

Psychosocial Safety Climate (PSC) Employee Assistance Provider (EAP) Intervention Project

Participant Information Sheet

You are invited to take part in a national research project to build Psychosocial Safety Climate (PSC) to promote the well-being of employees. This project is supported by the Employee Assistance Professional Association of Australasia (EAPAA) and an Australian Research Council Laureate Fellowship (FL200100025 Mind the Worker: Transformative Future Human-Centred Corporate Climate) awarded to Professor Maureen Dollard at the University of South Australia.

What surveys will we use?

This research project includes up to three online surveys to all staff within your organisation over the course of 8-months. Each survey will take 5-10 minutes to complete. The surveys will use the following scales:

1. Psychosocial Safety Climate (PSC-12 and PSC-4 for those with managerial responsibilities)
2. Emotional Exhaustion Scale (BAT)
3. Engagement (UWES)

The PSC-12 is a twelve-item scale and PSC-4 is a four-item scale (Dollard & Bakker, 2010; Hall et al., 2010) that concerns the approach an organisation takes to build psychological health. Evidence shows that PSC predicts collective psychological health and wellbeing.

The Emotional Exhaustion Scale uses two items from the Burnout Assessment Tool (BAT; Schaufeli, Desart, & De Witte, 2020). These items ask about an individual's current psychological health and physical wellbeing.

The Engagement Scale uses two items from the Utrecht Work and Well-being Survey (UWES; Schaufeli, Bakker, & Salanova, 2006). These ask about an individual's feelings of engagement with their work.

What does the project involve?

We will assess the results for levels of risk based on PSC-4 benchmarks. We will provide aggregated de-identified reports with recommendations for improving mental health and wellbeing. These reports will guide targeted interventions with your organisation recommended [inset EAP company name] to build a mentally healthy climate.

Consent

Participation in this online survey is voluntary and employers and employees are free to withdraw at any stage without any negative consequences. This will not affect employee/employer relationships with their organisation, the researchers, or UniSA, now or in the future. Responses can only be withdrawn if employees provide their email address at the end of the survey, as submissions are not otherwise individually identifiable. Please note that should an employee choose to withdraw from the study, they will have one (1) week after the survey submission to provide their email address and request that their data be removed from the study.

To determine the impact of the intervention, when undertaking the surveys, employees will be asked to generate a confidential anonymous code to match responses across surveys. It is important that this unique code is included when completing the surveys. Individual responses and demographics will not be reported, and your organisation will not have access to individual data. We will not release any information which could lead to the identification of any individual, unless as required or authorised by law. Please note, we cannot guarantee the confidentiality or anonymity of material transferred online.

Raw data will be kept securely at the University of South Australia on a password protected server, separate from all data, and will be accessible only by the research team at the University of South Australia. Any publication of the results will only use the de-identified grouped data. All de-identified data will be stored on secure computer servers at UniSA for seven (7) years.

By completing the survey it is acknowledged that you have provided your consent to participate.

Ethical Clearance

If you have any questions about the project or require more details please do not hesitate to contact your **EAP provider (T:, E:)**.

This project has been approved by the University of South Australia's Human Research Ethics Committee (203720). If your organisation or its employees have any ethical concerns about the project, questions about your employees' rights as participants, or you or any third parties wish to lodge a complaint about the study or the way it is being conducted, please contact:

Executive Officer, Human Research Ethics Committee
UniSA T: 08 8302 6330 E: humanethics@unisa.edu.au

It is not anticipated that there are any risks to participation in this study beyond those encountered during everyday life. If you do experience any psychological or emotional distress when participating in this project we encourage you to utilise the following support services:

- For wellbeing coaching and counselling call your Employee Assistant Provider on XXXXXXXX
- For urgent mental health support reach out to 24/7 helplines: Lifeline 13 11 14 or Beyond Blue 1300 220 636

More Information

For more information contact the project team:

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