Management Questionnaire (MQ) Change Register: 2004-2011

This register has been designed to be read in conjunction with the copy of the Questionnaire.

Terminology in change column:-

- Deleted – data item no longer collected
- Moved – data item still collected but moved to a different place in the interview
- Replaced – data item deleted and replaced with a different but related or similar item
- Modified – data item changed in some way (either question stem or response code – refer to notes)

Note: in all questions 'establishment' has been replaced by 'workplace'; and 'routine unskilled occupations' has been replaced by 'routine occupations'.

Section		Change	Notes
Employee Profile Questionnaire			
ZALLEMPS	Number of employees	-	Prompt added.
ZMALFULL	Number of male full-time employees	Deleted	Replaced by full-time/part-time breakdown of managerial and non-managerial employees.
ZFEMFULL	Number of female full-time employees	Deleted	
ZMALPRT	Number of male part-time employees	Deleted	
ZFEMPRT	Number of female part-time employees	Deleted	
ZMNG_MFT to ZROU_MFT; ZMNG_FFT to ZROU_MFT; ZMNG_MPT to ZROU_MPT; ZMNG_FPT to ZROU_FPT;	Breakdown of men and women by full-time/part-time and by occupation.	Replaced	Removed full-time/part-time breakdown.
ZMGR_MALE to ZROU_MALE; ZMGR_FEM to ZROU_FEM	Breakdown of men and women by occupation.	New	
ZSOCDESC	Occupational tasks of LOG (to edit coding)	-	Interviewer note about 'most common job' added.
XSOC2010	Back-code of LOG using SOC2010	New	
XSOC2000	Back-code of LOG using SOC2000	-	(confirm 2004 var name)
ZFULLM	Number of full-time managerial employees	New	
ZFULLO	Number of full-time non-managerial employees	New	
ZPRTM	Number of full-time managerial employees	New	
ZPRTO	Number of full-time non-managerial employees	New	
ZNUKNAT	Any employees who non-UK nationals	New	
ZNUKEA; ZNUKEAPC	% or # of non-UK nationals from EEA	New	
ZNUKOEA; ZNUKOEAPC	% or # of non-UK nationals from outside EEA	New	
ZEMP1AGO	Number of employees 12 months ago	Moved	
ZRESIGNED	Number of employees left or resigned	Moved	Q stem reworded slightly to match paper version.
ZDISMISS	Number of employees who were dismissed	Moved	
ZREDUND	Number of employees who were made redundant	Moved	
ZREDDK	Redundancy check	Moved	
ZOTHER	Number of employees who left for another reason	Moved	Stem reworded slightly, see above
ZSTILL	Check number of employees still working here	Moved	
ZNOTLEFT	Number of employees still working here	Moved	
ZSTILL2	Number of employees still working here	Moved	

ZEMP6AGO	Number of employees at time of last WERS	Modified	Year changed from 1998 to 2004
ZEMP6DK	Check # employees was greater than last WERS cut-off	Modified	Changed '10' to '5' employees.
Z16T17 Z16T17PC	# or % of employees who are aged 16 to 17	-	Soft check added to Z16T17 re DK.
Z18T21 Z18T21PC	# or % of employees who are aged 18 to 21	-	Soft check added to Z18T21 re DK.
Z22T49 Z22T49PC	# or % of employees who are aged 22 to 49	New	
Z50PLUS Z50PLUSP	# or % of employees who are aged 50 or over	-	2 soft checks added to Z50PLUS re DK and total of all age data,
ZETHNIC ZETHNICPC	# or % employees from a non-white ethnic group	-	Soft check added to ZETHNIC re DK.
ZDISAB ZDISABPC	# or % employees who have a long-term disability	-	Soft check added to ZDISAB re DK.
ZUNIMEN ZUNIPC	# or % employees member of union or staff assoc.	Moved	Interviewer notes on DK changed slightly.
ZANYMEM	Any employees member of union or staff assoc.	Moved	
ZUNIONUM	# unions or staff assoc with members at workplace	Moved Modified	Moved from E (EUNIONUM). Added "- whether recognised by management or not".
ZUNIONA01-11	Names of unions with members at workplace	New	Moved from E (EUNIONA01-10). Added: list of top ten responses.
ZWAGEMA-D	Number of male employees paid in four wage bands.	Replaced	Removed gender. Updated income bands. Added interviewer note about pay inclusions.
ZWAGEMFA-D	Number of female employees paid in four wage bands.		
ZWAGEA-D	Number of employees paid in four wage bands.	New	To take account of changes to the National Minimum Wage, the amount asked about at ZWAGEA was £5.93 before 4 January 2012 and £6.08 on or after 4 January 2012. However, ZWAGEA cannot be used to identified those earning the National Minimum Age because it covers everyone paid £5.93 before 4 January 2012 and £6.08 on or after 4 January 2012 rather than people aged 21 and over.
ZWAGEE ZWAGEF	Number of employees paid in fifth & sixth wage bands.	New	
ZWAGEAPC- ZWAGEFPC	% of employees paid in six wage bands (if DK)	New	
ZABSENCE	% of work days lost due to sickness or absence	Moved	
ZFIXTERM ZANYTEM	# employees on temporary or fixed-term contracts. Check for any if DK.	Moved	DK soft check added to ZFIXTERM
ZAGENCY ZANYAGY	# of temporary agency staff. And check for any if DK.	Modified Moved	Altered interviewer note. Added emphasis on 'should not'. Soft check added to ZAGENCY.

Section A: Establishment & Organisation Characteristics			
ASICDESC	Industry	-	
ASINGLE*	Single or multi-site establishment	-	
ASTATUS*^	Corporate and trading status	-	Interviewer note added.
AORGNAME	Name of organisation	-	
AUCC	Is wp ultimate controlling company	-	
AUCCNAME	Name of controlling company	-	
AESTNUM	Number of workplaces	-	
AUKTOT*	Total employees (org)	Replaced	
AUKTOTX*	Total employees (org)	New	Added 3 response codes
ALIST	Listed on stock exchange	-	
AFRANCH	Franchise	-	
ACONINT	Individual or family own at least 50% of the company	Replaced	By next 2 Qs. Added 'investment institution' and 25/50.
ACONIN25	Individual. family owned or investment institution own at least 25% of the company	New	
ACONIN50	Individual. family owned or investment institution own at least 50% of the company	New	
AOWNMAN	Owner operator/manager	-	Filter changed for 2 items above.
ACONTROL*	Foreign ownership	-	
ACONHEAD	Is this the head office	-	
AHEADOFF	Country of head office	-	
ASUBSID	Ownership outside of UK	-	
AHOWLONG	Age of business (number of years)	-	Soft check added.
AHOWEST*	Estimated age of business (in year groups)	-	
AHOWCHG*^	Change in status of business	Replaced	Response codes added.
AHOWCX*^	Change in status of business	New	Note: 'establishment' is used.
ASCALES*	Introduction to attitude questions…	Modified	Change to stem wording.
APHRAS01*	Att: ask beyond job description	Deleted	
APHRAS02*	Att: employees take advantage	Deleted	
APHRAS03*	Att: can expect long-term employment	Deleted	
APHRAS04*	Att: W+F is individual responsibility	-	
APHRAS05*	Att: top should make decisions	Deleted	
APHRAS06*	Att: unions help performance	-	
APHRAS07*	Att; rather consult without unions	-	
APHRAS08*	Att: we consult about change	-	
APHRAS09*	Att: values employees	Deleted	
APHRAS10*	Att: Don't consult	Deleted	
Section B: Management of Personnel and Employment Relations			
BINTRO	Introduction to Section B	-	
BSEX	Respondent's sex	-	
BTITLE	Respondent's job title	Replaced	
BTITLEX	Respondent's job title	New	Codes and interviewer note added.
BYOURJOB*	Respondent's ER responsibilities	Modified	Added 'and diversity' to code 10.
BUMANAGE	Primary ER manager	-	
BRELATE	Other responsibilities	Deleted	
BPROPORT	% of time spent on ER	-	
BLENGTH	Job tenure	-	Soft check added.
BSERVICE	Years of experience in ER	Deleted	
BHAVQUAL	Formal qualifications in ER	-	

