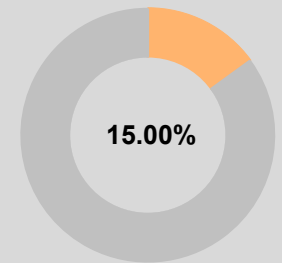


ABOUT PEOPLE AT WORK

People at Work helps organisations to assess key psychosocial hazards and factors that have been associated with poor mental health and wellbeing, job burnout, lower productivity, increased sickness absence and physical disorders, amongst others. In Australia, employers are required by law to provide and maintain a working environment that is safe and without risks to both psychological and physical health.

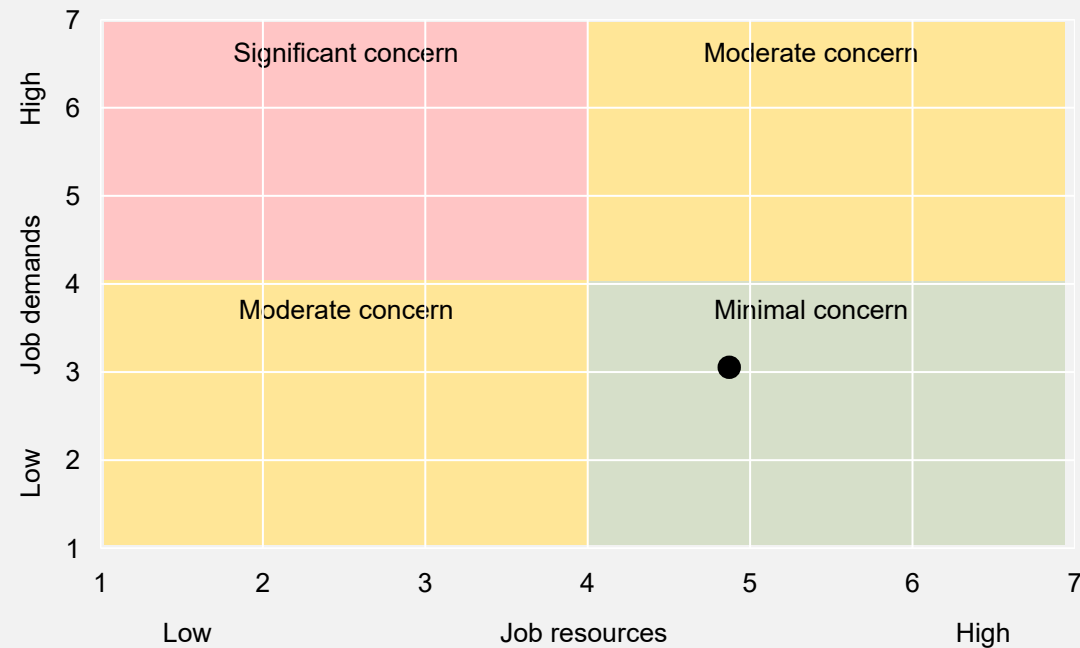
YOUR RESPONSE RATE

Your survey response rate was 15.00%. For response rates that are below 50% results should be interpreted with caution as the results may not be an accurate representation of the workplace as a whole.



