



Dear Participant,

Welcome new participants! We really appreciate your help. This national study aims to improve the health of Australian workers. Questions will be asked about working conditions (e.g. workload, job control, work support, safety climate, bullying, harassment), job security, psychological health, physical health, heart health, work engagement, performance, satisfaction, fatigue, and workers' compensation.

Thank you very much if you have previously taken part in the Australian Research Council funded project, *The Australian Workplace Barometer (AWB)*. Thanks to those that have participated we have produced a variety of discoveries about Australian workplaces. These results can be found at Safework Australia (<https://bit.ly/2vq4gT9>) and StressCafé (<http://stresscafe.com.au/>)

This round the Australian Workplace Barometer will investigate how work conditions relate to mental health and related medications. A full description of the project is available at <https://www.stresscafe.com.au/tranquillising-work-stress.html>. To facilitate this important research we ask your permission to securely send your personal information to the Australian Institute of Health and Welfare (AIHW) to match to the Pharmaceutical Benefits Scheme (PBS) and create an anonymous research dataset. Please note that even if you do not provide your consent for data matching all other survey data is really important.

The survey will be conducted online and will take around 20 to 30 minutes to complete. It may take shorter or longer, depending on the questions that are relevant to you.

Your participation is voluntary

Your participation in this study is completely voluntary and there will be no cost to you. If you do not want to take part in this study you do not have to. You are free to withdraw from the study at any point while completing the survey, without consequences. Once you submit your survey, however, the research team will be unable to remove your response as it will not be possible to identify your individual data. You should feel under no obligation to participate in this study, however, as mentioned above we think that this is an important addition to the research.

During the survey you will be asked to give your permission to securely send your personal information to the AIHW to match to the PBS as outlined in this information sheet. The PBS collects information on the prescription medications you have filled at pharmacies and can be linked to create an anonymous dataset by integrating AWB with PBS data provided by the AIHW. The linked data set will have no individual identifiers and will be stored under the highest levels of data security by being analysed in a Secure Unified Research Environment (SURE). This information will assist us to further examine how working conditions impact worker health.

Data use and storage

The data may be used to compare Australian states, compare Australia with other countries. Data may be used as benchmarks against which to evaluate major policy changes in relation to Australian workplaces. In the future, pending additional funding, you may be asked purely on a voluntary basis to participate in a similar survey to assess trends, or in complementary research for example to explore physical health so that links may be made between work conditions and physical health.

All records containing personal information will remain confidential, and no information which could lead to the identification of any individual will be released (unless in the unlikely event where disclosure is required by law) or published at any stage during the project or in the future. Upon completion of this research, all recorded data will be stored in a master data file and locked cabinet at the Centre for Workplace Excellence, UniSA, for five years. This is an internet-based survey. Every effort will be made to ensure that responses are confidential (e.g. we are using robust and secure survey software and storing data on secure servers), however the researcher

cannot ultimately guarantee the confidentiality or anonymity of material transferred by email or the internet.

In accord with the Australian Code for Responsible Conduct of Research and UniSA policy and the Australian Freedom of Information Act, access to data is limited only to the chief investigators and research students under my supervision. If you would like access to a summary of the research please go to <http://stresscafe.unisa.edu.au/>.

The University of South Australia's Human Research Ethics Committee has been approved this project (Ethics Protocol 203003). If you have any ethical concerns about the project or questions about your rights as a participant, please contact the Executive Officer of this Committee, Tel: +61 8 8302 6330; Email: humanethics@unisa.edu.au. The research is also funded by the NSW Government Centre for Work Health and Safety. If you have any concerns or questions, please contact me (maureen.dollard@unisa.edu.au; 8302 4594, or write to me at the above address) at the University of South Australia. Please also find below information regarding post-survey resources.

By completing and submitting the online survey, you are confirming that you have read and understood the Participant Information Sheet and consent to take part in the research.

Yours sincerely



Professor Maureen Dollard
Director PSC Observatory
University of South Australia

Post Survey Resource

In this survey, you were asked to recall and talk about stressful and emotional situations which you have been involved at work. It is quite common to continue to think about these situations and the feelings that accompanied them.

There are a range of reactions individuals can experience in response to stressful situations. The following is a list of strategies to help individuals cope and deal with stress that arises in their lives. Strategies to help you deal with stress in your life are:

- Accept your short-term stress reactions as normal
- Exercise
- Eat regular, well-balanced meals
- Limit excessive intake of alcohol, cigarettes and caffeine
- Talk to people you trust to help make sense of stressful situations
- Seek professional assistance

If, following the survey or at any other time, you find yourself experiencing distress or want to talk to someone about something that is bothering you, please contact the following support services.