BASSIST	Staff assisting on ER	Deleted	
BNUMASS	Number of staff assisting	Deleted	
BINVMANG	% of staff who supervise staff	Deleted	
BINVMANT	# of staff who supervise staff	Deleted	
BAUTHOR1	Supervisors' authority: hiring	Deleted	
BAUTHOR2	Supervisors' authority: pay rise	Deleted	
BAUTHOR3	Supervisors' authority: dismissal	Deleted	
BSEPAR	ER manager external to workplace	Deleted	
BBOARD	Board of directors	-	
BPOLICY*^	Policies set by org external to workplace	Deleted	
BCONSULT*^	Issues don't consult external manager	Modified	Removed 'and' from stem. Added 'and diversity' to code 10.
BREPORT*^	Issues report to external manager	Deleted	
BCONMOR*^	Decisions made without external mgrs	Deleted	
BREPMOR*^	Issues regularly report to external mgrs	Deleted	
BMEMBER*^	Member of employer assoc.	-	Text in parenthesis converted to filtered text fill
BADVICE*^	Sources sought advice from (12 mths)	Modified	Updated response codes.
BAISSUES*^	Acas area sought advice from (12 mths)	Deleted	
BSTRATEG	Presence of strategic plan	-	
BMANAGE*^	Issues covered in strategic plan	-	
BPREPARE	Involved in preparing plan	Deleted	
BAWARD	Accredited 'Investor in people'	-	
Section C: Recruitment, Training and Organisation of Work			
CFILLVAC*	Approach to filling vacancies	-	Interviewer note added.
CFACTORS*^	Important factors in recruiting	-	
CCHECKS	Union member checks	Deleted	
CSPECIAL*^	Groups - special recruitment procedures	Replaced	Codes added.
CSPECIX*^	Groups - special recruitment procedures	New	Added codes 7 and 8.
CATESTS	Personality or attitude tests conducted	Replaced	
CATESTSW	Personality or attitude tests conducted	New	Added 2 occupation groups.
CTESTWHO*^	Occupations personality tested	Replaced	
CPTESTS	Performance or competency tests conducted	Replaced	
CPTESTW	Performance or competency tests conducted	New	Added 2 occupation groups.
CWHODO*^	Occupations competency tested	Replaced	
CLOGVAC	Any vacancies in LOG (12 mths)	-	
CCHANEL*^	Recruitment channels used	Replaced	Changed to 3 most common and codes added.
CCHANX*^	Recruitment channels used	New	Added 'or recruitment' to code 7. Added codes 12 and 13.
CINDUCT	Induction programs	-	
CLONGCH CLONGHR CLONGDY	Time spent on induction activities	Deleted	
CSTUCKIN*	Time for new recruits to perform job	-	
TRINTO	Introduction to training section	-	
COFFJOB*	% of LOG given time off for training (12 mths)	Modified	Removed number option
COFFCHK	Any main occ take time off for training (12 mths)	-	
COFFJOBT	# of LOG who took time off for training (12 mths)	Deleted	No base # of 'experienced LOG'
CTRAIN	Avg. # of training days for experienced LOG	-	

CHOW*^	Topics of training	Modified	Add 'and diversity' to code 9
COBJECT*^	Objectives of training	Deleted	
COTHJOB*	% LOG trained to do other jobs	-	
COTHJOBT	# LOG trained to do other jobs	-	
COTHDO*	% LOG actually do other jobs	-	
COTHDOT	# LOG actually do other jobs	-	
CVARIETY*	LOG: variety in work	-	
CDISCRET*	LOG: discretion in work	-	
CONTROL*	LOG: control over pace	-	
CDESIGN*	LOG: involvement in work organisation	-	
CTEAMS*	% LOG in formal teams	-	
CTEAMST	# LOG in formal teams	-	
CTEAMHOA	Team members depend on each other	Modified	From 'Which, if any' to 'Do any'
CTEAMHOE	Teams: members rotate tasks or roles	Deleted	
CTEAMHOB	Teams: members appoint own leaders	Deleted	
CTEAMHOC	Teams: members decide how work is done	-	
CTEAMHOD	Teams: responsibility for products or services	-	
CCOMPUT	% employees use computers	-	
CCOMPUTT	# of employees use computers	-	
Section D: Consultation & Communication			
DMEETING	Meetings between managers and all staff	-	
DMEETN	Frequency of all staff meetings	-	
DMWHIC*^	Issues discussed at all staff meetings	Replaced	Changed to 3 most often.
DMWHICX*^	Issues most often discussed at all staff meetings (3)	New	Added 'and diversity' to code 11.
DMTWOWAY*	Time for employee questions at all staff meetings	-	
DBRIEF	Team briefings	-	
DBRIEFN	Frequency of team briefings	-	
DBWHIC*^	Issues discussed at team briefings	Replaced	Changed to 3 most often.
DBWHICX*^	Issues discussed at team briefings	New	Added 'and diversity' to code 11.
DBTWOWAY*	Time for employee questions at team briefings	-	
DJOINT	JCC, work councils or rep forums	-	
DHOWMANY	Number of committees	-	
DWHICH*^	Issues discussed by committees (if more than 1)	Modified	Added 'and diversity' to code 11.
DISSUES	Any committees deal with a range of issues.	-	
D1COMM	Name of committee (dealing with widest issues)	-	
D1WHI*^	Issues discussed by the committee	Replaced	Changed to 3 most often.
D1WHIX*^	Issues discussed by the committee	New	Added 'and diversity' to code 11.
DISSWHO*^	Occs covered by committee	Deleted	
DCOMLIF	Fixed or permanent – ALL committees	Deleted	
DREPNUM	# of reps on committee	Deleted	
DELECT	Reps elected	-	
DSELECT1-6	Who selects the reps	Modified	Change to Code 5 wording
DANYTRAIN	Training provided to committee members	Deleted	
DTRAIN1-6*^	Training topics	Deleted	
DCONFID	Share commercially sensitive info	Deleted	
DMEET	# of meetings in last 12 mths	-	
DPROCESS*	Manager's approach to meetings	-	
DINFLUEN	Influence of committee	-	
DHIGHLEV	Committee at org level	-	
DCOUNCIL	European Works Council operates	Modified	Added help screen

