIN*

SHOW CARD C5

About how long does it normally take before new **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** are able to do their job as well as more experienced employees already working here?

- 1) OneWeek One week or less
- 2) OneMth More than one week, up to one month
- 3) SixMths More than one month, up to six months
- 4) OneYear More than six months, up to one year
- 5) More More than one year

TRINTRO

I am now going to ask about training activities. I am interested in all training for which employees are given a break from their normal work duties, whether the training takes place at their immediate work position or elsewhere.

COFFJOB*

SHOW CARD C6

What proportion of experienced **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** have been given time off from their normal daily work duties to undertake training over the past 12 months?

- 1) All All (100%)
- 2) Almost Almost all (80-99%)
- 3) Most Most (60-79%)
- 4) Half Around half (40-59%)
- 5) Some Some (20-39%)
- 6) Few Just a few (1-19%)
- 7) None None (0%)

{If don't know whether any training (COFFJOB=DK)}

COFFCHK

Did any experienced **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** have time off from their normal daily work duties to undertake training over the past 12 months?

- 1) Yes
- 2) No

{If any training: COFFJOB=1 to 100% (1-6), or COFFCHK=Yes (1)}

CTRAIN

On average, how many days of training did **experienced [LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** undertake over the past 12 months?

- | | |
|-----------|------------------------|
| 1) NT | No time |
| 2) Less1 | Less than one day |
| 3) Less2 | 1 to less than 2 days |
| 4) Less5 | 2 to less than 5 days |
| 5) Less10 | 5 to less than 10 days |
| 6) Ten | 10 days or more |

{If any training: COFFJOB=1 to 100% (1-6), or COFFCHK= Yes (1)}

CHOW*^

SHOW CARD C7

Did this training cover any of the matters listed on this card?:

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--------------------------------------|
| 1) Computin | Computing skills |
| 2) Teamwork | Team working |
| 3) Communic | Communication skills |
| 4) leader | Leadership skills |
| 5) Equipmen | Operation of new equipment |
| 6) Customer | Customer service/liaison |
| 7) Health | Health and safety |
| 8) Solving | Problem-solving methods |
| 9) EqualOps | Equal opportunities and diversity |
| 10) Reliab | Reliability and working to deadlines |
| 11) Quality | Quality control procedures |
| 12) None | None of these |

COTHJOB*

SHOW CARD C8

Approximately, what proportion of **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** are formally trained to be able to do jobs other than their own?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question.

- | | |
|------------|--|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%) |
| 7) None | None (0%) |
| 97) Number | INTERVIEWER: Exact number to be entered. |

{If giving exact number at COTHJOB}

COTHJOB

(How many **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** are formally trained to be able to do jobs other than their own?)

ENTER NUMBER

Range: 1..999997

SOFT CHECK if COTHJOB>ZALLEMP5: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

COTHDO*

SHOW CARD C8

And approximately, what proportion of **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** actually do jobs other than their own at least once a week?
INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question.

- | | |
|------------|--|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%) |
| 7) None | None (0%) |
| 97) Number | INTERVIEWER: Exact number to be entered. |

{If giving exact number at COTHDO}

COTHDOT

(And approximately, how many **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** actually do jobs other than their own at least once a week?)

ENTER NUMBER

Range: 1..999997

SOFT CHECK if COTHDOT>ZALLEMP5: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

CVARIETY*

SHOW CARD C9

Using the scale on this card, to what extent would you say that individual **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** here have...

...variety in their work?

- | | |
|-----------|----------|
| 1) A lot | A lot |
| 2) Some | |
| 3) Little | A little |
| 4) None | |

CDISCRETE*

SHOW CARD C9

(Using the scale on this card, to what extent would you say that individual **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** here have...)

...discretion over how they do their work? :

- | | |
|-----------|----------|
| 1) A lot | A lot |
| 2) Some | |
| 3) Little | A little |
| 4) None | |

CONTROL*

SHOW CARD C9

(Using the scale on this card, to what extent would you say that individual **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** here have...)

...control over the pace at which they work? :

- | | |
|-----------|----------|
| 1) A lot | A lot |
| 2) Some | |
| 3) Little | A little |
| 4) None | |

CDESIGN*

SHOW CARD C9

(Using the scale on this card, to what extent would you say that individual **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** here have...)

...involvement in decisions over how their work is organised?

- | | |
|-----------|----------|
| 1) A lot | A lot |
| 2) Some | |
| 3) Little | A little |
| 4) None | |

CTEAMS*

SHOW CARD C10

What proportion, if any, of **[LOGIDX: TITLE OF THE LARGEST**

OCCUPATIONAL GROUP] at this workplace work in formally designated teams?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question

- | | |
|------------|---|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%, |
| 7) None | None (0%) |
| 97) Number | INTERVIEWER: Exact number to be entered |

{If giving exact number at CTEAMS}

CTEAMST

(How many **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** at this workplace work in formally designated teams?)

ENTER NUMBER

Range: 1..999997

SOFT CHECK if CTEAMST>ZALLEMP5: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

{If team working: CTEAMS<>None}

CTEAMHOA

Do any of the following statements apply to the way that teamworking operates among **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** at this workplace?

...Team members depend on each other's work to be able to do their job.

- 1) Yes
- 2) No

{If team working: CTEAMS<>None}

CTEAMHOC

(Which, if any, of the following statements apply to the way that teamworking operates among **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** at this workplace?)

...Team members jointly decide how the work is to be done.

- 1) Yes
- 2) No

{If team working: CTEAMS<>None }

CTEAMHOD

(Which, if any, of the following statements apply to the way that teamworking operates among **[LOGIDX: TITLE OF THE LARGEST OCCUPATIONAL GROUP]** at this workplace?)

...Teams are given responsibility for specific products or services.

- 1) Yes
- 2) No

CCOMPUT

I would now like you to think about the whole workforce at this workplace.

In this workplace, what percentage of **all** employees use computers as part of their normal work duties? Please answer to the nearest 10%.

INTERVIEWER: If respondent gives answer as an exact number you can code "997" here and record the number at the next question.

Range: 0..997

SOFT CHECK if CCOMPUT>100 and CCOMPUT≠997: "The number entered here is a percentage. It should not be greater than 100."

{If giving exact number at CCOMPUT}

CCOMPUTT

(In this workplace, how many employees use computers as part of their normal work duties?)

ENTER NUMBER

Range: 1..999997

SOFT CHECK if CCOMPUTT>ZALLEMPS: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

SECTION D CONSULTATION AND COMMUNICATION

DMEETING

I would now like to ask some questions about the methods used at this workplace by which management communicates or consults with employees here.

Do you have meetings between senior managers and the **whole** workforce (either altogether or group by group)?

- 1) Yes
- 2) No

{If any workplace meetings: DMEETING= Yes (1)}

DMEETN

How frequent are these meetings?

- 1) Daily
- 2) Weekly Less than daily, but at least once a week
- 3) Fortnight Less than weekly, but at least once a fortnight
- 4) Monthly Less than fortnightly, but at least once a month
- 5) Quarter Less than monthly, but at least once every 3 months
- 6) Lessoft Less than every 3 months

{If any workplace meetings: DMEETING= Yes (1)}

DMWHIX*^

SHOW CARD DI

Looking at the following list, which three issues are most often discussed at the meetings?

PROBE: Which others? UNTIL 'None'.

- | | |
|--------------|---|
| 1) product | Production issues (e.g. level of production or sales, quality of product or service) |
| 2) employ | Employment issues (e.g. avoiding redundancies, reducing labour turnover) |
| 3) financ | Financial issues (e. g. financial performance, budgets or budgetary cuts) |
| 4) plans | Future plans (e.g. changes in goods produced or services offered, company expansion or contraction) |
| 5) pay | Pay issues (e.g. wage or salary reviews, bonuses, regrading, job evaluation) |
| 6) flex | Leave and flexible working arrangements, including working time |
| 7) welfare | Welfare services and facilities (e.g. child care, rest rooms, car parking, canteens, recreation) |
| 8) regulat | Government regulations (e.g. EU Directives, Local Authority regulations) |
| 9) practice | Work organisation (e.g. changes to working methods, allocation of work between employees, multi-skilling) |
| 10) health | Health and safety |
| 11) equalops | Equal opportunities and diversity |
| 12) Training | |
| 13) other | Other (please specify DMWHOTH) |

{If any workplace meetings: DMEETING= Yes (1)}

DMTWOWAY*

SHOW CARD D2

On average, what proportion of the time at the meetings is usually available for questions from employees, or for employees to offer their views? :

- 1) None None (0%)
- 2) Small A small proportion (Less than 10%)
- 3) Quarter Up to a quarter (10-24%)
- 4) More A quarter or more (25% or more)

DBRIEF

Do you have meetings between line managers or supervisors and all the workers for whom they are responsible?

INTERVIEWER: If asked, these are sometimes known as 'briefing groups' or 'team briefings'?

- 1) Yes
- 2) No

{If any briefings: DBRIEF= Yes (1)}

DBRIEFN

How frequent are these meetings?

- 1) Daily
- 2) Weekly Less than daily, but at least once a week
- 3) Fortnight Less than weekly, but at least once a fortnight
- 4) Monthly Less than fortnightly, but at least once a month
- 5) Quarter Less than monthly, but at least once every 3 months
- 6) Lessoft Less than once every 3 months

{If any briefings: DBRIEF= Yes (1)}

DBWHIX*^

SHOW CARD D1

Looking at the following list, which three issues are discussed most often at the meetings?

PROBE: Which others? UNTIL 'None'.

- 1) product Production issues (e.g. level of production or sales, quality of product or service)
- 2) employ Employment issues (e.g. avoiding redundancies, reducing labour turnover)
- 3) financ Financial issues (e. g. financial performance, budgets or budgetary cuts)
- 4) plans Future plans (e.g. changes in goods produced or services offered, company expansion or contraction)
- 5) pay Pay issues (e.g. wage or salary reviews, bonuses, regarding, job evaluation)
- 6) flex Leave and flexible working arrangements, including working time
- 7) welfare Welfare services and facilities (e.g. child care, rest rooms, car parking, canteens, recreation)
- 8) regulat Government regulations (e.g. EU Directives, Local Authority regulations)
- 9) practice Work organisation (e.g. changes to working methods, allocation of work between employees, multi-skilling)
- 10) health Health and safety
- 11) equalops Equal opportunities and diversity
- 12) Training
- 13) other Other (please specify **DBWHOTH**)

{If any briefings: DBRIEF= Yes (1)}

DBTWOWAY*

SHOW CARD D2

On average, what proportion of the time at these meetings is usually available for questions from employees, or for employees to offer their views?

- 1) None None (0%)
- 2) Small A small proportion (Less than 10%)
- 3) Quarter Up to a quarter (10-24%)
- 4) More A quarter or more (25% or more)

DJOINT

Are there any **committees** of managers **and** employees at this workplace, primarily concerned with **consultation**, rather than negotiation? These committees may be called joint consultative committees, works councils or representative forums.

- 1) Yes
- 2) No

{If any consultative committee: DJOINT= Yes (1)}

DHOWMANY

How many such committees are there?

Range: 1..97

{If more than one consultative committee (DHOWMANY>1)}

DWHICH*^

SHOW CARD D1

Looking at the following list, which issues are discussed by the committees?

PROBE: Which others? UNTIL 'None'.

- 1) product Production issues (e.g. level of production or sales, quality of product or service)
- 2) employ Employment issues (e.g. avoiding redundancies, reducing labour turnover)
- 3) financ Financial issues (e.g. financial performance, budgets or budgetary cuts)
- 4) plans Future plans (e.g. changes in goods produced or services offered, company expansion or contraction)
- 5) pay Pay issues (e.g. wage or salary reviews, bonuses, regarding, job evaluation)
- 6) flex Leave and flexible working arrangements, including working time
- 7) welfare Welfare services and facilities (e.g. child care, rest rooms, car parking, canteens, recreation)
- 8) regulat Government regulations (e.g. EU Directives, Local Authority regulations)
- 9) practice Work organisation (e.g. changes to working methods, allocation of work between employees, multi-skilling)
- 10) health Health and safety
- 11) equalops Equal opportunities and diversity
- 12) Training
- 13) other Other (please specify **DWHICOTH**)

{If any consultative committee: DJOINT= Yes (1)}

[If one committee (DHOWMANY=1) / if more than one committee (DHOWMANY>1)]

DISSUES

[Does the committee deal with a range of issues, or with a single topic such as health and safety? /

Of all the committees, is there one which deals with a range of issues, or do all of the committees cover single topics, such as health and safety?]

- 1) Range Range of issues
- 2) Single Single topic(s)
- 3) Both

{If any consultative committee: DJOINT= Yes (1)}

[If one committee (DHOWMANY=1) / if more than one committee (DHOWMANY>1)]

DICOMM

[What is the name of the committee? /

I would now like to focus on the committee which deals with the widest range of issues.

What is the name of this committee?]

INTERVIEWER: If respondent unable to identify the committee dealing with the widest range of issues, ask for the name of the committee considered to be the most important:

OPEN

{If any consultative committee: DJOINT= Yes (1)}

DIWHIX*^

SHOW CARD DI

Looking at the following list, which three issues are discussed most often by the committee

([NAME GIVEN AT DICOMM])?

PROBE: Which others? UNTIL 'None'.

- 1) product Production issues (e.g. level of production or sales, quality of product or service)
- 2) employ Employment issues (e.g. avoiding redundancies, reducing labour turnover)
- 3) financ Financial issues (e.g. financial performance, budgets or budgetary cuts)
- 4) plans Future plans (e.g. changes in goods produced or services offered, company expansion or contraction)
- 5) pay Pay issues (e.g. wage or salary reviews, bonuses, regarding, job evaluation)
- 6) flex Leave and flexible working arrangements, including working time
- 7) welfare Welfare services and facilities (e.g. child care, rest rooms, car parking, canteens, recreation)
- 8) regulat Government regulations (e.g. EU Directives, Local Authority regulations)
- 9) practice Work organisation (e.g. changes to working methods, allocation of work between employees, multi-skilling)
- 10) health Health and safety
- 11) equalops Equal opportunities and diversity
- 12) Training
- 13) other Other (please specify **DIWHOTH**)

{If a committee dealing with a range of issues ((DISSUES= Range (1) or Both (3) or (more than one response at DIWHI)))}

DELECT

Are elections usually held among employees to appoint employee representatives to the committee ([NAME GIVEN AT DI COMM])?

