

The workingwell study

Benchmarking mental health capabilities and experiences in Tasmanian workplaces.



Participant information

Research team

Professor Angela Martin¹, Dr Larissa Bartlett¹
Professor Anthony LaMontagne²,
Kelly Broughton¹, Petr Otahal¹

¹Menzies Institute for Medical Research, University of Tasmania
²School of Health & Social Development, Deakin University

You are invited to take part in the largest study of workplace mental health ever to take place in Tasmania.

There are two surveys – one for **employers** and one for **workers**. Responses will be de-identified so that all individuals and organisations remain anonymous.

Why are we doing this study?

The aim of the Working Well study is to better support organisations as part of a new Workplace Mental Health Framework.

Since 1 April 2023, workplaces have a duty to protect the mental health of workers in the same way they protect their physical safety. We want to learn how Tasmanian organisations are dealing with this new legal requirement, focusing on four themes:

- leadership, culture, policies and practices
- risk management
- education and training
- support services

This information will help WorkSafe Tasmania track gaps in capability and to provide the support needed to help Tasmanian workplaces better support the mental health of their employees.

What is the difference between the surveys for employers and workers?

The Employer survey collects information about organisational policies and practices and can be done over the phone, online or on paper. Survey responses should be provided by a representative(s) with executive responsibility for employee wellbeing in the organisation.

How is the study funded?

The Working Well study is funded through a Tasmanian Government contract with the research team. This was awarded by WorkSafe Tasmania and WorkCover Tasmania through a tender process in April 2024. Additional support for recruitment and promotion activities has been provided through Menzies consulting services and philanthropic donations made by The Mind Games. No research team members have a conflict of interest in funding sources.

Who can take part?

Everyone aged 18 and over, living and employed in Tasmania can take part in this study.

For the Employer survey – Any Tasmanian organisation that employs 4 or more people is able to join Working Well. We are using a method that makes sure we hear from organisations across all industries and sizes. Organisations will be asked to nominate one or more key people to respond to the survey, based on their leadership responsibility for employee health and wellbeing.

For the Worker survey – We are seeking over 13,000 survey respondents from all industries and different sizes of organisations. We need to hear as many different voices as possible, so we are offering everyone who completes the survey the chance to **win one of five \$200 EFTPOS vouchers**. The study team will not disclose your decision to take part in this study to your employer or manager, and there will be no way of linking your responses back to you in the reported findings.

What will I be asked to do?

For the Worker survey you can go straight to the online survey and get started. You can request a phone survey with a trained interviewer if you prefer.

Once you confirm that you have understood this Participant Information Sheet, that you are over 18 years of age, and that you give consent for your data to be used in the ways listed, the survey will automatically start. It should take around 20 minutes to complete.

You can expect questions about your views on the policies and practices, culture, training, resources and services available in your workplace to support mental health. There are also some optional questions about your own experiences of mental health in the context of your work.

Employer surveys should be completed once only by each organisation. You may be invited by one of our trained interviewers to do the survey on behalf of your organisation. You can do it online, on paper or by phone-based interview. Guidance will be available to help you get the requested information ready.

The survey should take no more than 20 minutes, but if you choose the interview option, we suggest setting aside 30 minutes to ensure there is time for discussion if warranted.

The survey starts by gaining your consent for the use of the data you provide. You will then be asked questions about the following:

- policies and processes that have a focus on mental health (or do not)
- culture, work design, consultation and health promotion in your workplace
- education and training around workplace mental health
- resources and services provided for employees to support mental health
- reported experiences related to worker mental health in your workplace
- adjustments made in response to COVID.

Employing organisations may nominate more than one representative to participate on their behalf. If this is the case, we ask that all nominees complete the survey together, to ensure consensus. You will be offered a copy of the responses you provided about your organisation for your records when you have finished the survey.

What about my privacy?

Any personal or identifying information you provide (name, email address, phone number, organisation name) will be stored separately to your survey responses and only used to communicate directly with you.

No individual person or organisation will be identifiable in the study results or any reports or documents that arise from this study.

All survey data will be collected by trained researchers engaged by the Menzies Institute for Medical Research in accordance with privacy laws. The de-identified study data will be stored on password protected research data servers on University of Tasmania premises for ten (10) years from study completion. Only authorised Working Well team members at Menzies will have access to the survey data.

What is the timeframe for the study?

The Working Well study runs from **August 2024** to the end of **March, 2025**. The final report is expected to be released by **October 2025**.

What if I change my mind?

Participation is voluntary and you can leave the study at any time without explanation. We can remove your data before **31 March 2025**. After that, it will not be possible to remove your data, but it will be de-identified. This means that your feedback may be included with other feedback in the study report, but no one will know who said it or which organisations were being talked about.

Any possible benefits?

There are no direct benefits, but you may gain useful knowledge and feel positive about contributing towards our aim of mentally healthier workplaces.

All workers who complete the survey (and who provide their contact details to be notified), will be entered into a draw to **win one of five \$200 EFTPOS vouchers**.

Any possible risks?

We do not expect any risk of harm from taking part in the study.

The Worker survey includes a questionnaire that can be used for the screening, but not diagnosis, of poor mental health. Participants can select to be advised of their result or not. If they choose to know their score, it will be presented along with recommendations for seeking assistance if needed.

Talking about mental health can bring up a range of feelings. If you would like to talk to someone about how you are feeling we encourage you to reach out to seek support through the **Mental Health Helpline (1800 332 388)**, **Lifeline (13 11 14)**, **Beyond Blue (1300 22 4636)** or **HeadSpace (1800 650 890)**. Or you could talk to your organisation's Employee Assistance Provider if they have one.

How will the results of the study be published?

When you do the survey you can choose to be invited to a presentation of the results, and receive a copy of the final report.

We will provide a detailed report to WorkSafe Tasmania and WorkCover Tasmania, who may publish the overall findings in a variety of ways. The research team may also present and publish findings in academic forums and journals.

What if I have questions or concerns about this study?

If you have any queries at all, please feel free to contact the Working Well research team by:

- email: workplacementalhealth@utas.edu.au
- telephone: **(03) 6226 4723**

If you have complaints about the conduct of this study, these should be directed to the Executive Officer of the HREC on **(03) 6226 6254** or by email to human.ethics@utas.edu.au. The Executive Officer is the person nominated to receive complaints from research participants. You will need to quote H0030377.

Thank you for your time and support for this important study. This form is for you to keep.