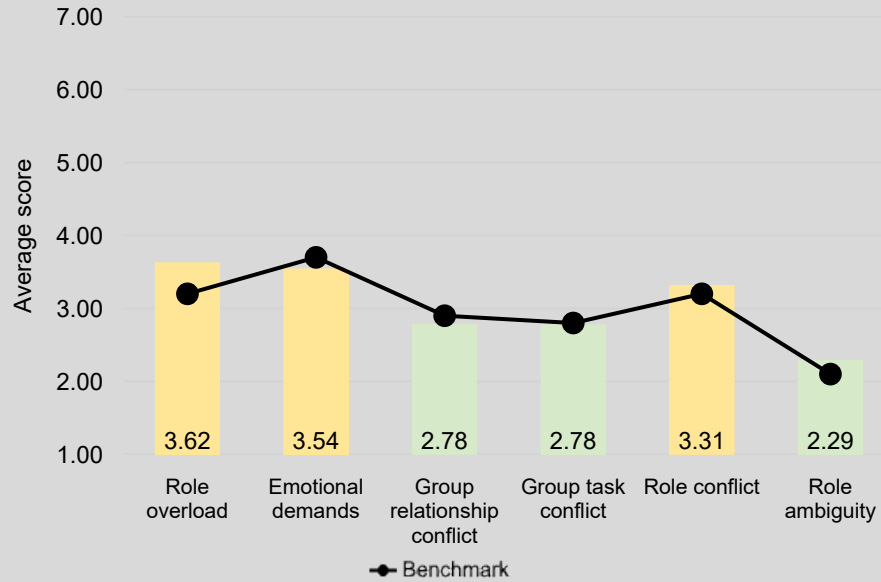
OVERALL RESULTS

Job demands refer to aspects of the job that require sustained psychological or physical effort and job resources are aspects of the job that are helpful for workers in achieving work goals. When there is a combination of high job demands and low job resources this can result in negative outcomes for workers such as psychological strain, burnout and sprain and strain. The graph shown averages your results across the different job demands and job resources to assess your overall level of risk.



This report has been provided as part of the free peopleatwork.gov.au tool. The report is to be used in accordance with the People at Work terms of use.

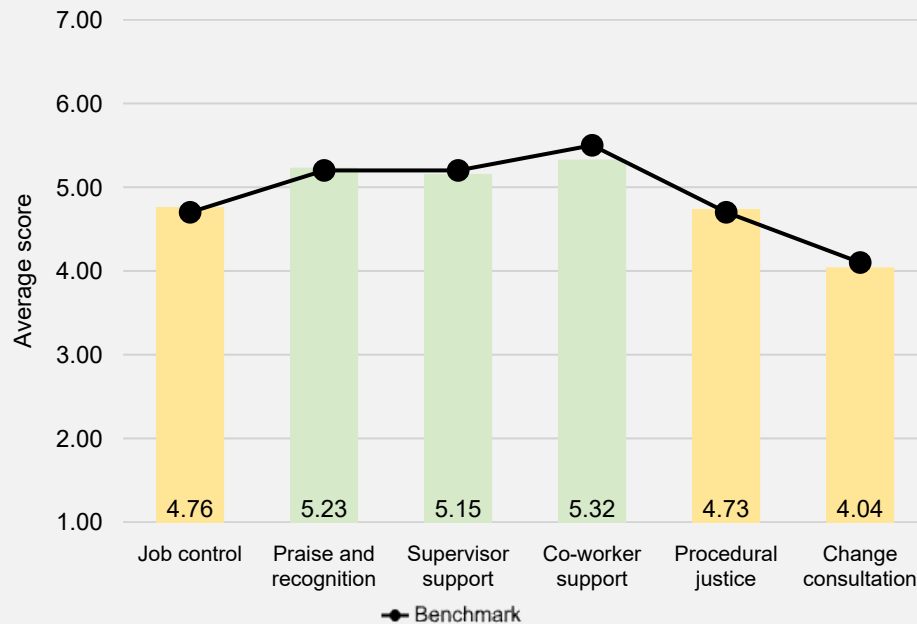
JOB DEMANDS



Score interpretation			
↓ Lower is preferable			
Range	Low	Moderate	High
Scale Values	1.00 - 3.00	3.01 - 4.99	5.00 - 7.00
Action	Good, but monitor	Could be Improved	Immediate attention required

When workers perceive job demands to be high it can result in psychological harm. Workplaces should aim for job demands to be in the low range. Results should be followed up with a focus group to explore results further and an action plan developed. Some possible suggestions can be found in our guidance. For further detail see the comprehensive report.

JOB RESOURCES



Score interpretation			
↑ Higher is preferable			
Range	Low	Moderate	High
Scale Values	1.00 - 3.00	3.01 - 4.99	5.00 - 7.00
Action	Immediate attention required	Could be Improved	Good, but monitor