DCIRCLES	Problem-solving groups or quality circles	Modified	Deleted intro sentence and 'quality circles' from stem.
DCIRCLIF	Fixed or permanent	Deleted	
DPROPOR	% of non-managerial employees involved	Deleted	
DPROPORT	# of non-managerial employees involved	Deleted	
DSURVEY	Staff attitude survey last 2 yrs	-	
DRESULTS	Written results available	Deleted	
DCONSULT*^	Other methods of consultation	-	
DINVPLAN	Mgt provide: internal investment plans	-	
DFINANCE	Mgt provide: financial position of workplace	-	
DWHOLEFI	Mgt provide: financial position of org	-	
DSTAFFIN	Mgt provide: staffing plans	-	
Section E: Representation at Work			
EUNIONS	Introduction to Section E	-	
EANYEMP	DV: Employees member of union or staff assoc.	-	
EEMPLOY	Union members by occupation	Deleted	
ERECRUIT	If no members: Union recruitment attempts (2yrs)	Deleted	
EVIEWS	Favour union membership	-	
EFOR	Encourage union membership	Deleted	
EAGAINST	Discourage union membership	Deleted	
EDEDUCT	Payroll deduct union dues	-	
EUNIONUM	# of unions with members at workplace	Moved Modified	ZUNIONUM. Filter replaced with hard checks & range widened.
EUNIONA01-10	Name of unions with members at the workplace	Moved	ZUNIONA01-10. Wording change.
ERECOG01-10	Union recognition – each one	Replaced	
EINTRO2	Intro: reminder of # of unions given in EPQ	New	
ETOTREC1	Single trade union recognised by management	New	
ETOTREC2	# of trade unions recognised by management	New	
ENONREC	Name of non-recognised union w/ most members	New	
EUNIONREC	Name of recognised union w/ most members	New	
EADDREC	Any other recognised unions without members	-	Change to interview note.
EADDNUM	# of recognised unions without members	-	Addition of emphasis on 'other'.
EADDNA01-10	Name of recognised unions without members	Deleted	
EOTHREC	Any recognised unions (without members)	-	
EOTHNUM	# of recognised unions (without members)	-	
EOTHNA01-10	Name of recognised unions (without members)	Deleted	
EMOSTMEM	Recognised union with most members	Replaced	By EUNIONREC above
EFORMAL	Formal recognition agreement	Deleted	
EJOINT	Joint negotiation with unions	-	
EGROUPS	# of negotiating groups	Deleted	
ENEW ENEW2	Begun negotiations with recognised unions (1998)	Deleted	
ENEWNUM	# of unions begun negotiations with	Deleted	
EWIDER EWIDER2	Negotiated for a wider range of jobs (1998)	Deleted	
EWIDNUM	# of unions negotiate with for wider range of jobs	Deleted	
EREQUEST	Recognition request not granted (1998)	Modified	Changed to 2004.
ESTEWARD	Recognised union reps or stewards.	Modified	Replaced names of unions with #.
ESTEWNUM	# of (recog) union reps	-	
ESTEWEXT	Reps from another workplace within organisation	-	

ESTEWTIM	Full-time reps or stewards	-	
EOTHUREP	Non-recognised union reps	-	
ENUMOTHU	# of non-recognised union reps	-	
EULR	Union learning reps	Deleted	Merged.
EULRNUM	# of union learning reps	Modified	
EUJCC	Union reps on [nominated] committee	-	
EUJCCNUM	# of union reps on committee	-	
EOTHREPS	Non-union reps at the workplace	-	
ENUMREPS	# of non-union reps	-	
EELECT	Non-union reps elected	-	
ESELECT^	How non-union reps selected	Modified	Probe added. Modified code 3.
ESITON	These non-union reps on committee	-	
ESITNUM	# of these employee reps on committee	-	Soft check added
ERATING	Intro to representative attitude questions…	Modified	Sentence deleted
ETRUSA1*	Att union reps: relied upon	Deleted	
ETRUSA2*	Att union reps: sincere	Deleted	
ETRUSA3*	Att union reps: trusted to act with honesty & integrity	-	
EPHRASTU*	Att union reps: improve performance	Deleted	
ETRUSB1*	Att NU reps: relied upon	Deleted	
ETRUSB2*	Att NU reps: sincere	Deleted	
ETRUSB3*	Att NU reps: trusted to act with honesty & integrity	-	
EPHRASNU*	Att NU reps: improve performance	Deleted	
BIssInt1 (formerly EIssInt1)	Introduction to negotiate/consult with unions questions…	Modified	Last sentence of stem now an interviewer note.
EPAYA*	….Rates of pay	-	
EHOURSA*	…Hours of work	-	
EHOLA*	…Holiday entitlements	-	
EPENA*	…Pension entitlements	-	
ESELECTA*	…Recruitment or selection of employees	Deleted	
ETRAINA*	…Training of employees	-	
EGRIEVA*	…Grievance procedures	Replaced	Combined to form below
EDISCIPA*	…Disciplinary procedures	Replaced	
EGRVDISA*	…Grievance and disciplinary procedures	New	
ESTAFFA*	…Staffing plans	Deleted	
EQUALOPA*	…Equal opportunities	Deleted	
EHEALTHA*	…Health and safety	-	
EPERFORA*	…Performance appraisals	Deleted	
BIssInt2 (frly EIssInt2)	Introduction to negotiate/consult with non-union employee representatives questions…	-	
EPAYB*	…Rates of pay	-	
EHOURSB*	…Hours of work	-	
EHOLB*	…Holiday entitlements	-	
EPENB*	…Pension entitlements	-	
ESELECTB*	…Recruitment or selection of employees	Deleted	
ETRAINB*	…Training of employees	-	
EGRIEVB*	…Grievance procedures	Replaced	Combined to form below
EDISCIPB*	…Disciplinary procedures	Replaced	
EGRVDISB*	…Grievance and disciplinary procedures	New	

ESTAFFB*	…Staffing plans	Deleted	
EQUALOPB*	…Equal opportunities	Deleted	
EHEALTHB*	…Health and safety	-	
EPERFORB	…Performance appraisals	Deleted	
Section F: Payment Systems & Pay Determination			
FSAMPAY	Same pay for FT main occ grp	-	Filter removed.
FFACTORS*^	Factors that lead to differentiated pay for LOG	Deleted	Replaced by FRISE
FPERF*^	Any employees get pay by results or merit pay	-	Added emphasis to show card.
FPERWHO*^	Occ grps paid by results or receive merit pay	Replaced	Groups reduced. No show card
FPERMNM^	Groups paid by results or receive merit pay	New	Managerial/non-managerial
FPERNON*	% non-managerial receive performance pay	-	
FPERNONT	# non-mgr'l receive performance pay	-	
FMEASURE*^	Performance measures for pay	-	
FPROF	Profit related payments	-	
FLEVEL	Level of org pay is calculated	-	
FPRPOCC*^	Occupational groups that get profit pay	Replaced	Groups reduced. No show card.
FPRPMNM^	Groups that get profit pay	New	Managerial/non-managerial.
FNONMAN*	% receive profit pay	-	
FNONMANT	# receive profit pay	-	
FSHARE*^	Types of employee share schemes	-	Emphasis added to show card
FOCCGR*^	Occupations eligible for share ownership scheme	Replaced	Groups reduced. No show card
FSOSMNM^	Groups eligible for share ownership scheme	New	Managerial/non-managerial
FSHARWHO*	% eligible for share scheme	-	
FSHARWHT	# eligible for share scheme	-	
FNONWHO*	% participate in share scheme	Deleted	
FNONWHOT	# participate in share scheme	Deleted	
FJOBEVAL	Job evaluation scheme	-	
FJOBENUM	# of job evaluation schemes	Deleted	
FJOBCRIT*	Job evaluation points based	Modified	Q stem routing removed. Bold added to show card.
FJOBPROP*	% employees covered by largest scheme	-	
FJOBPROT	# employees covered by largest scheme	-	
FREVIEW	Frequency of pay reviews or negotiation (LOG)	-	
FUPDOWN	Movement in pay at last settlement (LOG)	Modified	'Spontaneous' response code added: 'review on individual basis'
FREVAMT	Size of increase/decrease in % terms	New	
FPAYCUT	No pay rise agreed by recognised unions	-	
FAWARDM	Size of pay rise compared to managers	-	
FAWARDNM	Size of pay rise compared to other non-managerial	-	
FAWARDSI	Increase compared to industry	Deleted	
FAWARDSL	Increase compared to similar workers in locality.	Deleted	
FLIVING	Pay review factors (LOG): …Cost of living	Replaced	
FRECRUIT	…Ability to recruit and retain	Replaced	
FPERFO	…Org's financial performance	Replaced	By one question (see FSET below)
FPROD	…Productivity levels	Replaced	
FACTION	…Industrial action threatened or taken	Replaced	
FSET*^	Pay review factors (LOG)	New	
FWHODID*^	Parties who negotiated/ determined	Deleted	
FCONSNEG	Negotiate or consult with reps involved.	Moved Replaced	Routing changed: reps present.
FCONS	Negotiate or consult with reps involved.	New	Added: inform, not inform.