- 1) Yes
- 2) No

{If no elections: DELECT= No (2)}

DSELECT^

Who selects employee representatives for the committee ([NAME GIVEN AT DI COMM])?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- 1) emps Employees
- 2) comrep Existing committee representatives
- 3) union Unions or staff associations
- 4) manage Managers
- 5) none No selection - e.g. volunteers
- 6) other Other answer (please specify **DSELOTH**)

{If a committee dealing with a range of issues: ((DISSUES=Range (1) or Both (3)) or (more than one response at DIWHI)))}

DMEET

How many times has the committee ([NAME GIVEN AT DI COMM]) met during the last 12 months?

Range: 0..97

{If a committee dealing with a range of issues ((DISSUES= Range (1) or Both (3) or (more than one response at DIWHI)))}

DPROCESS*

SHOW CARD D3

Which of the following best describes managers' usual approach when consulting members of the committee?

- 1) early Seek solutions to problems
- 2) range Seek feedback on a range of options put forward by management
- 3) solut Seek feedback on a preferred option put forward by management

{If a committee dealing with a range of issues ((DISSUES=Range (1) or Both (3)) or (more than one response at DIWHI)))}

DINFLUEN

Generally speaking, how **influential** do you think this committee is on management's decisions affecting the workforce?

Do you think it is ... (READ OUT):

- 1) Very ... very influential
- 2) Fairly ... fairly influential
- 3) NotVery ... not very influential
- 4) NotAtAll ... or not at all influential?

{If part of a larger organisation, but not head office ((ASINGLE= Multi (1) and ACONHEAD=No (2)) or ASINGLE=SoleUK (3))}

DHIGHLEV

Apart from Health and Safety and other single topic committees, is there a consultative committee of managers and employees in your organisation that operates **at a higher level** than this workplace?

PROMPT IF NECESSARY: For instance, at divisional, regional or Head Office level?

- 1) Yes
- 2) No

{If part of a larger organisation and either own or control foreign establishments, or controlling head office is outside UK: ((ASINGLE=Multi (1) or SoleUK (3)) and (ASUBSID=Yes (1) or AHEADOFF=None (0) or AHEADOFF > UK (1)))}

DCOUNCIL

Does the organisation of which you are part operate a European Works Council?

HELPSCREEN: A European Works Council is a procedure for informing and consulting employees in companies which operate at European Union level. European Works Councils give representatives of workers from all European countries in big multinational companies a direct line of communication to senior management.

- 1) Yes
- 2) No

DCIRCLES

Do you have groups of non-managerial employees at this workplace that solve specific problems or discuss aspects of performance or quality? They are sometimes known as problem-solving groups or continuous improvement groups.

- 1) Yes
- 2) No

DSURVEY

I'd now like to ask you about the use of attitude surveys at this workplace.

Have you or a third party conducted a formal survey of your employees' views or opinions during the past two years?

- 1) Yes
- 2) No

DCONSULT*^

SHOW CARD D4

Besides the schemes we have discussed are there any other ways in which management communicates or consults with employees at this workplace?:

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|---|
| 1) Notice | Notice boards |
| 2) Cascade | Systematic use of management chain/cascading of information |
| 3) Suggest | Suggestion schemes |
| 4) News | Regular newsletters distributed to all employees |
| 5) email | Regular use of email to all employees |
| 6) intra | Information posted on company intranet, accessible to all employees |
| 7) Other | Other ways of communicating (please specify DCONSOTH) |
| 8) None | <i>None of these, no other ways</i> |

DINVPLAN

Does management regularly give employees, or their representatives, any information about...

...internal investment plans?

- 1) Yes
- 2) No

DFINANCE

(Does management regularly give employees, or their representatives, any information about...)

...the financial position of the workplace?

- 1) Yes
- 2) No

{If part of larger organisation: ASINGLE=Multi (1) or SoleUK (3)}

DWHOLEFIN

(Does management regularly give employees, or their representatives, any information about...)

...the financial position of the whole organisation?

- 1) Yes
- 2) No

DSTAFFIN

(Does management regularly give employees, or their representatives, any information about...)

...staffing plans?

- 1) Yes
- 2) No

SECTION E REPRESENTATION AT WORK

EUNIONS

I now want to ask some questions about trade unions.

Computed variable:

IF ZUNIMEM>0 or ZUNIPC>0 or ZANYMEM=1

EANYEMP=Yes (1)

ELSE

EANYEMP=No (2)

END IF

EVIEWES

How would you describe management's general attitude towards trade union membership among employees at this workplace.

Is management ... (READ OUT) ... AND CODE ONE ONLY:

- 1) InFavour ... in favour of trade union membership
- 2) NotInFav ... not in favour of it
- 3) Neutral ... or neutral about it?

{If any union members: EANYEMP=Yes(1) }

EDEDUCT

Do you deduct trade union or staff association subscriptions from any employees' pay?

- 1) Yes
- 2) No

{If one or more union with members at the workplace: ZUNIONUM>=1}

[Text fill: if ZUNIONUM=1 / ZUNIONUM>1]

EINTRO2

Earlier, you said there [was one /were <ZUNIONUM>] trade union[s]/staff association[s] with members at this workplace.

{If one union with members at the workplace: ZUNIONUM=1}

ETOTRECI

Is this trade union/staff association recognised by management for negotiating pay and conditions for any sections of the workforce at this workplace?

INTERVIEWER: If agreements are negotiated with the union at a higher level in the organisation or by an employers association, but apply to union/staff association members here, count as recognised.

- 1) Yes
- 2) No

{If more than one union with members: ZUNIONUM>1}

ETOTREC2

How many of these trade unions/staff associations are **recognised** by management for negotiating pay and conditions for any sections of the workforce in this workplace?

INTERVIEWER: If agreements are negotiated with the union at a higher level in the organisation or by an employers association, but apply to union/staff association members here, count as recognised.

0..50

{If more than one trade union/staff association and none are recognised: (ZUNIONUM>1 AND ETOTREC2=0)}

ENONREC

What is the name of the trade union /staff association that has the most members at this workplace?

CODE ONE ONLY.

- 1) <ZUNIONA01>
- 2) <ZUNIONA02>
- 3) <ZUNIONA03>
- 4) <ZUNIONA04>
- 5) <ZUNIONA05>
- 6) ETC...

NO REFUSAL, NO DON'T KNOW

{If more than one trade union/staff association and at least one is recognised: ETOTREC2>0}

EUNIONREC

What is the name of the trade union/staff association that is recognised and has the most members at this workplace?

CODE ONE ONLY.

- 1) <ZUNIONA01>
- 2) <ZUNIONA02>
- 3) <ZUNIONA03>
- 4) <ZUNIONA04>
- 5) <ZUNIONA05>
- 6) ETC...

NO REFUSAL, NO DON'T KNOW

If ETOTREC1 = Yes (1), EUNIONREC is automatically set to the name of the sole recognised union with members at the workplace (i.e. the single union name recorded at ZUNIONA01 when ZUNIONUM=1).

If ETOTREC1 = No (2), ENONREC is automatically set to the name of the sole non-recognised union with members at this workplace (i.e. the single union name recorded at ZUNIONA01 when ZUNIONUM=1).

{If any union members: EANYEMP=Yes (1)}

EADDREC

Apart from the unions that have members at this workplace, are there any other trade unions or staff associations that are **recognised** by management for negotiating pay and conditions for any sections of the workforce here, even though they do not have members at this workplace?

INTERVIEWER: If agreements are negotiated with the union at a higher level in the organisation or by an employers' association, but apply to employees here, count as recognised.

1) Yes

2) No

{If at least one additional recognised union: EADDREC=Yes (1)}

EADDNUM

How many **other** unions or staff associations are recognised by management?

Range: 1..10

{If no union members: EANYEMP=No (2)}

EOTHREC

You said that none of the workforce at this workplace are members of trade unions. Nevertheless, are any trade unions or staff associations **recognised** by management for negotiating pay and conditions for any sections of the workforce here?

INTERVIEWER: If agreements are negotiated with the union at a higher level in the organisation or by an employers' association, but apply to employees here, count as recognised.

1) Yes

2) No

{If no union members but at least one recognised union: EOTHREC=Yes (1)}

EOTHNUM

How many separate unions or staff associations are recognised by management?

Range: 1..10

Computed variable:

ETOTREC=number of recognised unions with members at the workplace (from ETOTREC1 or ETOTREC2)

IF ZUNIONUM>=1 THEN

IF ETOTREC1=YES THEN

ETOTREC:=1

ELSEIF ETOTREC2>0 THEN

ETOTREC:=ETOTREC2

ELSEIF ETOTREC1=NO OR ETOTREC2=0 THEN

ETOTREC=0

ENDIF

END IF

{If more than one recognised union: ETOTREC+EADDNUM+EOTHNUM>1}

EJOINT

Does management negotiate **jointly** with the recognised unions, or are there separate negotiations?

INTERVIEWER: READ OUT OPTIONS

- 1) Jointly Jointly - **all** recognised unions negotiate over pay as one unit
- 2) SepEach **Each** recognised union negotiates independently over pay
- 3) SepGrp **At least** two recognised unions jointly negotiate over pay

Note: The interviewer note was added to a later version of the CAPI program on 09/05/11.

EREQUEST

So far as you know, since 2004, has there been any **request for recognition** from any union or group of workers at this workplace that has not been granted?

- 1) Yes
- 2) No

{If any recognised unions with members at the workplace (ETOTREC>0)}

ESTEWARD

I would now like to ask you a few questions about any union representatives that are present at this workplace.

Do the members of the [**ETOTREC**] recognised union[s] have any representatives or stewards here - apart from any concerned exclusively with Health and Safety?

- 1) Yes
- 2) No

{If recognised unions with members have reps at workplace ESTEWARD=Yes (1)}

ESTEWNUM

Approximately how many representatives or stewards are there?

INCLUDE SENIOR STEWARDS AND REPRESENTATIVES IN THIS TOTAL

Range:1..97

SOFT CHECK if ESTEWNUM>=30: "This seems high. Please check with the respondent and add note to clarify".

{If recognised unions with members have no reps on site, but workplace is part of a larger organisation in the UK: (ESTEWARDS=No (2) and ASINGLE=Multi (1))}

ESTEWEEXT

Does (the) [**EUNIONREC**] have any representatives or stewards from another workplace in this organisation who represent members here?

- 1) Yes
- 2) No

{If recognised unions with members have reps at workplace: ESTEWARD=Yes (1)}

ESTEWTIM

Are there any representatives or stewards of recognised unions who in practice spend all, or nearly all, of their working time on union affairs concerning this workplace?

- 1) Yes

2) No

{If non-recognised unions with members at the workplace (ETOTREC >0 and ETOTREC<ZUNIONUM) or (ETOTREC =0 AND ZUNIONUM>0)}

[Text Fill: If unions with members at the workplace that are recognised and other are not (ETOTREC >0 and ETOTREC<ZUNIONUM) /

If none of the unions with members at the workplace are recognised (ETOTREC =0 AND ZUNIONUM>0)]

EOTHUREP

[Apart from recognised unions, do the members of other unions here have any representatives or stewards at this workplace - apart from any concerned exclusively with Health and Safety?' /

Do union members have any representatives or stewards here - apart from any concerned exclusively with Health and Safety?]

1) Yes

2) No

SOFT CHECK if there is a union at the workplace and no union representatives are reported (ZUNIONUM>0 AND (ESTEWARD <> YES and ESTEWEXT <> YES and EOTHUREP <> YES)): "There are union members at this workplace, but no union representatives have been reported. Please check responses to ESTEWARD, ESTEWEXT, and EOTHUREP in this section."

{If non-recognised unions with members at the workplace have reps at the workplace:

EOTHUREP=Yes (1)}

ENUMOTHU

Approximately how many of these representatives are there?

Range: 1..97

{If any reps of recognised or non-recognised unions on site: ESTEWARD=Yes (1) or

EOTHUREP= Yes (1)}

EULRNUM

Among all of the union representatives at this workplace, are there any who have specific responsibility for promoting training or learning among employees at this workplace? These are sometimes known as Union Learning Reps.

How many are there?

Range: 0..97

{If any reps of recognised or non-recognised unions on site and a JCC that discusses a range of issues: (ESTEWARD=Yes (1) or EOTHUREP= Yes (1)) and (DISSUES=Range (1) or Both (3))}

EUJCC

Do any of the union representatives at this workplace sit on the **[NAME OF COMMITTEE GIVEN AT DICOMM]**?

1) Yes

2) No

{If any on-site union reps sit on JCC: EUJCC=Yes (1)}

EUJCCNUM

How many of the union representatives at this workplace sit on the **[NAME OF COMMITTEE GIVEN AT DICOMM]**?

Range: 1..97

[Text Fill: If any union reps: (ESTEWARD=Yes (1) or EOTHUREP=Yes (1)) /

If no union reps: (ESTEWARD=No (2) and EOTHUREP=No (2))]

EOTHREPS

[Apart from the union representatives or stewards, and apart/ Apart] from health and safety matters, are there any employees here who act as representatives of other employees in dealings with management?

1) Yes

2) No

SOFT CHECK if (DISSUES = RANGE (2) OR BOTH (3)) AND EOTHREPS=NO: "INTERVIEWER: Query whether the respondent is sure. Earlier they mentioned that they had a consultative committee. Query whether there are any employee representatives on that committee who are not union representatives at this workplace. If there are any non-union representatives on the committee please change EOTHREPS to 'Yes'".

{If non-union representatives: EOTHREPS=Yes (1)}

ENUMREPS

In the next few questions, I will refer to these as 'non-union employee representatives'.

Approximately how many of these non-union employee representatives are there?

Range: 1..97

{If non-union representatives: EOTHREPS= Yes (1)}

EELECT

Are elections usually held among employees to appoint these non-union employee representatives?

1) Yes

2) No

{If no elections: EELECT=No (2)}

ESELECT^

Who selects these employee representatives?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

1) emps Employees

2) manage Managers

3) none No selection - e.g. volunteers

4) other Other answer (please specify **ESELOTH**)

{If non-union representatives and a JCC that discusses a range of issues: (EOTHREPS=Yes (1) and (DISSUES=Range (1) or Both (3)))}

ESITON

Do any of these non-union employee representatives sit on the **[NAME OF COMMITTEE GIVEN AT DICOMM]**?