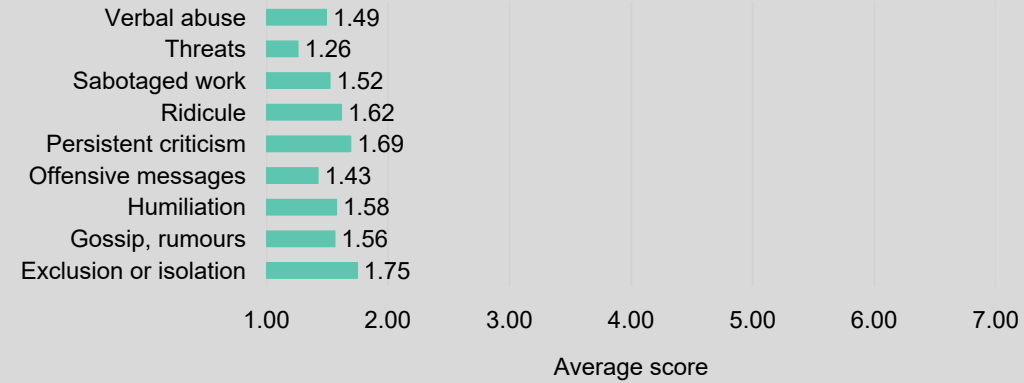
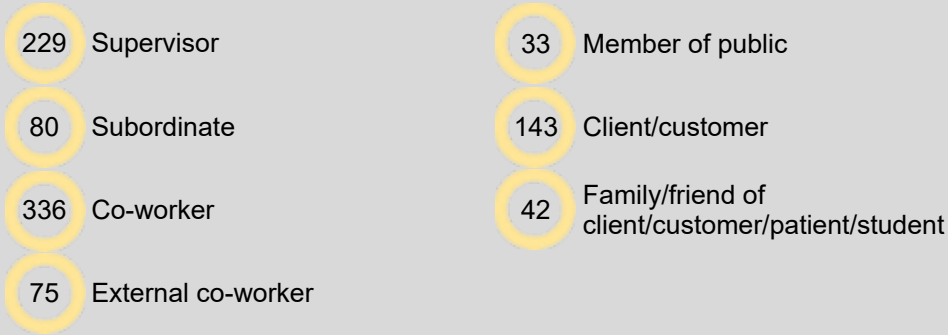
When workers perceive job resources to be low it can result in psychological harm. Workplaces should aim for job resources to be in the high range. Results should be followed up with a focus group to explore results further and an action plan developed. Some possible suggestions can be found in our guidance. For further detail see the comprehensive report.

WORKPLACE BULLYING

34% of your workers reported experiencing workplace bullying in the previous 6 months.

Workplaces should aim to have no bullying within their workplaces. Find out more about [preventing and managing workplace bullying](#).

SOURCE OF BULLYING - COUNTS

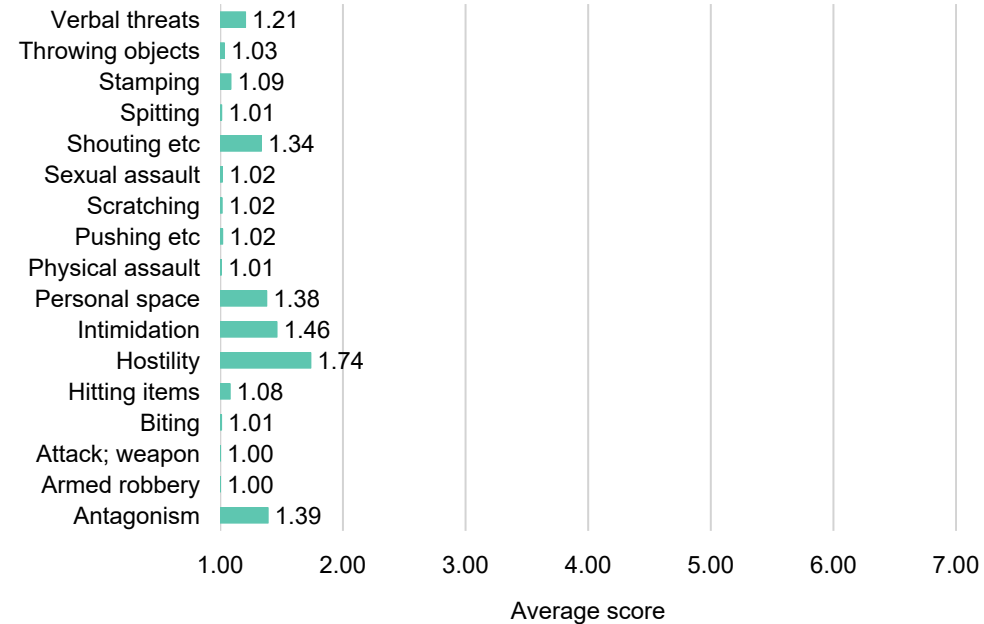
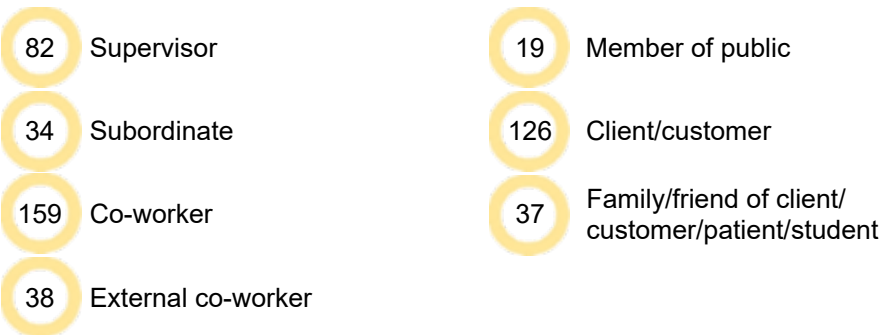