FWHERE	Where pay rise was decided in multi-site wp	Replaced	Routing changed: all pay reviews
FWHEREX	Where pay decided in multi-site wp	New	Stem modified
FCONSULT	Higher management consulted on size of pay rise	Replaced	
FCONSULX	Higher management consulted on size of change	New	Stem changed for all pay reviews
FWHERE2	Where pay rise was decided in single wp	Replaced	
FWHERE2X	Where pay decided in single wp	New	Stem changed for all pay reviews
FSOCINTRO	Intro to pay determination questions.	-	
FSOC1-9*	Pay determination by nine SOC groups.	-	Changed: Routine occupations. Please specify no longer in a note.
FCOVER*	% employees pay set by union negotiation	-	
FCOVERT	# pay set by union neg	-	
FRISE*^	Factors that lead to a pay rise for LOG.	New	
FINTRO2	Into to employment contracts	-	
FWRITE1*^	Terms & conditions in writing (LOG)	Deleted	
FCIDENT	Standardised employment contract (LOG)	-	
FOTHTITL*^	Non-pay entitlements (LOG)	Modified	Code 1: add 'contributions to'. Code 2: changed: 28 days, incl. 'Car' changed to 'vehicle'.
FENTITLE*^	Non-pay entitlements for managers	Modified	Code 1: add 'contributions to'. Code 2: changed: 28 days, incl. 'Car' changed to 'vehicle'.
FAPPINT	Intro to performance appraisals		
FSOCIND*^	Performance appraisal by occupational group	Replaced	Groups reduced and probe removed. Instruction added.
FSOCINX^	Performance appraisal by group	New	Managerial & non-managerial.
FMEASPR*	% non-managerial e'ees performance appraised	-	
FMEASPRT	# non-managerial e'ees performance appraised	-	
FAPPWHEN	Frequency of appraisals	Deleted	
FWHOAPP*^	Who carries out appraisals	Deleted	
FAPPTRN	Performance appraisal lead to training needs	-	
FAPPPAY	Performance appraisal linked to pay	-	
Section G: Collective Disputes & Procedures			
GPROCEDU	Collective dispute procedures	Replaced	Combined with GISSUES.
GPROCIS*^	Collective dispute procedures and issues covered	New	Added: 'that might be' to stem; probe; and showcard.
GWORKISS1-3	Procedures differ for workers	Deleted	
GISSUES*^	Issues covered by procedures	Replaced	See above
GCOVERED*	% non-mgr covered by procedures	Deleted	
GCOVERET	# covered by procedures	Deleted	
GREFERAL	External referral of pay disputes	-	
GPROHIBIT	Prohibit industrial action before external referral	-	
GBODY*^	Body for external referral	-	
GRESOLVE	How informal pay dispute resolved [OPEN]	Deleted	
GDISPUTE	Collective dispute [12 mths]	-	
GUSED	Dispute procedure used	-	
GACTION*^	Forms of industrial action [12 mths]	Replaced	Reduced to 6 response codes
GACT*^	Forms of industrial action [12 mths]	New	Needed new var as codes changed
GACTYR01-10	Frequency of industrial action	Modified	Reduced to 6 follow-up questions
GACTYR23	Frequency of strikes of a day or more	New	Replaces GACTYR02; GACTYR03
GACTYROTH	Frequency of other industrial action	New	Replaces 'all other' categories
GPSTYR*^	Threats of industrial action	Replaced	Reduced to 6 response codes

GTHREAT*^	Threats of industrial action	New	Needed new var as codes changed
GBALLOT	Ballot [last 12 mths]	-	
GVOTED	% eligible employees that voted in last ballot	New	
GNUMBER	Number of ballots	Deleted	
GFAVOUR	Number of ballots in favour of industrial action	Replaced	
GFAVOURX	Last ballot in favour	New	Changed to last ballot, deleted #
GPICKET	Picket [last 12 mths]	Deleted	
GDISRUPT	Disruption from industrial action in another org	-	
Section H: Grievance & Disciplinary Procedures			
HPROCEDU	Formal individual grievance procedures	-	
HRESOLVE^	Informal methods of grievance resolution	Replaced	
HRESOLX*^	Informal methods of grievance resolution	New	Code 3: changed to 'parties concerned'. Code 4: changed 'worker' to 'employee'. Added mediation code, interviewer note and showcard.
HAWARE*^	Inform of procedure	Deleted	
HGRVWRTE	Grievances in writing	-	
HGRVMTG	Formal meeting	-	
HACCOMP*^	Parties accompany at meeting	-	
HCOMP1-3	Rights of employees' companion	Deleted	
HGRVAPL	Right to appeal result	-	
HGPROMED	Grievance procedure includes mediation	New	
HRAISED	Grievance procedure used [12 mths]	Replaced	
HRAISEDX	# employees used grievance procedure [12 mths]	New	
HRAISEPC	% employees used grievance procedure [12 mths]	New	
HWHYNOT1-3	Reasons why not used [OPEN]	Deleted	
HTYPE*^	Types of grievances [last year]	Replaced	New var due to code changes
HTYPEX*^	Types of grievances [last year]	New	Response codes reduced: 16 to 9
HOTHPRO	Formal procedure for discipline & dismissals	-	
HOTHAWAR*^	Methods of communication of procedures	Deleted	
HOTHWRT	Reason for procedure in writing	-	
HOTHMTG	Formal meeting to discuss discipline	-	
HOTHACCM*^	Parties who can accompany at D&D meeting	-	
HOTHCMP1-3	Rights of the employees' companion	Deleted	
HAPPEAL	Right to appeal D&D decision	-	
HDPROMED	Disciplinary procedure includes mediation	New	
HORWARN	Sanction applied: formal verbal warning	Replaced	
HWARNING	Sanction applied: Formal written warning	Replaced	
HSUSPEND	Sanction applied: Suspension with or without pay	Replaced	
HDEDUCT	Sanction applied: Deduction from pay	Replaced	
HDISMISS	Sanction applied: Dismissal	Replaced	
HTRANSF	Sanction applied: Internal transfer	Replaced	
HSANCT*^	Sanctions applied in last 12 months	New	Combines 6 vars above into one.
HSUSNUM	# employees had sanctions applied	-	
HSUSTYP*^	Reasons for taking disciplinary action	Replaced	New var due to code changes
HSUSTYX*^	Reasons for taking disciplinary action	New	Response codes reduced: 13 to 8
HMEDIATE	Used mediation (last 12 mths)	New	
HCOMPLAI	Application to Employment Tribunal	-	
HCOMNUM	# of applications (last 12 mths)	-	
HREVIEW*^	Action resulting from ET	Deleted	