1) Yes

2) No

{If any non-union reps sit on JCC: ESITON=Yes (1)}

ESITNUM

How many of the non-union representatives at this workplace sit on the **[NAME OF COMMITTEE GIVEN AT DICOMM]**?

Range: 1..97

SOFT CHECK if ESITNUM>ENUMREPS: "Are you sure? The number recorded here is greater than the total number of non-union representatives recorded earlier."

{If any reps: ESTEWARD = YES (1) OR EOTHUREP=YES (1) OR EOTHREPS = YES (1)}

[Text Fill: If union and non-union representatives at the workplace: ((ESTEWARD=Yes (1) or EOTHUREP=Yes (1)) and EOTHREPS=Yes (1)) /

If only union reps at the workplace: ((ESTEWARD=Yes (1) or EOTHUREP=Yes (1)) and EOTHREPS= No (2)) /

If only non-union reps at the workplace: ((ESTEWARD=No (2) and EOTHUREP=No (2)) and EOTHREPS= Yes (1))]

ERATING

SHOW CARD EI

I would now like to obtain **your** views, as a manager at this workplace, on the [union and non-union / union / non-union] representatives here. Please use the categories on this card.

{If any union representative at the workplace: ESTEWARD=Yes(1) or EOTHUREP= Yes(1)}

ETRUSA3*

SHOW CARD EI

Looking at this card would you agree or disagree that...

...**union** representatives here can be trusted to act with honesty and integrity in their dealings with management.

- | | |
|-------------|----------------------------|
| 1) StAgree | Strongly agree |
| 2) Agree | |
| 3) Neither | Neither agree nor disagree |
| 4) Disagree | |
| 5) StDisag | Strongly disagree |

{If any non-union reps: EOTHREPS=Yes (1)}

ETRUSB3*

SHOW CARD EI

(Looking at this card, would you agree or disagree that...)

...**non-union** representatives here can be trusted to act with honesty and integrity in their dealings with management:

- | | |
|-------------|----------------------------|
| 1) StAgree | Strongly agree |
| 2) Agree | |
| 3) Neither | Neither agree nor disagree |
| 4) Disagree | |
| 5) StDisag | Strongly disagree |

{If any unions: ZUNIONUM>0 or EOTHNU<>0}

[Text Fill: If some non-union reps: EOTHREPS=Yes (1)) / If no non-union reps: EOTHREPS=No (2)]

ElsIntI*

SHOW CARD E2

[Thinking first of the unions that represent employees at this workplace, for / For] each of these issues I'd like to know whether management normally negotiates, consults, informs, or does not involve unions at all over these matters.

INTERVIEWER: If any of these issues are dealt with at a higher level in the organisation or through an employers' association, please record what happens at that level.

{If any unions: ZUNIONUM>0 or EOTHNUM>0}

EPAYA*

SHOW CARD E2

Does management normally negotiate, consult, inform or not inform unions about...

Rates of pay

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs, | |
| 4) None | Not inform |

{If any unions: ZUNIONUM>0 or EOTHNUM>0}

EHOURSA*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform unions about...)

Hours of work

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If any unions: ZUNIONUM>0 or EOTHNUM>0}

EHOLA*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform unions about...)

Holiday entitlements

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If any unions: ZUNIONUM>0 or EOTHNUM>0}

EPENA*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform unions about...)

Pension entitlements

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If any unions: ZUNIONUM>0 or EOTHNUM>0}

ETRAINA*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform unions about...)

Training of employees

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If any unions: ZUNIONUM>0 or EOTHNUM>0}

EGRVDISA*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform unions about...)

Grievance and disciplinary procedures

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If any unions: ZUNIONUM>0 or EOTHNUM>0}

EHEALTHA*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform unions about...)

Health and safety

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If non-union representatives: EOTHREPS=Yes (1)}

[Text Fill: If any non-union reps and some union reps (EOTHREPS=Yes (1) and (ESTEWARD=Yes (1) or EOTHUREP=Yes (1))) /

If non-union reps and no union reps (EOTHREPS=Yes (1) and ESTEWARD=No (2) and EOTHUREP=No (2))]

ElssInt2*

[And now thinking of **non-union** employee representatives, again for / For] each of these issues I'd like to know whether management normally negotiates, consults, informs, or does not involve **non-union** employee representatives at all over these matters.

{If non-union representatives: EOTHREPS=Yes (1)}

EPAYB*

SHOW CARD E2

Does management normally negotiate, consult, inform or not inform non-union employee representatives about...

Rates of pay

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If non-union representatives: EOTHREPS= Yes (1)}

EHOURSB*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform non-union employee representatives about...)

Hours of work

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If non-union representatives: EOTHREPS= Yes (1)}

EHOLB*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform non-union employee representatives about...)

Holiday entitlements

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If non-union representatives: EOTHREPS= Yes (1)}

EPENB*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform non-union employee representatives about...)

Pension entitlements

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If non-union representatives: EOTHREPS= Yes (1)}

ETRAINB*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform non-union employee representatives about...)

Training of employees

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If non-union representatives: EOTHREPS= Yes (1)}

EGRVDISB*

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform non-union employee representatives about...)

Grievance and disciplinary procedures

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

{If non-union representatives: EOTHREPS=Yes (1)}

EHEALTHB *

SHOW CARD E2

(Does management normally negotiate, consult, inform or not inform non-union employee representatives about...)

Health and safety

- | | |
|-------------|------------|
| 1) Negotiat | Negotiates |
| 2) Consults | |
| 3) Informs | |
| 4) None | Not inform |

SECTION F PAYMENT SYSTEMS AND PAY DETERMINATION

FSAMPAY

I would now like to ask you about payment systems and pay determination at this workplace.

Do **all** full-time [**LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP**] receive the same amount of pay?

- 1) Yes
- 2) No

FPERF*^

SHOW CARD FI

Do any of the employees in this workplace get paid by results or receive merit pay?

INTERVIEWER: On this card is an explanation of what we mean by payment by results and merit pay.

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- 1) pbr Payment by results
- 2) merit Merit Pay
- 3) neither Neither

Card reads:

1. Payment by results

'Payment by results' includes any method of payment where the pay is determined by the amount done or its value, rather than just the number of hours worked. It includes commission, and bonuses that are determined by individual, workplace or organisation productivity or performance. It does not include profit-related pay schemes.

2. Merit pay

'Merit pay' is related to a subjective assessment of individual performance by a supervisor or manager.

{If payment by results or merit pay: FPERF = pbr (1) OR merit (2)}

[Text Fill: If payment by results or merit pay: FPERF= pbr (1) OR merit (2) /

If both payment by results and merit pay: FPERF=pbr (1) AND merit (2)]

FPERMNM^

Which groups of employees are paid [in this way / in either of these ways]?

INTERVIEWER: READ OUT

CODE ALL THAT APPLY.

- 1) MANAGER Managers and senior officials
- 2) NONMAN Employees in non-managerial occupations

SOFT CHECK if occupational group(s) chosen is empty: "YOU HAVE CHOSEN A CATEGORY WITH NO EMPLOYEES, PLEASE RECHECK."

{If performance-related pay and any non-managerial occupations eligible: PERWHO=NonMan (2)}

[Text Fill: If payment by results or merit pay, but not both: FPERF= pbr (1) OR merit (2) / If payment by results and merit pay: FPERF=pbr (1) AND merit (2)]

FPERNON*

SHOW CARD F2

What proportion of **non-managerial** employees at this workplace are paid [in this way / in either of these ways]?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question.

- | | |
|------------|----------------------|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%) |
| 7) None | None (0%) |
| 97) Number | |

{If giving exact number: FPERNON=Number (97)}

[Text Fill: If payment by results or merit pay, but not both: FPERF= pbr (1) OR merit (2) / If payment by results and merit pay: FPERF=pbr (1) AND merit (2)]

FPERNONT

(How many **non-managerial** employees at this workplace are paid [in this way / in either of these ways])?

ENTER NUMBER

Range: 1..999997

SOFT CHECK if FPERNONT>ZALLEMPS: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

{If FPERF = pbr (1)}

[Text Fill: If payment by results and merit pay: FPERF=pbr (1) and merit (2) /

If payment by results only: FPERF=pbr (1)]

FMEASURE*^

SHOW CARD F3

[Thinking just about payment by results, what / What] measures of performance are used to determine the amount that employees receive?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 1) INDPERF | Individual performance/output |
| 2) TEAMPERF | Group or team performance/output |
| 3) WORKMEAS | Workplace-based measures |
| 4) ORGMEAS | Organisation-based measures |
| 5) OTHER | Other measures (please specify FMEASOTH) |

FPROF

Do **any** employees at this workplace receive profit-related payments or profit-related bonuses?

- 1) Yes
- 2) No

{If profit-related pay and part of a larger organisation: FPROF=Yes (1) and (ASINGLE=Multi (1) or SoleUK(3))}

FLEVEL

For what part of your organisation is the amount of profit-related pay calculated?

- | | |
|-------------|--|
| 1) Workpla | Workplace |
| 2) Division | Division/Subsidiary company |
| 3) Wholeorg | Organisation as a whole |
| 4) Other | Some other answer (please specify FLEVELO) |

{If profit-related pay: FPROF=Yes (1)}

FPRPMNM^

Which groups of employees are participating in the profit-related pay scheme?

INTERVIEWER: READ OUT

CODE ALL THAT APPLY.

- | | |
|------------|---|
| 1) Manager | Managers and senior officials |
| 2) Nonman | Employees in non-managerial occupations |

SOFT CHECK if occupational group(s) chosen is empty: "YOU HAVE CHOSEN A CATEGORY WITH NO EMPLOYEES, PLEASE RECHECK."

{If profit-related pay and non-managerial occupations participating: FPRPOCC=NonMan (2)}

FNONMAN*

SHOW CARD F4

What proportion of non-managerial employees at this workplace have received profit-related pay in the past 12 months?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question

- | | |
|------------|----------------------|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%) |
| 7) None | None (0%) |
| 97) Number | |

{If giving exact number: FNONMAN = Number (97)}

FNONMANT

(How many non-managerial employees at this workplace have received profit-related pay in the past 12 months?)

ENTER NUMBER

Range: 1..999997

SOFT CHECK if FNONMANT > ZALLEMPS: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

{If trading sector: ASTATUS= PubC (1) – Gov (8)}

FSHARE*^

SHOW CARD F5

Does this company operate any of the employee share schemes listed on this card for any of the employees at this workplace?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|----------|--|
| 1) sip | Share Incentive Plan (SIP) |
| 2) saye | Save As You Earn (SAYE or Sharesave) |
| 3) emi | Enterprise Management Incentives (EMI) |
| 4) csop | Company Share Option Plan (CSOP) |
| 5) other | Other employee share scheme |
| 6) none | None of these |

Card reads:

1. **Share Incentive Plan (SIP)** – a tax and NIC advantaged plan where employees can purchase shares and companies can give employees free shares or matching shares.
2. **Save As You Earn (SAYE or Sharesave) share options scheme** – tax advantaged scheme where employees save to purchase their employer's shares.
3. **Enterprise Management Incentives (EMI)** – where smaller companies can grant up to a total of £3 million of tax and NIC advantaged share options to their employees.
4. **Company Share Option Plan (CSOP)** – where companies can grant each of their employees up to £30,000 of tax and NIC advantaged share options.
5. **Other employee share scheme**

{If employee share-ownership scheme: FSHARE=sip (1) –other (5)}

FSOSNMN^

Which groups of employees are eligible for the employee share ownership scheme(s)?

INTERVIEWER: READ OUT

CODE ALL THAT APPLY.

- | | |
|------------|---|
| 1) MANAGER | Managers and senior officials |
| 2) NONMAN | Employees in non-managerial occupations |

SOFT CHECK if occupational group(s) chosen is empty: "YOU HAVE CHOSEN A CATEGORY WITH NO EMPLOYEES, PLEASE RECHECK."

{If employee share-ownership scheme and any non-managerial occupations eligible:

FOCCGR= NonMan (2)}

FSHARWHO*

SHOW CARD F6

What proportion of **non-managerial** employees at this workplace are **eligible** for the employee share ownership scheme(s)?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question

- 1) All All (100%)
- 2) Almost Almost all (80-99%)
- 3) Most Most (60-79%)
- 4) Half Around half (40-59%)
- 5) Some Some (20-39%)
- 6) Few Just a few (1-19%)
- 7) None None (0%)
- 97) Number

{If giving exact number: FSHARWHO=Number (97)}

FSHARWHT

(How many **non-managerial** employees at this workplace are **eligible** for the employee share ownership scheme(s)?)

ENTER NUMBER

Range: 1..999997

SOFT CHECK if FSHARWHT>ZALLEMPS: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

FJOBEVAL

Are there any formal job evaluation schemes here? These are schemes for comparing systematically the relative value of different jobs in order to settle their relative rates of pay.

- 1) Yes
- 2) No

{If job evaluation scheme: JOBEVAL=Yes (1)}

FJOBCRIT*

SHOW CARD F7

Thinking of the scheme that covers the largest number of employees at this workplace, is that based on a points-rating system or is it based on some other method?

This card explains what we mean by a points rating system. :

- 1) points Points rating system
- 2) other Some other method

Card reads:

Points rating - each job is broken down into factors and points are awarded for each factor. The total score decides the job's place in the hierarchy.

{If any job evaluation scheme: FJOBEVAL= Yes (1)}

FJOBPROP*

SHOW CARD F8

What proportion of the employees at this workplace are currently filling jobs covered by the (largest) scheme?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question.

- | | |
|------------|----------------------|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%) |
| 7) None | None (0%) |
| 97) Number | |

{If giving exact number: FJOBPROP=Number (97)}

FJOBPROT

How many employees at this workplace are currently filling jobs covered by the (largest) scheme?

ENTER NUMBER

Range: 1..999997

SOFT CHECK: if FJOBPROT>ZALLEMPs: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

FREVIEW

How frequently is basic pay for **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]** at this workplace reviewed or negotiated?

INTERVIEWER: If respondent says pay is not set at this workplace (e.g. pay is set at the head office or national level) ask them how frequently pay is reviewed or negotiated at this other site.

- | | |
|-----------|-----------------------|
| 1) more | More than once a year |
| 2) annual | Annually |
| 3) less | Less than once a year |

Note: The question stem was slightly altered ('at this workplace' no longer comes at the end of the stem) and the interviewer note added to a later version of the CAPI program on 09/05/11.

