PEOPLE MATTER SURVEY

WELLBEING MODULE

In addition to the core People Matter Survey, your organisation has chosen to include a question module this year which relates to **staff wellbeing**, to better understand issues relating to stress and work/life balance across the organisation. The module will assist your organisation to determine whether the workplace supports employees to manage stress.

1.   Support from your organisation

Please indicate the extent of your agreement with the following statements**.**

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. My organisation provides a safe work environment	☐1	☐2	☐3	☐4	☐5
b. My organisation encourages and supports employees to have a good work/life balance	☐1	☐2	☐3	☐4	☐5
c. My organisation has effective procedures in place to support employees who may experience stress	☐1	☐2	☐3	☐4	☐5

2.   Working with clients

Based on your personal experience in dealing with clients, please indicate the extent of your agreement with the following statements:

(Clients refers to the person/s you provide advice or service to (internal or external) to your organisation)

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. I have the ability and skills to deal with difficult clients	☐1	☐2	☐3	☐4	☐5
b. My organisation provides me with appropriate training and guidance to manage clients	☐1	☐2	☐3	☐4	☐5

3.   Work related stress

a. How would you rate your current, overall stress level in relation to work-related stress?	☐1 Nil – not experiencing any work-related stress (Go to Q.4) ☐2 Low/ mild ☐3 Moderate ☐4 High ☐5 Very high ☐6 Severe
b. Thinking about your work-related stress, what are the main causes of stress? (Please select up to three options):	☐1 Nature of work and work demands ☐2 Unclear job expectations ☐3 Inflexible working hours or arrangements ☐4 Level of support from supervisor ☐5 Level of support from colleagues ☐6 Relationship/s with supervisor/s ☐7 Relationship/s with colleague/s ☐8 Relationship/s with subordinate/s ☐9 Organisation or workplace change (e.g. restructure, change of work conditions etc.) ☐10 Incivility, bullying or harassment ☐11 Physical environment (e.g. seating, heating, cooling etc.) ☐12 Job security ☐13 Impact of non-work related circumstances
Only available if Q.3b[1] is selected c. Thinking about the nature of your work and work demands, what are the main causes of stress? (please select up to three options)	☐1 Work that doesn't utilise your skills and experience ☐2 Work that requires skills and experience you don't have ☐3 Repetitive tasks ☐4 Difficulty of tasks ☐5 Amount of work ☐6 Time pressure ☐7 Shift rosters ☐8 Unclear job expectations ☐9 Work demands that conflict with other work demands ☐10 Your level of say in how you do and manage your work ☐11 Physical demands of work ☐12 Emotional demands of work ☐13 Dealing with clients/patients ☐14 Other [please specify]…

Work related stress (continued)

Please indicate the extent of your agreement with the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
d. I have control over the workplace issues that cause me stress.	☐1	☐2	☐3	☐4	☐5
e. Work related stress regularly has a negative impact on my personal life	☐1	☐2	☐3	☐4	☐5
f. The workload I have is appropriate for the job that I do	☐1	☐2	☐3	☐4	☐5

4. Work/life balance

	Very Dissatisfied	Dissatisfied	Neither Satisfied nor Dissatisfied	Satisfied	Very Satisfied
a. Considering your work and life priorities, how satisfied are you with the work/life balance in your current job?	☐1	☐2	☐3	☐4	☐5

5. Psychological Health in workplace

The following statements refer to the way employee psychological health and safety is managed in your organisation. Psychological health means the absence of psychological disorders and a feeling of wellbeing and esteem. Psychological safety means freedom from threats to wellbeing such as stress, bullying and harassment. Based on your experiences in your current job, please indicate the extent of your agreement with the following statements:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
a. Senior managers act quickly to correct problems or issues that affect an employee's psychological health	☐1	☐2	☐3	☐4	☐5
b. Senior managers act decisively when a concern around an employee's psychological status is raised	☐1	☐2	☐3	☐4	☐5
c. Senior managers show support for stress prevention through involvement and commitment	☐1	☐2	☐3	☐4	☐5
d. The psychological wellbeing of employees is a priority for my organisation	☐1	☐2	☐3	☐4	☐5
e. In my organisation, senior managers clearly consider the psychological health of employees to be important	☐1	☐2	☐3	☐4	☐5
f. In my organisation, senior managers consider the psychological health of employees to be as important as productivity	☐1	☐2	☐3	☐4	☐5
g. In my workplace, there is good communication about psychological safety issues that affect me	☐1	☐2	☐3	☐4	☐5

h.	Information about workplace psychological wellbeing is always brought to my attention by my immediate supervisor	$\square_1$	$\square_2$	$\square_3$	$\square_4$	$\square_5$
i.	My contributions to resolving occupational health and safety concerns in my workplace are listened to	$\square_1$	$\square_2$	$\square_3$	$\square_4$	$\square_5$
j.	In my organisation, participation and consultation in psychological health and safety occurs with employees, unions, and health and safety representatives	$\square_1$	$\square_2$	$\square_3$	$\square_4$	$\square_5$
k.	In my organisation, employees are encouraged to become involved in psychological health matters	$\square_1$	$\square_2$	$\square_3$	$\square_4$	$\square_5$
l.	The prevention of stress involves all levels of the organisation	$\square_1$	$\square_2$	$\square_3$	$\square_4$	$\square_5$