Section I: Fair Treatment at Work			
IABLE	Intro to equal opps questions	Modified	Added 'and diversity'.
IPOLICY	Policy on diversity or equal opp.	-	
IGROUNDS*^	Types of discrimination in policy	Modified	Code 2: 'Ethnic grp' replaces 'race'
ITOLD*^	Methods of communicating policy	Deleted	
IMEASUR	Measured effects of policy	Deleted	
IEFFECTS	Effects of policy [open]	Deleted	
IWHYNOT^	Reasons for no policy	Deleted	
IPRINTO	Intro to Qs on different practices	-	
IPRACT1*^	Monitor recruitment by groups	Modified	Added sex orientation & religion
IPRACT2*^	Review recruitment procedures by groups	Modified	Added sex orientation & religion
IPRACT3*^	Monitor promotions by groups	Modified	Added sex orientation & religion
IPRACT4*^	Review promotion procedures by groups	Modified	Added sex orientation & religion
IPRACT5*^	Review relative pay rates by groups	Modified	Added sex orientation & religion
IASSESS	Formal disability access assessment	-	
IOUTCOM	Identify any problems	Deleted	
IADJUST	Made any adjustments	Deleted	
IFLEXIN	Intro to flexible working questions	-	
IFLEX*^	Flexible working arrangements	Replaced	Codes changed and reordered.
IFLEXX*^	Flexible working arrangements	New	Emphasis on 'any' added. Added: term-time. Deleted: PT to FT & night working. Wording changed: codes 4, 5 and 6. Added Help Screen.
IPTELIG	Employees with access to working hours reduction	Replaced	
IPTELIGX*	Employees with access to working hours reduction	New	Changed to ask about statutory right. Show card added.
IPTGRP*^	Groups not allowed to reduce working hours	Deleted	
IFLXELIG	Employees with access to flexitime	Replaced	
IFLXELIX*	Employees with access to flexitime	New	Changed to ask about statutory right. Show card added.
IFLXGRP	Groups not allowed flexitime	Deleted	Groups that may work flexi-time
IALLHOM*	% of employees who work from home	New	Replacing JALLHOM
IFLEXCO*^	Constraints in providing flexible working	New	
ILVEINTR	Introduction to dependent children questions	Modified	Added: 'at this workplace'.
IMATPAY	Maternity pay: Statutory or additional	New	
IMATFULL	Maternity pay: full rate of pay	Replaced	New var due to response changes
IMATFULX	Additional maternity pay: full rate of pay	New	New filter from previous Q.
IMATWKS	# weeks of mat leave at full pay	Deleted	
IMALEOFF	Ways men take time off for birth of child.	Deleted	
IPATPAY	Paternity pay: Statutory or additional	New	
IPATPAID	Paternity pay: full rate of pay	Replaced	New var due to response changes
IPATFULX	Additional paternity pay: full rate of pay	New	New filter from previous Q.
IPATFULL	# days at full rate of pay	Deleted	
IFMOFF*^	Time off for emergencies – methods	-	
IPARENT*^	Time off to care for children	Deleted	
IPARPAID	# paid parental leave days	Deleted	
IFAMILY*^	Work and family arrangements	Replaced	Codes amended
IFAMILX*^	Work and family arrangements	New	Deleted Code 1. Codes 2 and 5 changed. Probe modified slightly.
ICOMMTEE	Joint committee on health & safety	-	

IJOINT	JCC specifically H&S	-	
IELCOM	Employee reps on H&S committee elected	-	
ISELCOM^	Selection of employee rep on H&S committee	Modified	Code 3: ' e.g. volunteers' replaces 'appoint anyone that will volunteer'
IOTHREP	If no committee: H&S reps	-	
ISAMEREP	H&S reps and worker reps the same	-	
IELREP	H&S rep elected	-	
ISELREP	Selection of H&S rep	-	Code 3: ' e.g. volunteers' replaces 'appoint anyone that will volunteer'
ITRAIN	H&S training provided to employee reps	-	
ICONSULT^	Methods of inform/consult on H&S	-	
IINJURY*^	Types of injuries in last 12 mths	-	
INUMINJ	# employees injured (last 12 mths)	-	
IILLNESS*^	Types of illness in last 12 mths	-	
ILLNUM	# employees ill (last 12 mths)	-	
IWRKRISK*	Rating of potential H&S risks in workplace	New	
IWRKCONT*	Rating of employees control of H&S risks	New	
Section J: Establishment Flexibility			
JNONEMP*^	Independent contractors by role	-	
JYR5EMP	Work done by employees (5 yrs ago)	-	Filter modified: ask wp 5+ yrs old
JPREEMP	Contractors former employees	-	
JWHYOUT^	Reason for contracting out.	-	
JCONIN*^	Cease independent contracting by role	-	
JWHYIN^	Reason for bringing back in	-	
JSOCTEM*^	Temporary agency staff by occ	Deleted	
JEMPTEM	Work previously done by employees	-	Added intro from previous Q.
JWHYTEM*^	Reason for using agency staff	-	
JSOCFIT1-9*^	Fixed term contracts by occ	Deleted	
JEMPFIT	Work previously done by employees	-	Added intro from previous Q.
JWHYFIT*^	Reason for using fixed term contracts	-	
JHOMWRK	Any working from home	Deleted	Added to IFLEX
JALLHOM*	% employees who work from home	Replaced	By IALLHOM (moved)
JNEMPHM	Any out-workers (work from home not emp'ees)	-	
JWRKFREE	Any freelancers	-	
JOBSEC*^	Guaranteed job security policies by occupations	Replaced	Groups reduced. No show card
JOBSECX^	Guaranteed job security policies by groups	New	Managerial & non-managerial.
JREDREAS*^	Main reasons for redundancies (last 12 mths)	-	
JWITHDRW	Withdrawn redundancy proposal	-	
JREDCON1	Consultation on redundancy prior	-	
JREDCON2	Consultation on redundancy prior to withdrawing	-	
JWHOCONS*^	Parties consulted about redundancies	-	
JNEWCOM	If JCC – already existed	-	
JNEWREP	If reps – already existed	Deleted	
JISSCONS*^	Issues redundancy consultation covered	-	
JCHANGE*^	Changes as a result of consultation	Replaced	Added codes
JCHANGX*^	Changes as a result of consultation	New	Alternatives, preparing employees, strategies for redeployment
JEFFECT	Redundancy withdrawn due to consultation	-	
JUHOURS*	Usual operating days	-	
JTIME	Usual operating hours	Delete	
JSTIME	Starting time	Delete	

JCLTIME	Closing time	Delete	
JOVERTIM	% main occ work regular overtime	Delete	
JOVERTIT	# main occ work regular overtime	Delete	
JTIMEARR*^	Working time arrangements – shift, zero, annual	Moved	From end of section
JEXHMAN	% managers regularly work >48 hrs	Delete	
JEXHMANT	# managers regularly work >48 hrs	Delete	
JEXHNMAN	% non-manag regularly work >48 hrs	Delete	
JEXHNMT	# non-manag regularly work >48 hrs	Delete	
JOPTMAN	% managers who signed an hours opt-out	New	
JOPTMANT	# managers who signed an hours opt-out	New	
JOPTNM	% non-manag who signed an hours opt-out	New	
JOPTNMT	# non-manag who signed an hours opt-out	New	
Section K: Establishment Performance			
KINTTEXT	Intro to external environment questions	Modified	From below Q – all trading sector
KACTIVS*^	Single wp provides to public or orgs	-	
KACTIVM*^	Multi site provides to public, orgs or within.	-	
KPRIVPUB	Provide to public or private sector	Delete	
KPROSER	Single or multiple products or services	-	
KMARKET	Geographical market	-	
KLARGE*	Largest customer - % of business	Delete	
KCOMPET	Number of competitors	-	
KDEGREE*	Degree of competition	-	
KOVRSEA	Degree of overseas competition	-	
KPCTSHAR*	UK market share of main product	-	
KSTAMAR	Current state of the market (growth/decline)	-	
KPROSAL*	Labour costs as a % of revenue or operating costs	-	
KCOMPSUC	Intro to competition questions	-	
KPRICE	Demand reliant on price	-	
KQUAL*	Demand reliant on quality	-	
KRANK*^	Two other important competition factors	Delete	
KBAINOV	Degree of innovation	New	NESS question
KREQUIRE*^	ER info needed by customer	-	
KJIT	'Just in time' operation	-	
KWRKPLAC	Attained quality standards (BS5750 or ISO9000)	Delete	
KHOWMON*^	Methods of monitoring work	Replaced	
KHOWMOX*^	Methods of monitoring work	New	Changed to 2 main methods. Added 'customer feedback' to code 4. Added code 6: External auditing.
KHOWMONX*^	Methods of monitoring work – 2 main	New	
KRECPER*^	Type of workplace records kept	-	
KTARGET*^	Type of workplace targets	-	
KHITARG*^	Targets set at a higher level in org.	Delete	
KTARCON	Targets set in consultation	Delete	
KEMPINF	Employees informed of targets	Delete	
KBNCHMA	Benchmarking against workplaces	Modified	Stem: intro deleted, reordered
KBNCEST1	Benchmark against: other workplaces in industry	Deleted	
KBNCEST2	Benchmark against: other workplaces in org	Deleted	
KBNCEST3	Benchmark against: workplaces overseas	Deleted	
KERFIS*	Measure of financial performance	-	
FPINT2	Intro to financial performance questions	-	