FUPDOWN

At the last review or settlement, was basic pay for **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]** increased, decreased or did it see no change? :

- | | |
|----------------|--|
| 1) increase | Increased |
| 2) decrease | Decreased |
| 3) No change | No change |
| 9) spontaneous | SPONTANEOUS ONLY- Pay is reviewed on an individual basis |

{If change in pay: FUPDOWN = Increase (1) OR Decrease (2)}
[Text Fill: FUPDOWN=increase (1) / FUPDOWN=decrease (2)]

FREVAMT

In percentage terms, what was the amount of the last pay [increase / decrease]?

ENTER: 0.00..100.00

{If no pay increase and union recognition: (FUPDOWN= Decrease (2) or Noch (3)) and
(ETOTREC+EADDDNUM+EOTHNUM)>0}

FPAYCUT

Was the decision to have no pay rise agreed by recognised unions here?

- 1) Yes
- 2) No

{If pay increase: FUPDOWN=Increase (1)}

FAWARDM

Was this increase higher, about the same, or lower than the average increase for...

...managers at this workplace?

- 1) HIGHER Higher
- 2) SAME Same
- 3) LOWER Lower

{If pay increase: FUPDOWN=Increase (1)}

FAWARDNM

(Was this increase higher, about the same, or lower than the average increase for...)

...all other non-managerial employees?

- 1) HIGHER Higher
- 2) SAME Same
- 3) LOWER Lower

FSET*^

SHOW CARD F9

Looking at this card, which of the factors listed influenced the size of the pay settlement or review for **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]**?

INTERVIEWER: IF RESPONDENT SAYS PAY IS SET AT THE NATIONAL LEVEL, ASK WHICH FACTORS INFLUENCED THE NATIONAL LEVEL DECISION.
CODE ALL THAT APPLY.

- 1) costliv Changes in the cost of living
- 2) recret Your ability to recruit or retain employees
- 3) finperf The financial performance of the organisation or workplace
- 4) product Productivity levels within the organisation or workplace
- 5) indact Industrial action threatened or taken
- 6) NMW National Minimum Wage (NMW)
- 7) other Other factors (specify - **FSETTLEOTH**)
- 8) none None of these

{If pay review had taken place and workplace part of a larger organisation: (FUPDOWN=Increase (1), Decrease (2) or NoCh (3)) and (ASINGLE=Multi (1) or SoleUK (3))}

FWHEREX

Was the decision over the size of the settlement for **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]** made at this workplace, at a higher level in the organisation or elsewhere?

- 1) workpla Workplace
- 2) higher Higher level in this organisation (e.g. head office)
- 3) Nat National / Industry-level / multi-employer
- 4) PRB Independent Pay review Body
- 5) elsewhere Elsewhere (please specify **FWHEROTH**)

{If workplace part of a larger organisation and pay review decision made at workplace: FWHEREX=Workplace (1)}

FCONSULX

Before arriving at a decision, was management at a higher level in the organisation consulted about the size of the settlement?

- 1) Yes
- 2) No

{If pay review had taken place and single independent workplace: FUPDOWN=Increase (1), Decrease (2), or NoCh (3) and ASINGLE= Single (2)}

FWHERE2X

Was the decision over the size of the settlement for **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]** made at this workplace or elsewhere? :

- 1) workpla Workplace
- 3) Nat National / Industry-level / multi-employer
- 4) PRB Independent Pay Review Body
- 5) elsewhere Elsewhere (please specify **FWHE2OTH**)

{(If trade unions or presence of non-union representatives: (ETOTREC+EADDNUM+EOTHNUM)>0 OR EOTHREPS=Yes (1))}

FCONS

Did management negotiate, consult, inform or not inform employee representatives about this pay settlement or award for **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]**?

INTERVIEWER: INCLUDE FULL TIME OFFICIALS

INTERVIEWER: If respondent says management does not review pay at this workplace, ask them what happens at the other site.

- 1) Consult Consult
- 2) Negotiat Negotiate
- 3) Inform
- 4) NotIn Not inform

Note: The second interviewer note was added to a later version of the CAPI program on 09/05/11.

FSOCINTRO

I now want to ask, for each occupational group here, how pay is determined.

{If any managers or senior officials: ZMNG_TOT>0}

FSOCI*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for

Managers and senior officials?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly.

- | | | |
|----|----------|---|
| 1) | NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) | ORGANIS | Collective bargaining at an organisation level |
| 3) | WORKPLA | Collective bargaining at this workplace |
| 4) | MANAWORK | Set by management at a higher level in this organisation |
| 5) | MANAHIGH | Set by management at this workplace |
| 6) | INDIVID | Negotiation with individual employees |
| 7) | PAYREV | Independent Pay Review Body |
| 8) | OTHER | Some other way (please specify FSOCIOTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS=PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

{If any professional employees: ZPRO_TOT>0}

FSOC2*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for

Professional employees?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly.

- | | | |
|----|----------|---|
| 1) | NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) | ORGANIS | Collective bargaining at an organisation level |
| 3) | WORKPLA | Collective bargaining at this workplace |
| 4) | MANAWORK | Set by management at a higher level in this organisation |
| 5) | MANAHIGH | Set by management at this workplace |
| 6) | INDIVID | Negotiation with individual employees |
| 7) | PAYREV | Independent Pay Review Body |
| 8) | OTHER | Some other way (please specify FSOC2OTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS= PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

{If any associate professional and technical employees: ZTEC_TOT>0}

FSOC3*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for

Associate professional and technical employees?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly.

- | | |
|-------------|---|
| 1) NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) ORGANIS | Collective bargaining at an organisation level |
| 3) WORKPLA | Collective bargaining at this workplace |
| 4) MANAWORK | Set by management at a higher level in this organisation |
| 5) MANAHIGH | Set by management at this workplace |
| 6) INDIVID | Negotiation with individual employees |
| 7) PAYREV | Independent Pay Review Body |
| 8) OTHER | Some other way (please specify FSOC3OTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS= PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

{If any administrative and secretarial employees: ZADM_TOT>0}

FSOC4*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for

Administrative and secretarial employees?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly.

- | | |
|-------------|---|
| 1) NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) ORGANIS | Collective bargaining at an organisation level |
| 3) WORKPLA | Collective bargaining at this workplace |
| 4) MANAWORK | Set by management at a higher level in this organisation |
| 5) MANAHIGH | Set by management at this workplace |
| 6) INDIVID | Negotiation with individual employees |
| 7) PAYREV | Independent Pay Review Body |
| 8) OTHER | Some other way (please specify FSOC4OTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS= PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

{If any skilled trade employees: ZSKL_TOT>0}

FSOC5*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for

Skilled trade employees?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly.

- | | | |
|----|----------|---|
| 1) | NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) | ORGANIS | Collective bargaining at an organisation level |
| 3) | WORKPLA | Collective bargaining at this workplace |
| 4) | MANAWORK | Set by management at a higher level in this organisation |
| 5) | MANAHIGH | Set by management at this workplace |
| 6) | INDIVID | Negotiation with individual employees |
| 7) | PAYREV | Independent Pay Review Body |
| 8) | OTHER | Some other way (please specify FSOC5OTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS= PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

{If any caring, leisure and other personal service employees: ZPER_TOT>0}

FSOC6*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for

Caring, leisure and other personal service employees?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly.

- | | | |
|----|----------|---|
| 1) | NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) | ORGANIS | Collective bargaining at an organisation level |
| 3) | WORKPLA | Collective bargaining at this workplace |
| 4) | MANAWORK | Set by management at a higher level in this organisation |
| 5) | MANAHIGH | Set by management at this workplace |
| 6) | INDIVID | Negotiation with individual employees |
| 7) | PAYREV | Independent Pay Review Body |
| 8) | OTHER | Some other way (please specify FSOC6OTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS= PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

{If any sales and customer service employees: ZSAL_TOT>0}

FSOC7*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for

Sales and customer service employees?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly.

- | | | |
|----|----------|---|
| 1) | NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) | ORGANIS | Collective bargaining at an organisation level |
| 3) | WORKPLA | Collective bargaining at this workplace |
| 4) | MANAWORK | Set by management at a higher level in this organisation |
| 5) | MANAHIGH | Set by management at this workplace |
| 6) | INDIVID | Negotiation with individual employees |
| 7) | PAYREV | Independent Pay Review Body |
| 8) | OTHER | Some other way (please specify FSOC7OTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS= PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

{If any process, plant and machine operatives and drivers: ZOPE_TOT>0}

FSOC8*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for

Process, plant and machine operatives and drivers?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly.

- | | | |
|----|----------|---|
| 1) | NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) | ORGANIS | Collective bargaining at an organisation level |
| 3) | WORKPLA | Collective bargaining at this workplace |
| 4) | MANAWORK | Set by management at a higher level in this organisation |
| 5) | MANAHIGH | Set by management at this workplace |
| 6) | INDIVID | Negotiation with individual employees |
| 7) | PAYREV | Independent Pay Review Body |
| 8) | OTHER | Some other way (please specify FSOC8OTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS= PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

{If any routine employees: ZROU_TOT>0}

FSOC9*

SHOW CARD F10

Which of the following statements most closely characterises the way that pay is set for **employees in routine occupations**?

INTERVIEWER: If respondent says 'National Minimum Wage' please ask 'Who decides to set employees' pay at the NMW (e.g. managers at this workplace) and code accordingly :

- | | |
|-------------|---|
| 1) NATIONAL | Collective bargaining for more than one employer (e.g. industry-wide agreement) |
| 2) ORGANIS | Collective bargaining at an organisation level |
| 3) WORKPLA | Collective bargaining at this workplace |
| 4) MANAWORK | Set by management at a higher level in this organisation |
| 5) MANAHIGH | Set by management at this workplace |
| 6) INDIVID | Negotiation with individual employees |
| 7) PAYREV | Independent Pay Review Body |
| 8) OTHER | Some other way (please specify FSOC9OTH) |

SOFT CHECK if code 7 chosen by private sector workplace (ASTATUS= PubC (1)-Coop (7)): "Are you sure? This code should only apply to workplaces in the public sector. If the check is suppressed, please enter a note explaining why."

FCOVER*

SHOW CARD F11

So, can I just check, what proportion of **ALL** employees here have their pay set through negotiations with trade unions, either at this workplace or at a higher level?

INTERVIEWER: If respondent gives an answer as an exact number you can code "97" here and record the number at the next question.

- | | |
|------------|----------------------|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%) |
| 7) None | None (0%) |
| 97) Number | |

{If giving exact number: FCOVER=Number (97)}

FCOVERT

(How many employees here have their pay set through negotiations with trade unions, either at this workplace or at a higher level?)

ENTER NUMBER

Range: 1..999997

SOFT CHECK if FCOVERT>ZALLEMP5: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

FRISE*^**SHOW CARD F12**

Thinking now of individuals in the **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]** group, how can they bring about an increase in their pay if they **remain in the same job?**

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) YRSSVC | Years of service |
| 2) QUAL | Acquiring an academic or vocational qualification |
| 3) SKILLS | Acquiring job-related skills |
| 4) ADTASK | Taking on additional tasks |
| 5) SUPVIS | Taking on supervisory responsibilities |
| 6) BEYOND | Performing beyond normal expectations |
| 7) HOURS | Increase their basic contractual hours |
| 8) OVERTIME | Work more overtime |
| 9) SHIFTPRE | Work shifts or unsociable hours |
| 10) ATTEND | Good attendance |
| 11) Other | Some other factor (please specify – FFACTOTH) |
| 12) None | <i>There are no opportunities to increase pay in the same job</i> |

FINTRO2

I would now like to discuss a number of aspects of employment contracts as they operate in your workplace. By employment contracts I mean everything to do with the terms and conditions of employment.

FCIDENT

Some organisations have standardised employment contracts that offer the same non-pay terms and conditions to groups of employees. Do all **[LOGIDX: TITLE OF LARGEST OCCUPATIONAL GROUP]** have standard employment contracts?

- 1) Yes
- 2) no

FOTHTITL*^**SHOW CARD F13**

Looking at this card, are **[TITLE OF LARGEST OCCUPATIONAL GROUP]** entitled to any of these non-pay terms and conditions?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|---|
| 1) PENSION | Employer contributions to a pension scheme |
| 2) CAR | Company vehicle or vehicle allowance |
| 3) HEALTH | Private health insurance |
| 4) LEAVE | More than 28 days of paid annual leave (including public holidays) |
| 5) SICK | Sick pay in excess of statutory requirements |
| 6) NONE | <i>None of these</i> |

FENTITLE^**

SHOW CARD F13

And, what about managers at this workplace, are they entitled to any of these non-pay terms and conditions?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|---|
| 1) PENSION | Employer contributions to a pension scheme |
| 2) CAR | Company vehicle or vehicle allowance |
| 3) HEALTH | Private health insurance |
| 4) LEAVE | More than 28 days of paid annual leave (including public holidays) |
| 5) SICK | Sick pay in excess of statutory requirements |
| 6) NONE | None of these |

FAPPINT

I would now like to ask you about performance appraisals.

FSOCINX^

In which of the following groups are there employees who have their performance formally appraised?

INTERVIEWER: READ OUT

CODE ALL THAT APPLY.

- | | |
|------------|---|
| 1) MANAGER | Managers and senior officials |
| 2) NONMAN | Employees in non managerial occupations |
| 3) NONE | None of these |

SOFT CHECK if occupational group(s) chosen are empty: "YOU HAVE CHOSEN A CATEGORY WITH NO EMPLOYEES, PLEASE CHECK."

{If any non-managerial employees with performance appraisal: FSOCINX=NonMan (2)}

FMEASPR*

SHOW CARD F14

What proportion of **non-managerial** employees at this workplace have their performance formally appraised?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number of the next question

- | | |
|------------|----------------------|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%) |
| 97) Number | |

{If giving exact number: FMEASPR=Number (97)}

FMEASPR

How many **non-managerial** employees here have their performance formally appraised?

ENTER NUMBER

Range: 1..999997

SOFT CHECK if FMEASPRT>ZALLEMPS: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

{If any non-managerial employees with performance appraisal: FSOCINX=NonMan (2)}

FAPPTRN

Does the performance appraisal result in an evaluation of employees' training needs?

- 1) Yes
- 2) No

{If any non-managerial employees with performance appraisal: FSOCINX=NonMan (2)}

FAPPPAY

Is individual employees' pay linked to the outcome of the performance appraisal?