Beyond Blue Support Service Line: 1300 224 636

Lifeline: 13 11 14

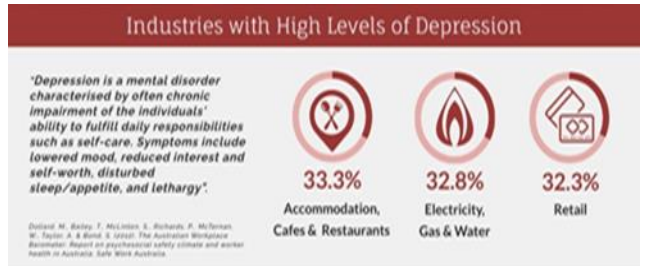
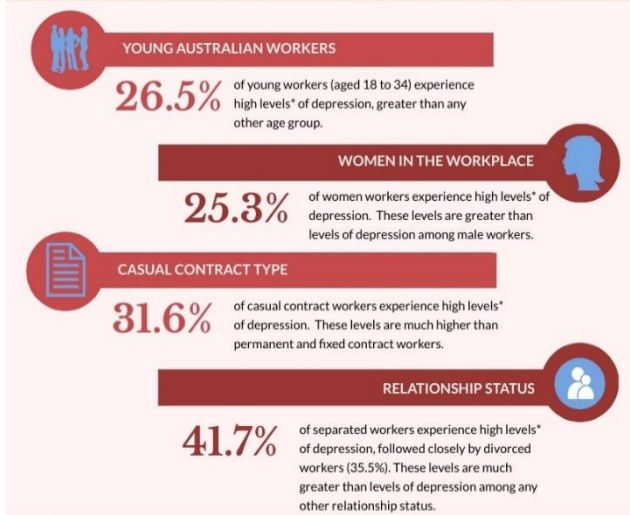
For advice in relation to bullying and harassment, you may contact the Office of the Employee Ombudsman, Ground Floor, State Administration Centre, 200 Victoria Square, ADELAIDE SA 5000, Telephone: +61 8 8207 1970, Email: oeo@saugov.sa.gov.au

More results from the Australia Workplace Barometer Project can be found at <http://stresscafe.com.au/>



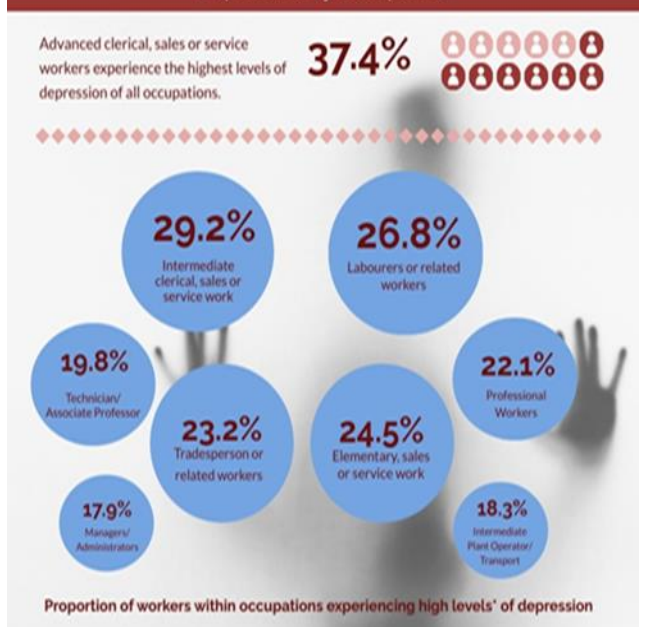
23% of Australian Workers experience high levels* of depression symptoms
*high levels - moderately severe to severe levels of depression

Depression Demographics



49.8% of workers reporting very high risk PSC, have high levels* of depression

Depression by Occupation



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Australian Workplace Barometer Data 2014-15

Psychological Distress

Health Outcomes



11.2% of Australian Workers

report high levels* of psychological distress

*high levels - high to severe levels of psychological distress

Psychological Distress Demographics

YOUNG AUSTRALIAN WORKERS



12.6%

of workers aged 18 to 34 experience high levels* of psychological distress. These levels are higher than any other age group.

WOMEN IN THE WORKPLACE



12.1%

of women workers experience high levels* of psychological distress. These levels are greater than male workers.

CASUAL/TEMPORARY CONTRACT TYPE



14.2%

of workers with a casual contract experience high levels* of distress. These levels are higher than permanent or fixed contract workers.

RELATIONSHIP STATUS



18.5%

of separated workers experience high levels* of distress, followed closely by divorced (17.4%). These levels are greater than unmarried, married or de facto relationships.

Work Claims and Related Psychological Distress

17%
of workers reported lodging a work related claim within the last 12 months



1 in 5 workers
reporting a claim experience high levels* of psychological distress