

HSR TOOL - HAZARD SURVEY



Studies show that the hazards listed below are very strong predictors of the overall mental health of a workplace. Not all industries and workplaces will encounter all hazards, so identifying the hazards to which you and your co-workers are most exposed is the first step to create a tailored plan for improving the psychosocial wellbeing in your workplace.

This survey is designed to be anonymous and link in with the example hazards in the proposed Psychological Health Regulations. It helps you identify broader trends in your workplace by identifying hazards that are deeply felt and widely felt.

To fill out the survey below, rank each factor on a scale of 1 to 5 according to how severe a problem that thing is in your workplace, by circling the number you want. 1 means not a problem at all, 5 means it is a serious problem.

Bullying (Repeated unreasonable behaviour)

1	2	3	4	5
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Gendered Violence including Sexual Harassment (Gender or LGBTQIA+-based harassment)

1	2	3	4	5
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Exposure to Occupational Violence and Aggression (For example, co-workers, customers, patients, managers)

1	2	3	4	5
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Exposure to Traumatic Events and Content (Either as an expected part of your role or not)

1	2	3	4	5
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High Job Demands (High levels of sustained or repeated physical, mental or emotional effort)

1	2	3	4	5
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Low Job Demands (Low levels of sustained or repeated physical, mental or emotional effort)

1	2	3	4	5
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Low Job Control (Little or no say over how work is carried out)

1	2	3	4	5
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Poor Support (Either from co-workers or managers)

1	2	3	4	5
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Poor Organisational Justice (Unfair or inconsistent use of policies or procedures, or a lack of procedural fairness)

1	2	3	4	5
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Low Role Clarity (Unsure of expectations, requirements e.g. frequent changes to tasks and work standards or where important information is not made available)

1	2	3	4	5
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Poor Environmental Conditions (Exposure to poor quality/hazardous working environments)

1	2	3	4	5
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Isolated or Remote Work (Especially for long periods of time)

1	2	3	4	5
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Poor Organisational Change Management (When change related to an employee's work conditions is managed or communicated poorly)

1	2	3	4	5
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Low Recognition and Rewards (Low level of acknowledgement, reward, or recognition for employee's contributions, achievements and efforts)

1	2	3	4	5
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Poor Workplace Relationships (Negative interactions at low intensity e.g. incivility, sarcasm, mocking or social exclusion, and, if unaddressed, can escalate into more damaging interactions)

1	2	3	4	5
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Insecure Work (High levels of casual/fixed term/labour hire workers. Workers unable to plan or budget for the future)

1	2	3	4	5
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Fatigue Caused for example by long shifts, shift work or high cognitive demands over a sustained period of time)

1	2	3	4	5
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Intrusive Workplace Surveillance (Excessive monitoring of emails, key strokes, calls, CCTV or trackable devices etc to manage performance)

1	2	3	4	5
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USING THE SURVEY

This survey:

- Allows members of your DWG to raise their concerns anonymously
- Allows everyone in the DWG an opportunity to participate
- Identifies hazards that are deeply and widely felt
- Note that a small cluster of '5's, under certain hazards (e.g. sexual harassment) may still be a red flag that something is wrong and would need further investigation.
- Gives HSRs an evidence base to make a case there are inadequately controlled psychosocial hazards in the workplace
- Adds to employer's state of knowledge, and therefore their obligations to eliminate or control the risks so far as is reasonably practicable (see s.20 OHS Act, what is reasonably practicable depends on what is known or ought reasonably to be known)
- Links in to the examples of psychosocial hazards contained in the proposed Psychological Health Regulations

CALCULATING THE RESULTS

The way to use this survey test is a simple averaging exercise. Essentially someone needs to add each the scores from each hazard and then divide by the number of surveys.
i.e. 10 surveys distributed and returned. Under the heading people gave the following scores:

SURVEY NO.	BULLYING SCORE	SEXUAL HARASSMENT SCORE	HIGH JOB DEMANDS SCORE	ETC.
1	2	1	5	
2	5	2	4	
3	3	2	5	
4	4	1	4	
5	5	2	4	
6	4	1	4	
7	5	2	2	
8	1	3	4	
9	5	1	5	
10	4	5	5	
total	38	20	42	

Bullying: 38 (total) divided by 10 (surveys) = averaged score of 3.8

Sexual Harassment: 20 (total) divided by 10 (surveys) = averaged score of 2.0

High Job Demands: 42 (total) divided by 10 (surveys) = averaged score of 4.2