- 1) Yes
- 2) No

SECTION G COLLECTIVE DISPUTES AND PROCEDURES

GPROCIS*^

SHOW CARD G1

I would now like to ask you some questions about **collective or group disputes** which might arise at this workplace.

Are there any formal procedures for dealing with **collective** disputes, as shown on this card, that might be raised by any **group** of non-managerial employees?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|--|
| 0) None | Do not have collective dispute procedures |
| 1) Pay | Pay and conditions |
| 2) Redund | Redundancy |
| 3) Org | Organisation of work |
| 4) Health | Health and Safety |
| 5) Other | Some other issue (please specify GISSUOTH) |

{If collective disputes procedure covers pay and conditions: GPROCIS=Pay (1)}

GREFERAL

In collective disputes over pay, if there is a failure to agree at the workplace, is there a provision for the issue to be referred to a body or person outside the workplace?

- 1) Yes
- 2) No

{If referral provision: GREFERAL=Yes (1)}

GPROHIBIT

Does the disputes procedure prohibit industrial action **before** the issue is referred outside the workplace?

- 1) Yes
- 2) No

{If referral provision: GREFERAL=Yes (1)}

GBODY*^

SHOW CARD G2

To which outside body are issues raised under the disputes procedure referred?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|--|
| 1) AcasC | Acas Conciliation |
| 2) AcasA | Acas Arbitration |
| 3) Indep | Independent arbitrator |
| 4) Mediate | Independent mediator |
| 5) Manage | Management at a higher level in the organisation |
| 6) Union | Union officials/National officer of union |
| 7) Employ | Employers' Association |
| 8) Other | Other (please specify GBODYOTH) |

GDISPUTE

In the last 12 months, has there been a collective dispute with any group of workers over pay or conditions?

- 1) Yes
- 2) No

{If pay disputes procedure and dispute in last 12 months: (GPROCIS=Pay (1) and GDISPUTE=Yes (1))}

GUSED

On the last occasion, was the disputes procedure used to resolve the dispute?

- 1) Yes
- 2) No

GACT*^

SHOW CARD G3

Which, if **any**, of the forms of industrial action on this card have taken place at this workplace during the last 12 months?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|--------------|--|
| 1) Strikeld | Strikes of less than a day |
| 2) StrikesIm | Strikes of a day or more |
| 3) Ban | Overtime ban or restriction by employees |
| 4) ToRule | Work to rule |
| 5) Other | Other industrial action (for example, go slow, sit in) |
| 6) None | None of these |

{If any strikes of less than one day: GACT=StrikeId (1)}

GACTYR01

On how many occasions in the last 12 months have strikes of less than one day taken place?

Range: 1..97

{If any strikes of a day but less than a week: GACT=StrikesIm (2)}

GACTYR23

On how many occasions in the last 12 months have strikes of more than a day taken place?

Range: 1..97

{If any overtime ban or restriction: GACT=Ban (3)}

GACTYR04

On how many occasions in the last 12 months has an overtime ban or restriction by employees taken place?

Range: 1..97

{If any work to rule: GACT=ToRule (4)}

GACTYR05

On how many occasions in the last 12 months has a work to rule taken place?

Range: 1..97

{If any other industrial action: GACT=Other (5)}

GACTYROTH

On how many occasions in the last 12 months has any other industrial action taken place (for example, go slow, sit in)?

Range: 1..97

GTHREAT*^

SHOW CARD G4

In the last 12 months, have any employees here **threatened** to take any of the forms of industrial action listed on this card?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 1) Strike, | |
| 2) Overtime | Overtime ban or restriction by employees |
| 3) Rule | Work to rule |
| 4) Other | Other industrial action (for example, go slow, sit in) |
| 5) None | None of these |

GBALLOT

In the last 12 months, have any unions here balloted their members to establish the level of support for industrial action?

- 1) Yes
- 2) No

{If ballot: GBALLOT=Yes (1)}

GVOTED

In the last ballot that was held, approximately what percentage of eligible employees voted?

Range: 1..100

{If ballot: GBALLOT=Yes (1)}

GFAVOURX

And did this ballot result in a majority in favour of industrial action?

- 1) Yes
- 2) No

GDISRUPT

In the last 12 months, has this workplace suffered significant disruption as a result of industrial action in another organisation?

- 1) Yes
- 2) No

SECTION H GRIEVANCE AND DISCIPLINARY PROCEDURES

HPROCEDU

And now I want to ask you about dealing with **individual** grievances and disciplinary matters at this workplace.

Is there a formal procedure for dealing with individual grievances raised by any employee at this workplace?

- 1) Yes
- 2) No

{If no grievance procedure: HPROCEDU=No (2)}

HRESOLX*^

SHOW CARD HI

If an employee has a grievance at work, how do they resolve it?

PROBE: Any others? UNTIL 'None'.

CODE ALL THAT APPLY.

INTERVIEWER: A trade union representative should not be coded as impartial third party.

- 0) None No grievances raised
- 1) Discuss Through discussions with managers
- 2) Hrman Through discussion with specialist human resources/personnel managers
- 3) Resp Through discussion with the parties concerned
- 4) Union Discussions between union/employee representatives and managers
- 5) Mediate Through mediation by an impartial third party
- 6) Elsew Passed up/referred up the management chain (e.g. to Head Office)
- 7) Other Some other way (please specify **HRESOTH**)

HGRVWRTE

In raising grievances, are employees required to set out in writing the nature of the grievance?

INTERVIEWER: If 'YES', PROMPT: 'Is that always or just some of the time?'

- 1) allway Yes, always
- 2) some Yes, sometimes - depends on the issue
- 3) No

HGRVMTG

Are employees asked to attend a formal meeting with a manager to discuss the nature of their grievance?

INTERVIEWER: If 'YES', PROMPT: 'Is that always or just some of the time?'

- 1) allway Yes, always
- 2) some Yes, sometimes - depends on the issue
- 3) No

{If employees are invited to a meeting or hearing: HGRVMTG= allway (1) or some (2)}

HACCOMP*^

SHOW CARD H2

Which of the following are allowed to accompany an employee at a grievance meeting?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) Friend | Friend or family member |
| 2) Union | Trade union representative/shop steward |
| 3) FTunioff | Full-time union official |
| 4) Empee | Other employee representative |
| 5) Colleagu | A work colleague |
| 6) Manager | Supervisor/ line manager/ foreman |
| 7) Lawyer | Solicitor or other legal representative |
| 8) SomeElse | Someone else |
| 9) ANY | Anyone they choose |
| 10) No | No accompaniment allowed |

[Text Fill: If grievance procedure: HPROCEDU=Yes (1) / If no grievance procedure:

HPROCEDU=No (2)]

HGRVAPL

[Do employees have a right to appeal against a decision made under the procedure? / In raising grievances, are employees able to appeal against the decision?]

- 1) Yes
- 2) No

{If grievance procedure: HPROCEDU=Yes (1)}

HGPROMED

Is provision for mediation by an impartial third party included in this procedure?

- 1) Yes
- 2) No

{If grievance procedure: HPROCEDU=Yes (1)}

HRAISEDX

In the last 12 months how many employees formally raised any matters through the individual grievances procedure?

INTERVIEWER: Enter exact figure or 'DON'T KNOW' to record a percentage as an estimate at the next question.

0.... 9997

{If HRAISEDX = Don't know}

HRAISEDP

Approximately what proportion of the total number of employees at this workplace ([ZALLEMP]) raised a grievance through the procedure?

0..100

HTYPEX*^**SHOW CARD H3**

Which types of grievances, if any, have been raised in the past year whether through a procedure or not?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 0) None | <i>No grievances raised</i> |
| 1) Pay | Pay, terms and conditions |
| 2) Promo | Promotion, job grading and career development |
| 3) H&S | Physical working conditions, health and safety |
| 4) Worktime | Working time |
| 5) Discrim | Discrimination |
| 6) Unfair | Unfair treatment, relations with line managers or supervisors (i.e. unfair treatment, victimisation) |
| 7) Harass | Bullying at work and harassment (including from colleagues, managers, sex, race) |
| 8) Redun | Selection for redundancy |
| 9) Other | Some other grievance (please specify HTYPEOTH) |

HOTHPRO

Is there a formal procedure for dealing with discipline and dismissals - other than redundancies?

- 1) Yes
- 2) No

HOTHWRT

Is the employer required to set out in writing to the employee the reason for taking disciplinary action?

INTERVIEWER: If 'YES' PROMPT: Is that always or just some of the time? :

- | | |
|-----------|---------------------------------------|
| 1) allway | Yes, always |
| 2) some | Yes, sometimes - depends on the issue |
| 3) No | |

HOTHMTG

Are employees asked to attend a formal meeting with a manager to discuss the reason for taking disciplinary action?

INTERVIEWER: If 'YES' PROMPT: Is that always or just some of the time? :

- | | |
|-----------|---------------------------------------|
| 1) allway | Yes, always |
| 2) some | Yes, sometimes - depends on the issue |
| 3) No | |

{If employees are invited to a disciplinary meeting or hearing: HOTHMTG= allway (1) or some (2)}

HOTHACCM*^

SHOW CARD H2

In any disciplinary meeting or hearing, who is allowed to accompany an employee?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) Friend | Friend or family member |
| 2) Union | Trade union representative/shop steward |
| 3) FTunioff | Full-time union official |
| 4) Empee | Other employee representative |
| 5) Colleagu | A work colleague |
| 6) Manager | Supervisor/ line manager/ foreman |
| 7) Lawyer | Solicitor or other legal representative |
| 8) SomeElse | Someone else |
| 9) ANY | Anyone they choose |
| 10) No | No accompaniment allowed |

[Text Fill: If disciplinary procedure: HOTHPRO=Yes (1) / If no disciplinary procedure:

HOTHPRO=No (2)]

HAPPEAL

[Do employees have a right to appeal against a decision made under the procedure?/ In disciplining or dismissing an employee, are they able to appeal against the decision?]

- 1) Yes
- 2) No

{If disciplinary procedure: HOTHPRO =Yes (1)}

HDPROMED

Is provision for mediation by an impartial third party included in this procedure?

- 1) Yes
- 2) No

HSANCT*^

SHOW CARD H4

Now looking at show card H4. During the last 12 months, have any of the disciplinary sanctions on this card been applied to employees?

CODE ALL THAT APPLY.

- | | |
|-------------|--------------------------------|
| 1) horwarn | Formal verbal warning |
| 2) hwarning | Formal written warning |
| 3) hsuspend | Suspension with or without pay |
| 4) hdeduct | Deduction from pay |
| 5) hdismiss | Dismissal |
| 6) htransf | Internal transfer |
| 7) Other | |
| 8) None | |

{If any disciplinary sanctions applied in last 12 months: HSANCT < None (8)}

HSUSNUM

In the last 12 months, altogether how many employees have had any of these sanctions applied to them?

Range: 1..9997

Note: In version 1 of CAPI program, the routing was HSANCT<>horwarn (1) and <>None (8). This error was identified and corrected in the early stages of fieldwork on 17/02/11.

HARD CHECK if HSUSNUM>ZALLEMP5: "THE NUMBER GIVEN FOR THIS GROUP EXCEEDS THE TOTAL NUMBER OF EMPLOYEES."

{If any sanctions: HSANCT <None (8)}

HSUSTYX*^

SHOW CARD H5

What were the reasons for taking disciplinary action?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|--|
| 1) time | Poor timekeeping or unauthorised absence |
| 2) perf | Poor performance |
| 3) disob | Disobedience |
| 4) Misuse | Personal use of premises or equipment, theft or dishonesty |
| 5) safet | Health and safety breaches |
| 6) violen | Abusive or violent behaviour, bullying or harassment |
| 7) alcpro | Alcohol or drug use |
| 8) other | Other (please specify HSUSOTH) |

HMEDIATE

In the last 12 months, have you used mediation by an impartial third party to resolve an individual grievance or disciplinary matter?

PROBE IF YES: Was the mediation conducted by an external or internal third party?

- | | |
|--------------|---|
| 1) nomed | No, have not used mediation |
| 2) YesIntMed | Yes, mediation with an internal third party |
| 3) YesExtM | Yes, mediation with an external third party |
| 4) YesBothM | Yes, mediation with an external third party and an internal third party |

HCOMPLAI

During the last 12 months has an employee or ex-employee of this workplace made an application to an Employment Tribunal?

- | |
|--------|
| 1) Yes |
| 2) No |

{If tribunal application in last year: HCOMPLAI=Yes (1)}

HCOMNUM

How many applications have been made in the last 12 months?

Range: 1..9997

SECTION I FAIR TREATMENT AT WORK

IABLE

I would now like to ask you some questions about Equal Opportunities and diversity policies and practices at your workplace.

[Text Fill: if part of a larger organisation: ASINGLE=Multi (1) or SoleUK (3)]

IPOLICY

Does this workplace[, or the organisation of which it is a part,] have a formal written policy on equal opportunities or managing diversity?

- 1) Yes
- 2) No

{If equal opportunities policy: IPOLICY=Yes (1)}

IGROUNDS*^

SHOW CARD I1

Does the policy explicitly mention equality of treatment or discrimination on any of the grounds listed on this card?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 1) Sex | Sex/Gender |
| 2) ethnic, | Ethnic group |
| 3) Religion | Religion or belief |
| 4) Marital | Marital status |
| 5) Disabili | Disability |
| 6) Age | |
| 7) Orient | Sexual orientation |
| 8) Union | Trade Union membership |
| 9) Other | Other type of discrimination |
| 10) None | <i>Our policy does not specify particular groups</i> |

IPRINTRO

I am now going to ask about a number of different practices. Can you tell me whether any of them are done, or apply at this workplace?

IPRACTI*^

SHOW CARD I2

Firstly, do you monitor recruitment and selection by any of the characteristics on this card?

If YES: Which ones?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|----------------------|
| 1) gen | Gender |
| 2) ethnic | Ethnic background |
| 3) disab | Disability |
| 4) age | Age |
| 5) sexori | Sexual orientation |
| 6) relbel | Religion or belief |
| 7) none | <i>None of these</i> |

IPRACT2*^**SHOW CARD I2**

Do you review recruitment and selection procedures to identify indirect discrimination by any of these characteristics?

If YES: Which ones?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- 1) gen Gender
- 2) ethnic Ethnic background
- 3) disab Disability
- 4) age Age
- 5) sexori Sexual orientation
- 6) relbel Religion or belief
- 7) none *None of these*

IPRACT3*^**SHOW CARD I2**

Do you monitor promotions by any of these characteristics?