KESTPER1*	Rating: financial performance	-	
KESTPER2*	Rating: labour productivity	-	
KESTPER3*	Rating: product/service quality	-	
Section L: Workplace Change			
LINTRO(2)	Intro to workplace change questions	Modified	Removed reference to concluding
LMANCHA*^	Changes in the workplace (last 2 yrs)	Replaced	
LMANCHX*^	Changes in the workplace (last 2 yrs)	New	Deleted code 2 & modified code 3
LIMPCHA	Change with greatest impact	Replaced	
LIMPCHX	Change with greatest impact	New	Deleted code 2 & modified code 3
LTYPINV1*	Involvement of unions in workplace change	-	
LTYPINV2*	Involvement of JCC in workplace change	-	
LTYPINV3*	Involvement of affected employees in wp change	-	
LRECIMP*	Adverse effect of recession on workplace	New	
LRECACT*^	Actions taken in response to recession	New	14 codes
LRECEXP*	Attitude: workplace weaker as a result of recession	New	
Section M: General Information			
MRELATE*	Rate: manager-employee relationship	-	
MEND	Concluding interview and intro to 'housekeeping'	New	
MLINKDAT	Permission to link data	-	
MWREP	Interviewer to determine worker rep contacts	-	
MFPQ	Interviewer to distribute FPQ	Modified	Added filter for trading sector
MNEXTIME	Permission for further contact	Modified	Changed 'DTI' and date

Survey of Employees Questionnaire (SEQ) Change Register: WERS5–WERS6

Terminology in change column:-
- Deleted – data item no longer collected
- Moved – data item still collected but moved to a different place in the interview
- Replaced – data item deleted and replaced with a different but related or similar item
- Modified – data item changed in some way (either question stem or response code – refer to notes)

NB: When using the data – the variable name hasn't changed when the question may have.

Question	Topic	Change	Notes
Section A: About your job			
A1	Tenure	-	
A2	Contract type	-	
[A3]	Usual weekly hours including overtime	Moved	Now A4
A3	Basic or contracted hours	New	
[A4]	Usual weekly overtime hours	Replaced	
A4	Usual weekly hours including overtime	Modified	Use to be A3. Wording change
[A5]	Frequency of 48+ working week in last 12 months	Deleted	Replaced by A6
A5a-c	Attitudes: Job demands, Security		
[A6a-c]	Attitudes: Job demands, Security	Moved	Now A5a-c
[A6d]	Work-related anxiety	Deleted	
A6	Attitude: long hours and progression	New	
A7a-e	Aspects of job control	a. modified	'The' replaces 'What'
A8	Job satisfaction	Modified	Item added: The opportunity to develop your skills.
A9	Work-related well-being	Modified	Replaced 3 +ive items with 3 -ive depression-enthusiasm items.
Section B: About your workplace			
[B1]	Availability of flexible working	Replaced	
B1	Availability and use of flexible working	New	Changed stem & answer options.
[B2]	Emergency care arrangements	Deleted	
B2	Attitudes: Work-life conflict	New	
[B3]	Availability of childcare arrangements	Deleted	
B3	Receipt of off-the-job training	Moved	Previously B4
B4	Skills match	Moved	Previously B5
B5	Experiences of the most recent recession	New	
B6	Rating of managers' info provision about workplace changes.	-	
[B7]	Helpfulness of communication methods	Deleted	
B7	Attitudes: effectiveness of managers' engagement with employees	Moved	Previously B8
B8	Satisfaction with degree of involvement.	Moved	Previously B9
Section C: Your views on working here			
C1	Affective commitment to organisation	Modified	Item added: Using my own initiative I carry out tasks that are not required as part of my job.
C2	Attitudes: manager and employees' relationship	-	
C3	Overall relations between managers and employees	-	

Section D: Representation at work			
D1	Union membership	-	
D2	Who best represents you – various aspects	Modified	Response categories changed: from 'Somebody else' to 'Line manager'. Item added: If your employer wanted to reduce your hours or pay.
D3	Managers' attitude to union membership	-	
[D4]	Union recruitment activity	Deleted	
D4	Any union at workplace	Moved	Previously D5
D5	Attitudes: unions at the workplace	Moved	Previously D6
Section E: Finally, about yourself			
E1	Gender	-	
E2	Age	-	
E3	Marital status	-	
E4	Dependent children	Modified	Changed to number of children in each age band.
E5	Caring responsibilities	-	
[E6a-b]	Health and disability/Affect work you do	Replaced	
E6	Day-to-day activities limited by a health problem or disability	New	
[E7]	Academic qualifications		
[E8]	Vocational qualifications		
E7	Academic and vocational qualifications	Modified	Changed to one question in two column format.
E8	Job title	-	Previously E11
E9	Job description	-	Previously E12
E10	Supervisory responsibilities	-	Previously E13
[E9]	Computer use	Deleted	
[E10]	Gender balance of job	Deleted	
E11	Pay	Modified	Changed pay bands. Previously E15
E12	Types of payment	New	
E13	Ethnicity	Modified	In-line with census. Moved 'Chinese' and added Arab to 'other'. Previously E14
E14	Religion or belief	New	
E15	Sexual orientation	New	
[E16]	Hourly pay	Deleted	
E16	Any other comments	Moved	To back of page. Previously E17

Worker Representative Questionnaire (WRQ) Change Register 2004-2011

Terminology in change column:-

- Deleted – data item no longer collected
- Moved – data item still collected but moved to a different place in the interview
- Replaced – data item deleted and replaced with a different but related or similar item
- Modified – data item changed in some way (either question stem or response code – refer to notes). 'Modified for uni-mode' indicates that the show card has been removed.

Note: in all questions 'establishment' has been replaced by 'workplace'; and 'routine unskilled occupations' has been replaced by 'routine occupations'.

Question	Topic	Change	Notes
Section A: Background Information			
WAREPTYP	Representative type		
WATITLE	Stand-alone non-union rep's title.	New	
WUNION	Name of representative's union.	Replaced	
WAUNION	Name of representative's union.	New	Changed to infill.
WAREPSEN	Most senior union rep		
WAUREPCH	Reason senior union rep unavailable – open		
WAWREPSE	Most senior non-union rep		
WAWREPCH	Reason senior non-union rep unavailable – open		
WAREPSOC*	Rep's occupation	Modified	Added: 'in your day-to-day job'.
WAHOURS	Usual working hours per week (job)	Replaced	
WAHRSALL	Usual working hours per week (all)	New	Added to question stem
WAFULLTI	Full-time representative	Deleted	
WAHRSWRK	# of hours spent on rep activities per week.	Moved Modified	Added: 'whether paid or unpaid'.
WAPAYHRS	Representative work paid by employer.	Moved	
WAWREPUN	Member of a trade union or staff association.		
WOTHRUN	Trade union non-union rep belongs to		
WAWREPOF	Other official position in Union.	Deleted	
WAREPYRS	Number of years as a representative		
WASERVIC	Workplace tenure	Deleted	
WAPROTW*^	Issues spent time on as a rep (12 mths)	Replaced	Changed stem and codes.
WAPRWX*^	Issues spent time on as a rep (12 mths)	New	Stem: replaced 'job' with 'role'. Discipline & grievances; & diversity.
WAPROTIM*	Most important issue at workplace (12 mths)	Replaced	Changed codes.
WAPRMX*	Most important issue at workplace (12 mths)	New	Changed codes as above.
WAINDIV	Do you spend most of your time on collective or individual issues?	New	Replaces WB/WCINDIV, stem change and extra code.
WAHRDK	Band of hours spent on representative activities per week.	Deleted	
WEULR	Are you designated Union Learning rep?	Replaced	
WAEULR	Are you designated Union Learning rep?	New	Change to variable name only
Section B: Structure of Representation at the Workplace			
WBUNONLY	JCC represents union members only		
WBINTRO	Intro to representation structure	Modified	Removed filter
WBPROPME/ WBPROPPC	Number/proportion of union members at workplace.	Modified	Interviewer note added re %
WBRECHAN	Change in proportion of union members.		
WCPROPME/ WCPROPPC	Number/proportion of employees represented at workplace.	Moved Modified	Interviewer note added re %
WBWHYDO5*^	Reasons for decrease in union members	Deleted	

