



What is the People at Work Survey

The People at Work Survey is a psychosocial risk assessment tool that helps organisations to identify and assess risk to employee psychological health. It does this by:

- **Identifying psychosocial hazards:** the survey measures 14 workplace factors that can positively or negatively impact psychological health.
- **Assessing risk:** this is based on the extent to which the identified hazards are associated with psychological injury.
- **Measuring current psychological health:** three indicators of psychological health (psychological strain, job burnout and musculoskeletal symptoms) are used to provide a snapshot of the current psychological health of the Griffith workforce.

What does the survey measure?

The People at Work survey measures 14 workplace factors that impact psychological health. This includes 10 of the common psychosocial hazards listed in the *Managing the Risk of Psychosocial Hazards at Work Code of Practice 2022*. These factors are listed below:

People at Work Survey	Qld Code of Practice
Role Overload Emotional Demand	Job Demands
Role Ambiguity Role Conflict	Role Clarity
Group Task Conflict Group Relationship Conflict	Poor Workplace Relationships, including Conflict
Job Control	Job Control
Supervisor Support Co-worker Support	Poor Support
Praise and Recognition	Low Reward & Recognition
Procedural Justice	Poor Organisational Justice
Change Consultation	Poor Organisational Change Management
Workplace Bullying	Bullying
Work-Related Violence	Violence & Aggression
Partial measurement via demographic questions	Remote or Isolated Work
	Harassment, including Sexual Harassment
	Traumatic Events and Materials
	Poor Physical Environment

In addition, the People at Work survey measures three indicators of psychological health: Psychological Strain, Job Burnout and Musculoskeletal Symptoms. It also asks about employee intentions to resign, transfer jobs, take leave, and seek medical advice.



How was the People at Work Survey developed and validated?

The People at Work Survey was developed through a research collaboration between Queensland University of Technology, The Australian National University, Workplace Health and Safety Queensland, WorkCover NSW, WorkSafe Victoria, Safe Work Australia, and *beyondblue*. Established in 2007, this research collaboration developed the People at Work survey and made it available to Australian organisations at no cost. The data from completed surveys was used across multiple phases to validate and benchmark the tool.

- The survey was constructed using existing and validated measures of workplace factors that can impact health.
- The survey was demonstrated to have good psychometric properties in a sample of 6,513 Queensland workers between 2008 and 2010.
- Prevalence rates were examined in 79 organisations across 18 industries in Australia, using 11,890 surveys completed between 2013 and 2015.
- A risk analysis was also developed using the 2013 to 2015 data by determining the extent to which each of the 14 workplace factors is associated with the indicators of psychological health.

Details of this work can be found in the [People at Work Final Report](#).

Who will be invited to complete the survey?

All Griffith employees, including sessional and casual employees are invited to participate in the People at Work survey.

How do I participate in this process?

You will be emailed a link to the People at Work survey on **17 April 2023**. The survey will be available for completion for three weeks. Accessing the survey is as simple as clicking the link and following the onscreen prompts.

How long will the survey take to complete?

The survey should take around 10-15 minutes to complete.

Are my responses anonymous?

Yes, your data will be deidentified. Griffith will not be able to access individual responses and will be provided with an aggregated **report**. Results will be summarised for groups only where there are 10 or more responses in that group.

Are survey questions mandatory?

Some of the demographic questions collected at the beginning of the survey require a response. If you do not wish to provide the information requested, you can select the 'prefer not to say' answer. All other questions are optional. You are encouraged to answer as many questions as you can so that we have good data on which to base our actions to build and protect your psychosocial safety.

What will the survey responses be used for?

The survey will be used to assess the presence of psychosocial hazards at Griffith and to quickly identify any hazards that may be posing a higher risk to employee health. The results of the survey will inform the design of focus groups that will be conducted across every Element at Griffith. The purpose of the focus groups will be to:

- Communicate the results of the survey.
- Gather detailed information about the hazards identified in the survey (or identify other hazards that may not have been captured by the survey) and how they are showing up across different groups in the university.
- Understand what controls would be most effective and appropriate to address the identified hazards.



The order of the focus groups will be determined by risk, using the survey results.

When will we find out the results of the survey?

The survey will close on Friday 5 May 2023 and university-wide results will be presented to the Executive Group shortly after. A summary of the university-wide results will be communicated via the Griffith Staff News. Element specific results will be presented to Element leadership teams starting mid-May and focus groups will commence mid-June.

How can I express my interest in participating in a focus group?

If you would like to be included in a focus group discussion, please email your interest to healthandwellbeing@griffith.edu.au.

What if I don't want to participate in a focus group, how will I find out about the survey results?

Participation in the focus groups is voluntary and will not be the only way to hear about the survey results. We will publish a university-wide summary of results in Griffith Staff News, following presentations of results to the Executive Groups throughout May.

What will be done to address the hazards identified in the survey?

The results of the survey will inform the design of focus groups that will be conducted across every Element at Griffith. These focus groups will be used to co-design controls that are effective and appropriate to address identified hazards. These controls may include and are not limited to:

- Revision and updates to policies and procedures relating to change management, appropriate conduct in the workplace, work allocation and management, reward and recognition, and organisational decision-making.
- Review of role designs and workplace environments that may contribute to job demands, low clarity or control, remote or isolated working, poor physical environment, and/or exposure to traumatic material, aggression, or harassment.
- Capability building for leaders and employees around how to manage and prevent psychosocial risks in the workplace.
- Tailored programs delivered by external consultants, coaches and/or psychologists to build effective working relationships, resolve conflict and address workplace factors that may increase the risk of bullying, harassment, or aggression.

For more information on how specific psychosocial hazards can be managed, please review the [Tip Sheets](#).

What are the demographic questions used for?

Griffith employees perform a wide variety of work in a wide variety of workplaces—from homes, to offices, to laboratories, to work in the field, clinic or community. It is likely that there will be differences in the way psychosocial hazards present across our teams. The demographic questions will help us to understand these differences and to identify groups who may need support around psychosocial safety more quickly than others.

Where is my data stored?

The data is stored in Australia on secured servers.



Can I get a copy of my responses?

No, the system does not provide workers with a personal report. If you would like to access support or learn more about psychological health, please reach out to the Health and Wellbeing team: healthandwellbeing@griffith.edu.au.

What if I find the content of the survey challenging?

If you find any of the survey questions triggering or challenging, please don't hesitate to cease the survey and contact Benestar for support on 1300 360 364. For more information on Benestar, please [connect with their team](#).

I have more questions. Who can I speak to?

If you would like to ask questions, discuss concerns, or seek more information, please reach out to the Health and Wellbeing team: healthandwellbeing@griffith.edu.au.