WORK-RELATED VIOLENCE

6% of your workers reported experiencing work-related violence in the previous 6 months.

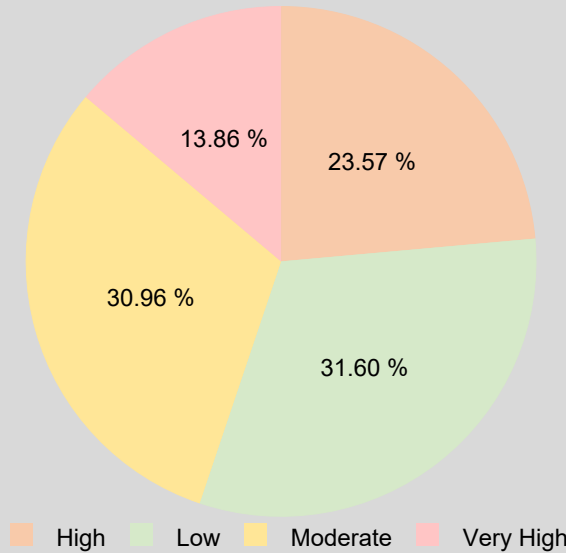
Workplaces should aim to have no work-related violence. Find out more about [preventing and managing work-related violence](#).

SOURCE OF VIOLENCE - COUNTS



PSYCHOLOGICAL HEALTH OUTCOMES

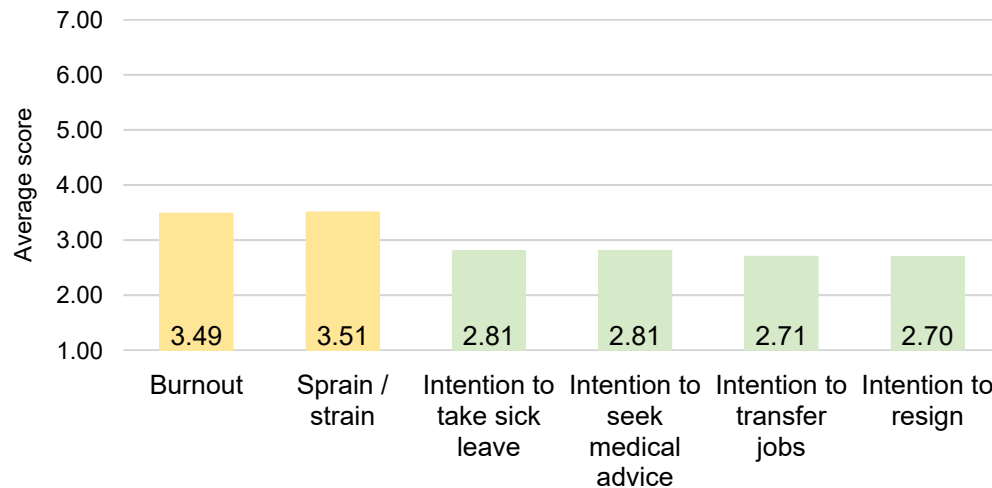
BURNOUT, SPRAIN AND STRAIN & INTENTIONS



Job demands, job resources, workplace bullying and work-related violence have been linked to psychological distress, burnout, sprain and strain and impact on various worker intentions (including intention to resign, transfer jobs, seek medical advice or take sick leave).

Psychological distress assesses experiences of negative emotional states such as anxiety and depression. Research has linked the experience of psychological distress to workers taking significantly more sick days and having significantly lower performance as compared to those not experiencing psychological distress.

Score interpretation				
Range	Low	Moderate	High	Very High
Total score	10 - 15	16 - 21	22 - 29	30 - 50



Score interpretation			
↓ Lower is preferable			
Range	Low	Moderate	High
Scale Values	1.00 - 3.00	3.01 - 4.99	5.00 - 7.00
Action	Good, but monitor	Could be Improved	Immediate attention required