WBWHYUP5*^	Reasons for increase in union members	Deleted	
WBSOCME9*^	Occupational groups represented	Deleted	
WBREPOTH	Represent members of other unions	Deleted	
WBREPNUN	Represent non-union members	Deleted	
WBPROPFE	Women as a % of members	Modified	Combined. Modified for uni-mode.
WCPROPFE*	Women as a % of employees represented	Replaced	
WBPROPPA*	Part-time employees as a % of members	Deleted	
WBELECT	Appointed by election		
WBSELEC^	Method of union rep selection	Modified	Deleted other specify
WCHOWREP	Non-union rep appointed by election	Replaced	Moved
WBHOWREP	Non-union rep appointed by election	New	Variable name change only
WCSELREP^	Method of non-union rep selection	Replaced	Moved and modified
WBSELRE^	Method of non-union rep selection	New	Deleted other specify
WBNUMREP	Other reps from union present	Deleted	Combined: replaced Y/N with range including 0.
WBREPNUM	Number of other reps from union	Modified	
WBOTHREP	Other union reps present		
WCUREPB	Union reps present	Replaced	Moved and modified
WBUREPA	Union reps present	New	Filter changes
WBJTMEET	Meetings with other union reps, mgt not present.	Modified	Combined – filter change
WCUMEETA	Meetings with union reps, mgt not present.	Replaced	
WCUMEETB	Meetings with union reps, mgt not present.	Replaced	
WBUNREL	Relationship with other union reps	Deleted	
WBNUREP	Non-union reps present (asked of U reps)		
WCNUOTH	Other NU reps present (asked of SA reps)	Replaced	Moved and name change
WBNUOTH	Other NU reps present (asked of SA reps)	New	Variable name change only
WBNUMEET	Meetings with NU reps, mgt not present.	Modified	Filter change
WBEEREL	Relationship with other NU reps	Deleted	
WBMAMEET	Meetings with mgt (to negotiate or consult).	Modified	Combined – filter change
WCNUMEET	Meetings with mgt (to negotiate or consult).	Replaced	
WBMAOFT	Frequency of meetings with management	Modified	Combined – filter change
WCNUOFT	Frequency of meetings with management	Replaced	
WBMAUN	Meetings attended by reps of other unions	Deleted	
WBMANU	Meetings attended by non-union reps	Deleted	
WBCOMIT*	Issues discussed at meetings	Deleted	
WBMAINFO	Provision of information for meetings	Deleted	
WBINDIV	Contact for individual or collective issues.	Replaced	By WAINDIV
WBWHOMAP^	Person approached to discuss issue.	Deleted	
Section C: Joint Consultative Committees			
CINTRO	Intro to structure of employee representation	Modified	Intro to consultation
WBJCC	TU rep member of a consultative committee.	Modified Moved	Add: at this workplace
WCJCCID	Check rep sits on D1COMM (JCC)	Modified	Ask union reps. Union reps continue only if sit on D1COMM.
WCJCCNAM	Name of JCC (if not D1COMM)	Modified	Filter: JCC reps only.
WCJCCNUM	Number of NU reps on JCC	Modified	Stem: deleted 'employee'.
WCJCCOFT	Frequency of JCC meetings	Deleted	
WCCOMI*^	Issues discussed at consultative committee	Replaced	Combined into below
WBCOMB*^	Issues discussed at consultative committee	Replaced	
WCCOMX*^	Issues discussed at consultative committee	New	Add: 'and diversity'. Delete: other specify.
WCREPINF	Influence of employees/reps at JCC.	Deleted	
WCREPBLO	Block managerial initiatives.	Deleted	
WCRINFOR*	Provision of information for JCC meetings	Deleted	

WCPROCES	Manager's approach at JCC	Modified	Combined. Modified for uni-mode.
WBPROCES*	Manager's approach at JCC	Replaced	
WCUREPA	Union reps present	Deleted	Replaced by WBUREPA
WCUSIT	Union reps member of JCC.	Deleted	
WCURELA*	Relationship with union reps.	Deleted	
WCNUNUM	Number of other NU reps	Deleted	
WCURELB	Relationship with union reps.	Deleted	
WCUATT	Meetings attended by union reps	Deleted	
WCNUCOMI	Issues discussed at meetings	Deleted	
WCNUINFO	Provision of information for meetings	Deleted	
WCMANCON	Contact with mgt (other than meetings)	Modified	Combined. Ask all, Add: 'formal' to stem. Modified for uni-mode.
WBMANCON*	Contact with mgt (other than neg or CC)	Replaced	
WCINDIV	Contact for individual or collective issues.	Replaced	By WAINDIV
WCWHOMA	Person approached to discuss issue.	Deleted	
WCPROPPA	Part-time employees as a % of members	Deleted	
WCREPNUN	Represent union members	Deleted	
Section D: Negotiation, Consultation and Information Provision			
DINTRO	Intro to pay determination	Modified	Replaced 'at this workplace' with 'for the employees you represent'.
WDWHERE	Where decisions about pay are made	New	
WDPAY	Negotiate pay		
WDINVORE	Personally involved in negotiating pay		
WDINVU*^	Parties involved in neg pay		
WDINVNU^	Parties involved in neg pay		Modified for uni-mode.
WDCONONE	Consult or negotiate.	Delete	Deleted
WDFORMAL	Formal or informal consultation/neg.	Delete	Deleted
WDCONEMP	Prior consultation with employees	Delete	Deleted
WDINFORE	Prior request for information from mgt	Replaced	By below
WDREQUES	Prior request for information from mgt	New	Filter and stem changed
WDLASTRE	Information provision (last occasion)	Replaced	
WDLASTRX	Information provision (last occasion)	New	Filter and prompt changed
WDASKMEM	Members asked to accept pay offer	Modified	Stem: 'your members' to 'employees you represent'.
WDHOURS*	Negotiate, consult, inform or not involve …hours of work.		
WDHOL*	… holiday entitlements		
WDPEN*	… pension entitlements		
WDRECRUI*	… recruitment or selection of employees	Deleted	
WDTRAINI*	… training of employees		
WDDISCIP*	… disciplinary procedures	Replaced	Combined and added 'the development of…'
WDGRIEV*	… grievance procedures	Replaced	
WDISGRIE*	… disciplinary and grievance procedures	New	
WDMANPLA*	… staffing plans	Deleted	
WDEQUOPP*	… equal opportunities	Deleted	
WDHEASAF*	… Health and safety		
WDPERFAP*	… performance appraisals	Deleted	
WDINV	Mgt provide: internal investment plans	Deleted	
WDFIN	Mgt provide: financial position of the wp	Deleted	
WDWHOLE	Mgt provide: financial position of the org	Deleted	
WDSTAFF	Mgt provide: staffing plans.	Deleted	
Section E: Role of Employee Representatives			
EINTRO	Intro to more about job as representative		
WEGENMEE	Frequency of general meetings w/emp'ees (last 12 mths)		