If YES: Which ones?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- 1) gen Gender
- 2) ethnic Ethnic background
- 3) disab Disability
- 4) age Age
- 5) sexori Sexual orientation
- 6) relbel Religion or belief
- 7) none *None of these*

IPRACT4*^**SHOW CARD I2**

Do you review promotion procedures to identify indirect discrimination by any of these characteristics?

If YES: Which ones?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- 1) gen Gender
- 2) ethnic Ethnic background
- 3) disab Disability
- 4) age Age
- 5) sexori Sexual orientation
- 6) relbel Religion or belief
- 7) none *None of these*

IPRACT5*^

SHOW CARD I2

Do you review relative pay rates by any of these characteristics?

If YES: Which ones?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|--------------------|
| 1) gen | Gender |
| 2) eth | Ethnic background |
| 3) disab | Disability |
| 4) age | Age |
| 5) sexori | Sexual orientation |
| 6) relbel | Religion or belief |
| 7) none | None of these |

IASSESS

Have you made a formal assessment of the extent to which this workplace is accessible to employees or job applicants with disabilities?

- 1) Yes
- 2) No

IFLEXIN

Now I'd like to ask you about the different types of flexible working, leave and childcare arrangements which some employers provide their employees to help them to balance their work and home lives.

IFLEXX*^

SHOW CARD I3

Looking at this card, do you have any of the following working time arrangements for **any** employees at this workplace?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|---|
| 1) home | Working at or from home in normal working hours |
| 2) flexi | Flexi time (where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month) |
| 3) jshare | Job sharing schemes (sharing a full-time job with another employee) |
| 4) ftopt | The ability to reduce working hours (e.g. switching from full-time to part-time employment) |
| 5) compr | Compressed hours (i.e. working standard hours across fewer days) |
| 6) shift | The ability to change set working hours (including changing shift pattern) |
| 7) term | Working only during school term times |
| 8) none | None of these |

HELP SCREEN

'Working at or from home' is where an employee works some of their contracted hours from home.

'Flexi-time' is when an employee has the freedom to choose when they start and finish their working day, within agreed limits e.g. to be on site between 10am and noon, or 2-4pm.

'Job sharing' is where a full time job is divided between two or more people and they mainly work at different times.

'Compressed hours' means working contracted hours over a reduced number of days (e.g. a 9-day fortnight).

{If reduced working hours: IFLEXX=fttopt (4)}

IPTELIGX*

SHOW CARD I4

In general, is the option of reducing their working hours only available to employees with the statutory right to request flexible working, other groups of employees or all employees?

INTERVIEWER: A definition of the statutory right is given on the card.

- | | |
|----------|---|
| 1) Stat | Employees with the statutory right |
| 2) Other | Groups of employees beyond those with the statutory right |
| 3) All | All employees |

Card reads:

Those with the statutory right to request flexible working are:

- parents of children 16 years and under or a disabled child aged under 18; or
- a carer of someone living at the same address or a family member.

- | |
|--|
| 1) Employees with the statutory right |
| 2) Groups of employees beyond those with the statutory right |
| 3) All employees |

{If flexi time: IFLEXX=flexi (2)}

IFLXELIX*

SHOW CARD I4

In general, is the option to work flexi-time only available to employees with the statutory right to request flexible working, other groups of employees or all employees?

INTERVIEWER: A definition of the statutory right is given on the card.

- | | |
|----------|---|
| 1) Stat | Employees with the statutory right |
| 2) Other | Groups of employees beyond those with the statutory right |
| 3) All | All employees |

Card reads:

Those with the statutory right to request flexible working are:

- parents of children 16 years and under or a disabled child aged under 18; or
- a carer of someone living at the same address or a family member.

- | |
|--|
| 1) Employees with the statutory right |
| 2) Groups of employees beyond those with the statutory right |
| 3) All employees |

{If working from home: IFLEXX=Home (1)}

IALLHOM*

SHOW CARD I5

What proportion of employees at this workplace, if any, spend **all** or **most** of their working hours working from home?

- | | |
|--------------|---------------------------------|
| 1) Half | Half or more (50%+) |
| 2) Morequart | A quarter up to a half (25-49%) |
| 3) Lessquart | Up to a quarter (10-24%) |
| 4) Small | A small proportion (5-9%) |
| 5) Hardly | Hardly any (less than 5%) |
| 6) None | None |

IFLEXCO*^

SHOW CARD I6

Looking at this list of practices, what are the constraints in providing flexible working arrangements for employees at this workplace?

PROBE: Any other reasons?

DO NOT READ OUT. CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) None | There are no constraints |
| 2) Nosize | Not feasible because of the size of the workplace |
| 3) Notcomp | Incompatible with nature of work/operating hours |
| 4) Pressure | Puts pressure on other employees and managers |
| 5) Cost | Cost |
| 6) Nodemand | No demand from employees |
| 7) Other | Some other reason (please specify ILESFLXOTH) |

ILVEINTR

Now I'd like you to think about leave arrangements which support employees with children and other dependants at this workplace.

{If any female employees: ZTOTWOM>0}

IMATPAY

SHOW CARD I7

Would female employees going on maternity leave from this workplace receive statutory maternity pay or would they be paid more than this?

INTERVIEWER: A description of statutory maternity pay is given on the card.

If additional to statutory maternity pay (SMP) for only part of the period, code 'additional pay'.

- | | |
|--------|-------------------------|
| 1) SMP | Statutory maternity pay |
| 2) AMP | Additional pay |

Card Reads:

Statutory Maternity Pay (SMP)

For the first 6 weeks SMP is 90 per cent of average gross weekly earnings with no upper limit and for the remaining 33 weeks SMP is the lower of either the standard rate of £124.88, or 90 per cent of average gross weekly earnings.

{If additional maternity pay: IMATPAY=AMP (2)}

IMATFULX

Is this additional pay at the employee's full rate of normal pay, at a reduced rate of pay or a combination of both throughout the period?

- 1) FULL full rate of pay
- 2) REDUCED reduced rate of pay
- 3) COMBO combination of full and reduced normal pay

{If any male employees: ZTOTMEN>0}

IPATPAY

SHOW CARD I8

Would any fathers taking paternity leave from this workplace receive statutory paternity pay or would they be paid more than this?

INTERVIEWER: A description of statutory paternity pay is given on the card.

If additional pay for only part of the period, code 'additional pay'.

- 1) statepay Statutory Paternity Pay
- 2) addpay Additional Pay
- 3) never Situation has not arisen/have never been asked

Card Reads:

Statutory Paternity Pay is £124.88 for 2 consecutive weeks.

{If additional paternity pay: IPATERN=ADDPAY (2)}

IPATFULX

Is this additional pay at the employee's full rate of normal pay, at a reduced rate of pay or a combination of both throughout the period?

- 1) full full rate of pay
- 2) reduced reduced rate of pay
- 3) combo combination of full and reduced normal pay

IFMOFF*^

SHOW CARD I9

If an employee needed to take time off at short notice to deal with an emergency involving a child or family member, how would they **usually** take this time off?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- 1) MakeUp Take time off but make it up later
- 2) Without As leave without pay
- 3) Sick As sick leave
- 4) Special As special paid leave
- 5) Annual As annual leave
- 6) Other Other (please specify **IEROTH**)
- 7) Never Never been asked
- 8) notall Not allowed

IFAMILX*^

SHOW CARD I10

Looking at this card, are any employees here entitled to any of the following?

PROBE: Any others? Until 'None'

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 1) Nursery | Workplace nursery or nursery linked with workplace |
| 2) Subsid | Financial help with child care (e.g. childcare vouchers, loans, repayable contributions to fees for childcare outside the workplace, subsidised places not located at the workplace) |
| 3) Older | Financial help with the care of older adults |
| 4) Leave | A specific period of leave for carers of older adults (in addition to time off for emergencies) |
| 5) Addpater | A specific period of paid parental leave (in addition to maternity or paternity leave, and time off for emergencies) |
| 6) None | <i>None of these</i> |

[Text Fill: If no joint consultative committees dealing with H&S matters: DJOINT=No (2) or (DJOINT=Yes (1) and DWHICH ≠ Health (10)) / If a joint consultative committee dealing with H&S matters: DJOINT=Yes (1) and DWHICH=Health (10)]

ICOMMTEE

Now I would like to ask you some questions about the health and safety arrangements at your workplace.

Earlier on in the interview, we discussed ways in which you consult with your workforce.

Can I just confirm that there [is a / is no] joint committee of managers and employees at this workplace which deals with health and safety matters?

- | | |
|--------|---------------------------|
| 0) No | No, there is no committee |
| 1) Yes | Yes, a joint committee |

{If ICOMMTEE = Yes (1)}

[Text Fill: Appears if there is a joint committee that deals with health and safety, and workplace has JCCs: ICOMMTEE=Yes (1) and D I COMM=RESPONSE]

IJOINT

And [is it the committee you mentioned earlier (**D I COMM**) or] is it a joint committee which deals specifically with health and safety matters?

- | | |
|-------------|---|
| 1) General | General joint committee mentioned earlier |
| 2) Specific | Specific health and safety committee |

{If specific committee: IJOINT= Specific (2)}

IELCOM

Are elections usually held among employees to appoint employee representatives to the committee?

- | |
|--------|
| 1) Yes |
| 2) No |

{If no elections: IELCOM=No (2)}

ISELCOM^

Who selects employee representatives for the committee?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- 1) emps Employees
- 2) comrep Existing committee representatives
- 3) union Unions or staff associations
- 4) manage Managers
- 5) none No selection - e.g. volunteers
- 6) other Other answer (please specify **ISELCOTH**)

{If no committee: ICOMMTEE=No (0)}

IOTHREP

Are there any employees here who act as representatives of other employees in dealings with management over health and safety matters?

- 1) Yes
- 2) No

{If health and safety reps and also union/non-union employee rep: (IOTHREP=Yes (1) and (ESTEWARD=Yes (1) or EOTHUREP=Yes (1) or EOTHREPS=Yes (1)))}

ISAMEREP

So, can I just confirm, are these the same employee representatives we talked about earlier?

PROMPT: Either trade union representatives/stewards or non-union employee representatives

- 1) Yes Yes, same employee representatives
- 2) No No, not the same

{If health and safety reps, but not same: (IOTHREP=Yes (1) and (ISAMEREP=No (2) or (ESTEWARD=No (2) and EOTHREPS= No (2) and EOTHUREP= No (2)))}

IELREP

Are elections usually held among employees to appoint these health and safety representatives?

- 1) Yes
- 2) No

{If no elections: IELREP=No (2)}

ISELREP

Who selects these employee representatives?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- 1) emps Employees
- 2) comrep Existing committee representatives
- 3) union Unions or staff associations
- 4) manage Managers
- 5) none No selection - e.g. volunteers
- 6) other Other answer (please specify **ISELROTH**)

{If health and safety committee or health and safety reps: ICOMMTEE=Yes (1) or IOTHREP=Yes (1)}

ITRAIN

Are the employee representatives provided with any training to help them perform their duties as health and safety representatives?

- 1) Yes
- 2) No

{If no committee and no reps: ICOMMTEE=No (0) and IOTHREP=No (2)}

ICONULT^

If a health and safety issue arises at this workplace, what steps, if any, do you take to inform and consult with employees?

PROBE: How else? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) NoSteps | No steps |
| 2) Notice | Newsletters/notice board/e-mail |
| 3) Manage | Communicate through management chain/cascade |
| 4) Meetings | Management-staff meetings/consult directly with workforce |
| 5) Other | Some other answer (please specify ICONSOOTH) |

IINJURY*^

SHOW CARD III

Please look at this card. Have any employees at this workplace sustained **any** of these types of injury during working hours in the last 12 months?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|---|
| 1) Bone | Bone fracture |
| 2) Amputat | Amputation |
| 3) Disloc | Dislocated joint |
| 4) Sight | Loss of sight (temporary or permanent) |
| 5) Chemic | Chemical or hot metal burn to the eye |
| 6) Peny | Penetrating eye injury |
| 7) Oxygen | Acute illness requiring medical treatment |
| 8) Other | Any other injury leading to unconsciousness or requiring resuscitation or admittance to hospital for more than 24 hours |
| 9) Noinj | None of these |

{If any injuries: IINJURY<None (9)}

INUMINJ

During the last 12 months, how many employees in all have sustained any of these types of injury?

Range: 1..9997

IILLNESS*^**SHOW CARD I12**

In the last 12 months, have any employees suffered from any of the following illnesses, disabilities or other physical problems that were caused or made worse by their work?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|--|
| 1) bone | Bone, joint or muscle problems (including back problems and RSI) |
| 2) breath | Breathing or lung problems (including asthma) |
| 3) skin | Skin problems |
| 4) hear | Hearing problems |
| 5) stress | Stress, depression or anxiety |
| 6) eye | Eye strain |
| 7) heart | Heart disease/attack, or other circulatory problem |
| 8) infect | Infectious disease (virus, bacteria) |
| 9) NONE | None of these |

{If any illnesses: IILLNESS<None (9)}

ILLNUM

How many employees have been absent owing to these problems over the last 12 months?

Range: 1..9997

IWRKRISK***SHOW CARD I13**

Using a scale of 1 to 10 as shown on the card, where 1 means no risk at all, and 10 means a high degree of risk, how would you rate the potential health and safety risks faced by employees in this workplace?

Range: 1..10

INTERVIEWER: If the level of risk varies between different occupational groups, ask the respondent to rate the average across all groups.

1	2	3	4	5	6	7	8	9	10
No Risk					High				
At All					Degree of Risk				

IWRKCONT***SHOW CARD I14**

Using a scale of 1 to 10 as shown on the card, where 1 means no control at all, and 10 means a high degree of control, how would you rate the control that employees have over the health and safety risks that could affect them?

Range: 1..10

INTERVIEWER: If the level of control varies between different occupational groups, ask the respondent to rate the average across all groups.

1	2	3	4	5	6	7	8	9	10
No					High				
Control					Degree of Control				
at All									

SECTION J WORKPLACE FLEXIBILITY

JNONEMP**^

SHOW CARD J1

I now want to ask you about different types of working arrangements.

Are any of the activities or services on this card carried out for this workplace by independent contractors?

INTERVIEWER: If activities/services are done for this workplace by another workplace in the same organisation (e.g. payroll), ask whether the activity is carried out for the organisation by independent contractors.