WEOFTMEE	Meetings held during work hours	Modified	Modified for uni-mode.
WEOFFMEE	Time off to attend meetings	Deleted	
WEADDME^	Methods of communication with employees	Modified	Deleted: Other Specify.
WEPHONE^	Management provision of facilities	Modified	Deleted: Other (& specify). Modified for uni-mode.
WETRAINI	Representative training (12 mths)	Modified	Changed 'your/their'
WEWHATRA^	Types of representative training	Deleted	
WEMANPAI	Time paid for by management	Deleted	
WEORG	Training providers	Delete	
WEEVTRAI	Ever received training?	Modified	Changed 'your/their'
WEMANCLO	Att: reps work with mgt when intro change		Modified for uni-mode, & changed intro
WEMANVAL*	Att: mgt values the opinions of reps	Deleted	
WEMANSUP*	Att: management is supportive of reps	Deleted	
WENEEDKN*	Att: management shares information	Deleted	
Section F: Collective Disputes			
FINTRO	Intro to collective disputes	Modified	Deleted '… and how they are resolved'
WFFORMPR	Formal collective dispute procedures	Deleted	
WFDISPPA	Collective dispute (12 mths)		
WFPROCRE	Collective dispute procedures used	Deleted	
WFDISPSA*	Satisfaction with dispute procedures	Deleted	
WFINDA*^	Forms of industrial action taken (12 mths)	Replaced	Code list reduced
WFINDAX^	Forms of industrial action taken (12 mths)	New	Modified for uni-mode.
WFTHREA8*^	Industrial action threatened (12 mths)	Replaced	Code list reduced
WFTHREX^	Industrial action threatened (12 mths)	New	Modified for uni-mode.
WFBALLOT	Ballot conducted		
WFNUMBAL	Number of ballots		
WFMAJFA1	Ballot results – single ballot		
WFMAJFA2	Ballot results – multiple ballots		
WFPROPVO*	Proportion voted in [last] ballot	Deleted	
WFPICKET	Picketing in last 12 months		
Section G: Redundancies, Grievances and Disciplinary Procedures			
WGEMPRED	Redundancies (12 mths)	Deleted	Covered in next question
WGEMPRX^	Workplace changes that have occurred in last 2 years	New	Uni-mode
WGRECESS	Was this change a result of the recent recession?	New	
WGCHREC1-7^	Which changes a result of recession?	New	
WGCONRED	Consultation over redundancies	Replaced	
WGCONRE1-7	Consultation over changes	New	
WGWHOCO^	Parties consulted over redundancies	Deleted	
WGISSCO^	Issues consultation covered	Deleted	
WGCHANG*^	Changes in redundancy from consultation	Replaced	
WGCHAN1-7	Consultations led to changes in proposals	New	
WGGREVPR	Formal individual grievances procedures		
WGGRVMTG	Formal meeting for grievance		
WGGACC	Parties who accompany at grievance meeting	Replaced	Code list reduced to three.
WGGACCX	Accompaniment at grievance meeting	New	
WGCOMP1-3	Rights of the employee's companion	Deleted	
WGGRVAPL	Right to appeal result of grievance procedure		
WGPROCYR	Individual grievance procedures used in last	Modified	Added 'that you represent' to

	12 months.	Moved	stem.
WGPROCN	Reasons why not used [open]	Delete	Deleted
WGPREAPP	Rep first approach before management	Delete	Deleted
WGNOTIFY	Rep notified of grievance		
WGGRIEC	Stage at which rep is involved	Delete	New delete
WGGRIE*^	Types of grievances in last 12 months	Replaced	Modified & deleted other specify
WGGRIEX*^	Types of grievances in last 12 months	New	List reduced and changed, removed procedure filter.
WGGRIEVO	Representation by a full-time union official	Delete	Deleted
WGGRIESA	Satisfaction with grievance procedure.	Delete	Deleted
WGDISPRO	Formal procedure for discipline & dismissals		
WGOTHMTG	Formal meeting for discipline & dismissals		
WGOACC*^	Parties who accompany at disciplinary meeting	Replaced	Code list reduced to three.
WGOACCX	Accompaniment at disciplinary meeting	New	
WGOCMP1-3	Rights of the employee's companion	Deleted	
WGDISSAT	Satisfaction with disciplinary procedure.	Deleted	
WGAPPEAL	Right to appeal decision		
WGUSED	D&D procedures in the last 12 months	New	
WGTRAPP	Assisted with ET application	Deleted	
WGTRHEAR	Represented at ET hearing	Deleted	
Section H: Employee Representative – Management relations			
HINTRO	Intro to relations with managers	Modified	
WHRATERE	Relationship between reps and managers (rating)	Modified	Modified for uni-mode.
HINTRO2	Intro to attitude questions	Modified	Reduced
WHTRUST1*	Attitudes – managers can be relied upon	Deleted	
WHTRUST2*	Attitudes – managers are sincere	Deleted	
WHTRUST4	Attitudes – trust managers to act with honesty & integrity	Modified	Modified for uni-mode.
Section I: Contact with external organisations			
WIINTRO	Intro to contact with external organisations		
WIMETOFF	Contact with paid union official	Replaced	Add code: 'At least once a week'.
WIMETOFX	Contact with paid union official	New	
WIOFFLE*^	Reasons for contact with official	Replaced	Deleted other specify
WIOFFLX*^	Reasons for contact with official	New	
WIADVIC*^	Bodies sought advice from.	Replaced	Deleted govt dept please specify
WIADVIX*^	Bodies sought advice from.	New	
WIREAS*^	Reasons for contact with other bodies	Replaced	Deleted other specify
WIREASX*^	Reasons for contact with other bodies	New	
Section J: Union recruitment			
JINTRO	Intro to union recruitment		
WJMANATT	Management's attitude to union membership		
WJFOR	Managers encourage membership or recruitment	Deleted	
WJFORHOW	How do they do this? [Open - coding frame]	Deleted	
WJAGAINST	Managers discourage membership or recruitment	Deleted	
WJAGGHOW	How do they do this [Open – no coding frame]	Deleted	
WJINFNWE	Informed of new recruits	Deleted	
WJTRIED	Recruitment attempts in the last 12 mths	Replaced	Extended filter: WBUNONLY=1
WJTRIEDX	Recruitment attempts in the last 12 mths	New	

WJINFILL	Recruit employees - covered by union	Replaced	Extended filter: WBUNONLY=1
WJINFILX	Recruit employees - covered by union	New	
WJINREC	Success in recruitment – covered by union	Replaced	Extended filter: WBUNONLY=1
WJINRECX	Success in recruitment – covered by union	New	
WJEXPAN	Recruit employees - not covered by union	Replaced	Extended filter: WBUNONLY=1
WJEXPANX	Recruit employees - not covered by union	New	
WJEXPREC	Success in recruitment – not covered by union	Replaced	Extended filter: WBUNONLY=1
WJEXPREX	Success in recruitment – not covered by union	New	
WJYEAR	New members who have been working for more than 1 year (12 mths)	Deleted	
WJINPOT	Covered, eligible and not members	Deleted	
WJEXPOT	Not covered, eligible and not members	Deleted	
WJPLAN	Formal recruitment plan developed at workplace (12 mths)	Deleted	
WJHELP*^	Recruitment assistance from union -12 mths	Replaced	Extended filter: WBUNONLY=1.
WJHELPX^	Recruitment assistance from union -12 mths	New	Modified for uni-mode.
Section K: Workplace change - Deleted			
WKMANCH9*^	Workplace changes (last 2 years)	Deleted	
WKMIMPCA*	Change with the most impact on employees	Deleted	Elements covered by questions in Section G
WKCHATU*	Involvement of reps	Deleted	
WKNONCH*^	Reasons why attempts were unsuccessful	Deleted	
WKWHYNO^	Reasons for no success	Deleted	
Section L: Personal Characteristics			
WLREPGEN	Sex of respondent		
WLAGE	Respondent age in years		
WLETHNIC*	Respondent Ethnicity	Replaced	Modified to 5 main groups.
WLETHINIX*	Respondent Ethnicity	New	Changed 'Chinese' to 'Arab'
WLDISAB1	Long-term health problem or disability	Deleted	Stem changed
WLDISABX	Long-term health problem or disability	New	
WLDISAB1	Health problem or disability affects work	Deleted	
WRQMODE	Interview face-to-face or by telephone	New	
WRQSHOW	Presence of show cards if by telephone	New	