PROBE Any others? UNTIL 'No'

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) Cleaning | Cleaning of building and premises |
| 2) Security | |
| 3) Catering | |
| 4) Maintain | Building maintenance |
| 5) Printing | Printing/photocopying |
| 6) Payroll | Payroll |
| 7) Transpor | Transport of documents/goods |
| 8) Computin | Computing services |
| 9) Training | |
| 10) Recruit | Recruitment |
| 11) TempVac | Temporary filling of vacant posts at this workplace |
| 12) None | None of these |

{If using contractors and workplace is 5 or more years old: (JNONEMP<None (12)) AND (AHOWLONG >=5 OR AHOWEST#LESS5 (1))}

[Text fill: if part of a larger organisation in the UK: ASINGLE=MULTI (1)]

JYR5EMP

Are any of these contractors doing work which five years ago would have been done by employees of this workplace [or organisation]?

- 1) Yes
- 2) No

{If work had been done by employees: JYR5EMP=Yes (1)}

[Text fill: if part of a larger organisation in the UK: ASINGLE=MULTI (1)]

JPREEMP

Are any of these contractors former employees of this workplace [or organisation]?

- 1) Yes
- 2) No

{If work had been done by employees: JYR5EMP=Yes (1)}

JWHYOUT^

Why was this activity or service contracted-out?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 1) Cost | Cost savings |
| 2) Improved | Improved service |
| 3) FocusCor | Able to focus more on core business activities |
| 4) Flexibil | Greater flexibility |
| 5) Other | Other (please specify JWHYUOTH) |

JCONIN*^

SHOW CARD JI

Within the last five years, are there any activities on this card for which you have stopped using independent contractors and now use employees at this workplace?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) Cleaning | Cleaning of building and premises |
| 2) Security | |
| 3) Catering | |
| 4) Maintain | Building maintenance |
| 5) Printing | Printing/photocopying |
| 6) Payroll | Payroll |
| 7) Transpor | Transport of documents/goods |
| 8) Computin | Computing services |
| 9) Training | |
| 10) Recruit | Recruitment |
| 11) TempVac | Temporary filling of vacant posts at this workplace |
| 12) None | None of these |

{If activities brought in-house: JCONIN<None (12)}

[Text fill: if more than one activity brought in house: Count(JCONIN)>1/ if one activity brought in-house: Count(JCONIN)=1]

JWHYIN^

Why [were these activities or services / was this activity or service] brought in-house?

PROBE: Any other reason? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 1) Cost | Cost savings |
| 2) Improved | Improved service |
| 3) Other | Other (please specify JWHYINO) |

{If any agency temps: ZAGENCY >0 OR ZANYAGY=YES (1)}

[Text Fill: If one agency temp: ZAGENCY=1 / If more than one agency temp: ZAGENCY>1

/ If agency temps but number not known: ZANYAGY=Yes (1)]

JEMPTM

You said at the beginning of the interview that [there is one / there are **ZAGENCY** / there are some] temporary agency staff working here. [Is this / Are any of these / Are any of these] temporary agency staff carrying out work which used to be done by permanent employees?

INTERVIEWER: PROMPT IF YES - Is that all of them or just some of them? :

- | | |
|-----------|--------------------|
| 1) yesall | Yes - all of them |
| 2) some | Yes - some of them |
| 3) No | |

{If any agency temps: ZAGENCY>0 or ZANYAGY=Yes (1)}

JWHYTEM*^

SHOW CARD J2

Why are you using temporary agency staff? Please choose from this card.

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 1) Demand | Matching staff to peaks in demand |
| 2) Absence | Short-term cover for staff absence/vacancies |
| 3) Maternit | Cover for maternity leave or annual leave |
| 4) Unable | Unable to fill vacancies |
| 5) Skills | Obtain specialist skills |
| 6) Freeze | Freeze on permanent staff numbers |
| 7) Other | Other (please specify JWHYTEOTH) |

{If any employees on fixed term contracts: ZFIXTERM>=1 OR ZANYTEM=YES (1)}

[Text Fill: If one employee on fixed-term contract: ZFIXTERM=1 /

If more than employee on fixed term contracts: ZFIXTERM>1 /

If fixed term contracts but number not known ZANYTEM=Yes (1)]

JEMPFIT

You said at the beginning of the interview that [there is one employee / there are **ZFIXTERM** employees / there are some employees] here on fixed term contracts. [Is this fixed term employee / Are any of these fixed term employees / Are any of these fixed term employees] carrying out work which used to be done by staff on open-ended contracts?

INTERVIEWER: PROMPT IF YES - Is that all of them or just some of them? :

- | | |
|-----------|--------------------|
| 1) yesall | Yes - all of them |
| 2) some | Yes - some of them |
| 3) No | |

{If any employees on fixed term contracts: ZFIXTERM>=1 OR ZANYTEM=YES (1)}

JWHYFIT*^

SHOW CARD J3

Why are you using fixed-term contracts? Please choose from this card.

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|--|
| 1) Spur | Spur to improved performance |
| 2) Skills | Obtain specialist skills |
| 3) Trial | As a trial for a permanent job |
| 4) Freeze | Freeze on permanent staff numbers |
| 5) Temp | Temporary increase in demand |
| 6) Cover | To cover for maternity leave/long-term absence |
| 7) Other | Some other reason (please specify JWHYFIOTH) |

JNEMPHM

Are there any people who do work for this workplace at or from their own homes, but are **not** your employees?

- 1) Yes
- 2) No

JWRKFREE

Are there any people presently working for this workplace on a freelance basis?

- 1) Yes
- 2) No

JOBSECX^

Is there a policy of guaranteed job security or no-compulsory redundancies for either of these groups of employees?

INTERVIEWER: READ OUT

CODE ALL THAT APPLY.

- | | |
|------------|-------------------------------|
| 1) manager | Managers and senior officials |
| 2) nonman | Non managerial employees |
| 3) None | <i>None of these</i> |

{If any redundancies ZREDUND>0 OR ZREDDK=YES (1)}

[Text Fill: If any redundancies and number known: ZREDUND=1 / ZREDUND>1 / If redundancies but number not known: ZREDDK=Yes (1)]

JREDREAS*^

SHOW CARD J4

You mentioned at the beginning of the interview that [1 employee / **ZREDUND** employees/ some employees] had been made redundant from this workplace in the last 12 months.

What have been the main reasons for the redundancies?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|--|
| 1) LackDem | Lack of demand for products/services |
| 2) Shortage | Shortage of materials |
| 3) Automat | Automation/mechanisation/new equipment |
| 4) Reorgan | Reorganised working methods |
| 5) Efficien | Improved competitiveness/efficiency/cost reduction |
| 6) merger | Merger with another establishment or organisation |
| 7) Disputes | Industrial disputes |
| 8) Budget | Reductions in budget/cash limits |
| 9) Other | Some other reason (please specify JREDREOTH) |

{If no redundancies: ZREDUND=0 or ZREDDK≠Yes (1)}

JWITHDRW

From what you have told me, you do not appear to have made any redundancies in the past 12 months. Have any redundancy proposals been withdrawn in the past 12 months?

- 1) Yes
- 2) No

{If any redundancies: ZREDUND>0 or ZREDDK=Yes (1)}

JREDCON1

Did you consult with employees or their representatives prior to making anyone redundant?

INTERVIEWER: Redundancy includes early retirement.

- 1) Yes
- 2) No

{If redundancies withdrawn: JWITHDRW=Yes (1)}

JREDCON2

Did you consult with employees or their representatives prior to withdrawing the redundancy proposals?

INTERVIEWER: Redundancy includes early retirement.

- 1) Yes
- 2) No

{If consultation over redundancies: JREDCON1=Yes (1) or JREDCON2=Yes (1)}

JWHOCONS*^

SHOW CARD J5

Who did you consult with?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) Union | Trade union representative/shop steward |
| 2) JCC | Joint Consultative Committee /Works Council/ other consultative committee representatives |
| 3) EmpRep | Other employee representatives |
| 4) Directly | Directly with employees likely to be affected |

{If consultation took place through a consultative committee: JWHOCONS=JCC (2)}

JNEWCOM

Did consultation take place through an existing consultative committee, or was a committee specifically set up to deal with this situation? :

- | | |
|----------|------------------------|
| 1) exist | Pre-existing committee |
| 2) newc | New committee set up |

{If consultation took place through union, JCC or employee reps: JWHOCONS=Union (1), JCC (2) or Emprep (3)}

JISSCONS*^

SHOW CARD J6

What issues did the consultation cover?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|---|
| 1) options | Options for reducing the number of redundancies |
| 2) criter | Criteria for selection |
| 3) paymen | Redundancy payments |
| 4) other | Other issues (please specify JISSOTH) |

{If consultation and redundancies made: JREDCON1=Yes (1)}

JCHANGX*^

SHOW CARD J7

Did the consultation lead to any of the following changes in managers' original proposals?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) number | Reduction in the number of redundancies |
| 2) criter | Changes in the criteria for selection |
| 3) rpay | Increase in redundancy payments |
| 4) alter | Alternatives to redundancy |
| 5) prepare | Preparing employees for redundancy |
| 6) redeploy | Strategies for redeployment |
| 7) other | Other changes (please specify JCHANOTH) |
| 8) NONE | None of these |

{If redundancy proposals withdrawn after consultation: JREDCON2=Yes (1) AND
JWITHDRW=YES (1)}

JEFFECT

Were the redundancy proposals withdrawn as a direct result of the consultation process?

- 1) Yes
- 2) No

JUHOURS*

SHOW CARD J8

I now want to ask you about working hours at this workplace.

Which of the following describes the usual operating days of this workplace?

INTERVIEWER: This questions relates to just the DAYS of opening, NOT the hours.

- 1) regul Monday to Friday
- 2) sixd Six days a week
- 3) seven Seven days a week
- 4) other Other (please specify **JUHOTH**)

JTIMEARR^**

SHOW CARD J9

Do you have any of the following working time arrangements for any employees at this workplace?

- 1) Shift Shift working
- 2) Annualis Annualised hours
- 3) Zero Zero-hours contracts
- 4) NONE None of these

JOPTMAN*

SHOW CARD J10

What proportion of managerial employees at this workplace have signed an opt-out agreement that states that they may work more than an average of 48 hours per week?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question.

- 1) All All (100%)
- 2) Almost Almost all (80-99%)
- 3) Most Most (60-79%)
- 4) Half Around half (40-59%)
- 5) Some Some (20-39%)
- 6) Few Just a few (1-19%)
- 7) None None (0%)
- 97) Number (ENTER NUMBER)

{IF JOPTMAN=Number (97)}

JOPTMANT

(How many managerial employees at this workplace have signed an opt-out agreement that states that they may work more than an average of 48 hours per week?)

1..999997

SOFT CHECK if JOPTMANT> ZMGR_TOT: "Are you sure? The number recorded here is greater than the total number of managerial employees recorded at the start of the interview."

JOPTNM*

SHOW CARD J10

What proportion of non-managerial employees at this workplace have signed an opt-out agreement that states that they may work more than an average of 48 hours per week?

INTERVIEWER: If respondent gives answer as an exact number you can code "97" here and record the number at the next question

- | | |
|------------|----------------------|
| 1) All | All (100%) |
| 2) Almost | Almost all (80-99%) |
| 3) Most | Most (60-79%) |
| 4) Half | Around half (40-59%) |
| 5) Some | Some (20-39%) |
| 6) Few | Just a few (1-19%) |
| 7) None | None (0%) |
| 97) Number | (ENTER NUMBER) |

{IF JOPTNM = Number (97)}

JOPTNMT

(How many non-managerial employees at this workplace have signed an opt-out agreement that states that they may work more than an average of 48 hours per week?)

1..999997

SOFT CHECK if JOPTNMT> ZALLEMP5: "Are you sure? The number recorded here is greater than the total number of employees recorded at the start of the interview."

SECTION K WORKPLACE PERFORMANCE

{If trading sector: ASTATUS=PubC (1) – Gov (8)}

KINTTEXT

I would now like to ask some questions about the external environment in which this workplace operates.

{If trading sector and single, independent workplace: ASTATUS=PubC (1) – Gov (8) and ASINGLE=Single (2)}

KACTIVS*^

SHOW CARD K1

Which of the following statements best describes the activity that is undertaken at this workplace?

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) Consumer | We provide goods or services to the general public |
| 2) Compani | We provide goods or services to other organisations |

NO REFUSAL, NO DON'T KNOW

{If trading sector and part of a larger organisation: ASTATUS=PubC (1) – Gov (8) and ASINGLE=Multi (1) or SoleUK (3)}

KACTIVM*^

SHOW CARD K2

Which of the following statements best describes the activity that is undertaken at this workplace?

CODE ALL THAT APPLY.

- | | |
|-------------|---|
| 1) Consumer | We provide goods or services to the general public |
| 2) Compani | We provide goods or services to other organisations |
| 3) ownco | We provide goods or services to other parts of our organisation |
| 4) NONE | This is an administrative office only for our organisation |

NO REFUSAL, NO DON'T KNOW

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or Compani (2))}

KPROSER

Is the output of this workplace concentrated on one product or service or are there several different products or services? :

- | | |
|-----------|--------------------------------|
| 1) Single | Single product or service |
| 2) Differ | Different products or services |

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or Compani (2))}

[Text Fill shows if KPROSER=Differ (2)]

KMARKET

Is the market for your [main] product or service primarily ...

READ OUT ...

PROMPT: Local=within 1 hours drive

- 1) Local
- 2) Regional
- 3) National National, or
- 4) Internat International

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or Compani (2))}

[Text Fill shows if KPROSER=Differ (2)]

KCOMPET

How many competitors do you have for your [main] product or service?

PROMPT: 'few' equals 5 or less :

- 1) None None/Organisation dominates market
- 2) Few Few competitors
- 3) Many Many competitors

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or Compani (2))}

KDEGREE*

SHOW CARD K3

How would you assess the degree of competition in this market?

- 1) VeryHigh Very high
- 2) High
- 3) Neither Neither high nor low
- 4) Low
- 5) VeryLow Very low

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or Compani (2))}

[Text Fill shows if KPROSER=Differ (2)]

KOVRSEA

Does this workplace face competition from overseas-based suppliers [for it's main product or service]?

IF YES: Is that a lot or a little competition? :

- 1) Lot Yes, a lot
- 2) Little Yes, a little
- 3) No

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or Compani (2))}

[Text Fill shows if KPROSER=Differ (2)]

KPCTSHAR*

SHOW CARD K4

What is your company's UK market share for your [main] product or service?

PROMPT: Market share is the total value of your company's goods or services as a proportion of all UK sales:

- | | |
|-------------|---------------|
| 1) Five | Less than 5% |
| 2) Ten | 5-10% |
| 3) TwenFive | 11-25% |
| 4) Fifty | 26-50% |
| 5) More | More than 50% |

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or Compani (2))}

[Text Fill: if KPROSER=Differ (2)]

KSTAMAR*

SHOW CARD K5

Looking at this list, which of these statements best describes the current state of the market in which you operate [for your main product or service]?

- | | |
|------------|-------------------------|
| 1) Growing | The market is growing |
| 2) Mature | The market is mature |
| 3) Decline | The market is declining |
| 4) Turbul | The market is turbulent |

[Text Fill: If trading sector and trading externally: ASTATUS= PubC (1) – Gov (8) / If non-trading sector: ASTATUS>=Pubser (9)]

KPROSAL*

SHOW CARD K6

About what proportion of this workplace's [sales revenue /operating costs] is accounted for by wages, salaries and other labour costs like pensions and national insurance?

- | | |
|-------------|---------------|
| 1) TwenFive | Less than 25% |
| 2) Fifty | 25% - 49% |
| 3) SeveFive | 50% - 74% |
| 4) More | 75% or more |

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or Compani (2))}

KCOMPSUC

I would now like to ask you about the importance of certain factors to the competitive success of your main product or service.

{If trading sector and trading externally: (ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=Consumer (1) or KACTIVM=Compani (2))}

[Text fill: if KPROSER=DIFFER (2)]

KPRICE*

SHOW CARD K7

Looking at the scale on this card, to what extent would you say that the demand for your [main] product or service depends upon offering lower prices than your competitors?

1	2	3	4	5
Demand does not depend at all on price				Demand depends heavily on offering lower prices

{If trading sector and trading externally: (ASTATUS= PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM =Consumer (1) or KACTIVM=Compani (2))}

[Text fill: if KPROSER = DIFFER (2)]

KQUAL*

SHOW CARD K8

To what extent would you say that the demand for your [main] product or service depends upon you offering better quality than your competitors?

1	2	3	4	5
Demand does not depend at all on quality				Demand depends heavily on superior quality

{If trading sector and trading externally: (ASTATUS=PubC (1) – Gov (8) and (ASINGLE=Single (2) or KACTIVM=(Consumer (1) or Compani (2))}

KBAINOV*

SHOWCARD K9

Looking at the scale on this card, to what extent would you say this workplace leads the way in terms of developing new products, services or techniques?

1	2	3	4	5
Very rarely leads the way				Often leads the way

{If trading sector and trading externally: ASTATUS=PubC (1) – Gov (8) and
(KACTIVS=Compani (2) or KACTIVM=Compani (2))}

KREQUIRE*^

SHOW CARD K10

When providing goods or services to other organisations, are you ever required to give those organisations information about any of the following employment conditions at this workplace?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|-----------|---|
| 0) No | <i>No, not required to give any information</i> |
| 1) pay | Rates of pay |
| 2) hors | Working hours |
| 3) hols | Holiday entitlements |
| 4) pens | Pension entitlements |
| 5) train | Training provision |
| 6) griev | Grievance or disciplinary procedures |
| 7) equal | Equal opportunities and diversity |
| 8) health | Health and safety |
| 9) other | Other (please specify KREQOTH) |

KJIT

I now want to ask some questions about monitoring of performance and quality at this workplace. Does this workplace operate a system designed to minimise inventories, supplies or work-in-progress. This is sometimes known as Just-in-Time?

- 1) Yes
- 2) No

KHOWMOX*^

SHOW CARD K11

What are the two main methods used to monitor the quality of the work undertaken at this workplace?

CODE TWO ONLY

- | | |
|--------------|---|
| 1) Managers | Managers/supervisors monitor quality |
| 2) Inspector | Inspectors in a separate department/section monitor quality |
| 3) Invidual | Individual employees monitor quality |
| 4) Records | Keep records on level of faults, complaints, customer feedback |
| 5) Surveys | Customer surveys |
| 6) External | External auditing, e.g. third party inspections, mystery shoppers |
| 7) Other | Some other way (please specify KHOWMOTH) |
| 8) NONE | <i>None, quality not monitored</i> |

KRECPER*^**SHOW CARD K12**

Are any of the following records kept for this workplace?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|-------------------------------|
| 1) Sales | Sales/Fees/Budget |
| 2) Costs | |
| 3) Profits | |
| 4) Labcost | Labour costs |
| 5) Product | Productivity |
| 6) Quality | Quality of product or service |
| 7) Labour | Labour turnover |
| 8) Absent | Absenteeism |
| 9) Work | Workforce training |
| 10) None | None of these |

KTARGET*^**SHOW CARD K13**

Does the workplace have **targets** for any of the following?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|------------|-----------------------------------|
| 1) Sales | Volume of sales/services provided |
| 2) Costs | Total costs |
| 3) Profits | Profits/return on investment |
| 4) Lacost | Unit labour costs |
| 5) Product | Productivity |
| 6) Quality | Quality of product or service |
| 7) Labour | Labour turnover |
| 8) Absent | Absenteeism |
| 9) Work | Workforce training |
| 10) JSat | Employee job satisfaction |
| 11) Clsat | Customer/client satisfaction |
| 12) None | None of these |

KBNCHMA

Over the past two years, has this workplace benchmarked itself against any other workplaces? By this I mean examining the ways things are done at other workplaces and comparing them with this workplace.

- 1) Yes
- 2) No

KERFIS***SHOW CARD K14**

I now want to ask you how your workplace is currently performing.
Looking at this card, which of these measures corresponds most closely to your interpretation of financial performance?

- | | |
|-----------|--|
| 1) Profit | Profit |
| 2) Value | Value added |
| 3) Sales | Sales |
| 4) Fees | |
| 5) Budget | |
| 6) Costs | Costs |
| 7) expend | Expenditure |
| 8) Share | Stock market indicators (e.g. share price) |
| 9) Other | Other (Please specify KPERFIOTH) |

{If measure of financial performance given: KERFIS=Profit (1) – Share (8)}

FPint2

From now on when I ask about financial performance I will be referring to this workplace's **[KERFIS]**.

KESTPER1***SHOW CARD K15**

Compared with other workplaces in the same industry how would you assess your workplace's...

...financial performance

- | | |
|-------------|-----------------------------|
| 1) LotBett | A lot better than average |
| 2) Better | Better than average |
| 3) Average | About average for industry, |
| 4) Below | Below average |
| 5) LotBel | A lot below average |
| 6) NoComp | No comparison possible |
| 7) NotAvail | Relevant data not available |

KESTPER2***SHOW CARD K15**

...labour productivity

- | | |
|-------------|-----------------------------|
| 1) LotBett | A lot better than average |
| 2) Better | Better than average |
| 3) Average | About average for industry |
| 4) Below | Below average |
| 5) LotBel | A lot below average |
| 6) NoComp | No comparison possible |
| 7) NotAvail | Relevant data not available |

KESTPER3***SHOW CARD K15**

...quality of product or service

- | | |
|-------------|------------------------------------|
| 1) LotBett | A lot better than average |
| 2) Better | Better than average |
| 3) Average | About average for industry |
| 4) Below | Below average |
| 5) LotBel | A lot below average |
| 6) NoComp | <i>No comparison possible</i> |
| 7) NotAvail | <i>Relevant data not available</i> |

SECTION L WORKPLACE CHANGE

LINTRO

I would now like to ask you about changes that may have occurred in this workplace over the last two years. This will touch on some of the issues we talked about previously.

LMANCHX*^

SHOW CARD L1

Over the past two years has management here introduced any of the changes listed on this card?

PROBE: Which others? UNTIL 'None'.

CODE ALL THAT APPLY.

- | | |
|--------------|--|
| 1) CHAPAY | Introduction of performance related pay |
| 2) OTECH | Introduction or upgrading of new technology (including computers) |
| 3) WORKHOURS | Changes in working time arrangements |
| 4) ORGANIS | Changes in the organisation of work |
| 5) TECHNIQ | Changes in work techniques or procedures |
| 6) INITIATIV | Introduction of initiatives to involve employees |
| 7) NEWPROD | Introduction of technologically new or significantly improved product or service |
| 8) NONE | None of these |

{If more than one change mentioned at LMANCHA}

LIMPCHX

Which one of these had the greatest impact on employees working here?

- | | |
|--------------|--|
| 1) CHAPAY | Introduction of performance related pay |
| 2) OTECH | Introduction or upgrading of new technology (including computers) |
| 3) WORKHOURS | Changes in working time arrangements |
| 4) ORGANIS | Changes in the organisation of work |
| 5) TECHNIQ | Changes in work techniques or procedures |
| 6) INITIATIV | Introduction of initiatives to involve employees |
| 7) NEWPROD | Introduction of technologically new or significantly improved product or service |

{If any change and any union reps: LMANCHA=Chapay (1) – NewProd (8) and (ESTEWARD=Yes (1) or ESTEWEXT=Yes (1) or EOTHUREP=Yes (1))}

LTPINVI*

SHOW CARD L2

Looking at this card, what type of involvement did trade unions at this workplace have in introducing and implementing this change?

- | | |
|------------|---------------------|
| 1) Decid | They decided |
| 2) Negoti | They negotiated |
| 3) Consult | They were consulted |
| 4) Inform | They were informed |
| 5) NoInv | No involvement |

{If any change and joint consultative committee: LMANCHA=Chapay (1) to NewProd (8)
and DISSUES=Range (1) or Both (3)}

LTYPINV2*

SHOW CARD L2

What type of involvement did (the) **[NAME OF THE COMMITTEE GIVEN AT
DICOMM]** have in introducing and implementing this change? :

- | | |
|------------|---------------------|
| 1) Decid | They decided |
| 2) Negoti | They negotiated |
| 3) Consult | They were consulted |
| 4) Inform | They were informed |
| 5) NoInv | No involvement |

{If any change: LMANCHA=Chapay (1) – NewProd (8)}

LTYPINV3*

SHOW CARD L2

What type of involvement did the employees likely to be affected have in introducing and implementing this change? :

- | | |
|------------|---------------------|
| 1) Decid | They decided |
| 2) Negoti | They negotiated |
| 3) Consult | They were consulted |
| 4) Inform | They were informed |
| 5) NoInv | No involvement |

LRECIMP*

SHOW CARD L3

I would now like to conclude by asking you a few questions about the experience of this workplace in the recent recession.

Looking at this card, can you tell me to what extent your workplace has been adversely affected by the recent recession?

- | | |
|-------------|-------------------|
| 1) GreDeal | A great deal |
| 2) QLOT | Quite a lot |
| 3) Moderate | A moderate amount |
| 4) Little | Just a little |
| 5) NoEffect | No adverse effect |

LREACT*^**SHOW CARD L4**

Looking at this card, I would now like to focus on the impact on your workforce.
Which, if any, of these actions were taken by your workplace in response to the recent recession?

- | | | |
|-----|----------|--|
| 1) | Compred | Compulsory redundancies |
| 2) | Volred | Voluntary redundancies |
| 3) | Recfrez | Temporary freeze on recruitment to fill vacant posts |
| 4) | Postp | Postponement of plans for expanding the workforce |
| 5) | Wagfrez | Freeze or cut in wages |
| 6) | Rednwb | Reduction in non-wage benefits |
| 7) | Redhrs | Reduction in basic hours |
| 8) | Redot | Reduction in paid overtime |
| 9) | Unpaid | Employees required to take unpaid leave |
| 10) | Redagcy | Reduction in the use of agency staff or temporary workers |
| 11) | Incagcy | Increase in the use of agency staff or temporary workers |
| 12) | Redtrain | Reduction in training expenditure |
| 13) | Workorg | Change in the organisation of work |
| 14) | Other | Other action affecting the workforce (Please Specify LRECACTOTH) |
| 15) | None | No action taken affecting the workforce |

LRECEXP***SHOW CARD L5**

To what extent do you agree or disagree with the following statement:
This workplace is now weaker as a result of its experience during the recent recession.

- | | | |
|----|----------|----------------------------|
| 1) | StAgree | Strongly agree |
| 2) | Agree | |
| 3) | Neither | Neither agree nor disagree |
| 4) | Disagree | |
| 5) | StDisag | Strongly disagree |

SECTION M GENERAL INFORMATION

MRELATE*

SHOW CARD M1

Finally, looking at this scale, how would you rate the relationship between management and employees generally at this workplace? :

- | | |
|------------|-----------------------|
| 1) Vgood | Very good |
| 2) Good | |
| 3) Neither | Neither good nor poor |
| 4) Poor | |
| 5) Vpoor | Very poor |

MEND

I have a couple of small housekeeping items to finish.

MLINKDAT

It is sometimes possible to link the data we have collected from you with other surveys or datasets, to which we have authorised access. Would you be content for us to do this, as it can provide us with the potential for further analysis?

In doing this, we assure you that your confidentiality will be respected and the linked data will be anonymised and used for statistical and analytical purposes only, with only authorised researchers having access to the linked data.

- 1) Yes
- 2) No

MWREP

You said earlier that there are worker representatives at this workplace. We would like to do a short interview with...

- the most senior representative of the largest, [recognised / non-recognised], union
- [the most senior non-union employee representative who sits on **[NAME OF THE COMMITTEE GIVEN AT DICOMM]** / joint consultative committee at this workplace] /
- the most senior non-union employee representative at this workplace]

Could you tell me (this/these) person's name(s), and how I might be able to contact them?

INTERVIEWER: RECORD THE NAME(S) OF THE WORKER REPRESENTATIVE(S) ON THE FRONT OF THE ARF

{If trading sector: ASTATUS= PubC (1) – Gov (8)}

MFPQ

I also have a short self-completion questionnaire that I would like to leave with you. It covers financial data about the workplace and complements the data already collected on employment relations.

INTERVIEWER: Show respondent the questionnaire and find out who is the appropriate person to complete the form.

INTERVIEWER: RECORD THE NAME OF THE PERSON COMPLETING THE FPQ ON THE LAST PAGE OF THE ARF

MNEXTIME

BIS will send you a copy of the main findings from the survey in the Spring of 2012 about six months after all the interviews have been completed. If BIS wished to contact you again for any further information, would you be willing to be contacted?

- 1) Yes
- 2) No