

Survey Questions in NOPSEMA benchmarking campaign for Psychosocial Hazards 2026/27

Background

The survey tool selected for this project is a standardised and validated [People at Work survey](#) funded and supported by WHS regulators across Australia. This tool specifically measures psychosocial hazards as outlined in the model [Code of Practice: Managing psychosocial hazards at work](#) (Safe Work Australia) which recommends anonymous worker survey tools especially for workplaces with multiple shift patterns. The tool is designed to accurately measure the psychosocial hazards recognised in the model code of practice.

Note:

- The People at Work platform, which was used to collect and benchmark data, is being decommissioned in Oct 2026. However, the survey tool remains a valid and effective method for measuring psychosocial hazards and NOPSEMA will utilise this survey tool to benchmark psychosocial hazard exposure in offshore facilities.
- The People at Work survey tool was launched in 2020. As sexual harassment laws were not included in WHS legislation until 2021/22, the People at Work tool did not originally include questions on sexual harassment. A question on sexual harassment has been included in section E using the same phrasing and matrices as per bullying (section D) and violence and aggression (section F).
- All free text response options have been removed to ensure that sensitive or revealing information (e.g. names of individuals, allegations of incidents) cannot be recorded. Workers will be prompted to follow typical reporting processes if they have specific concerns relating to sexual harassment and/or assault, or any other form of harassment.

Pre-survey introduction

This survey measures factors that can harm psychological health at work. NOPSEMA is conducting this survey to better understand the psychosocial hazards at offshore facilities. It should take around 10-15 minutes to complete.

Your responses are anonymous.

Your organisation will not have access to individual responses, only an aggregated report. The aggregated report will only be provided if there are 20 or more responses to the survey; and demographic group breakdowns will only be provided if there are more than 10 responses in that group. Data will be analysed by a psychosocial specialist at NOPSEMA who will provide a general summary of findings to the facility operator.

The survey is voluntary and you do not need to answer all questions, but we strongly encourage you to answer as many questions as you can to help us get an accurate picture of psychological health in your current workplace.

If you have a specific concern relating to sexual harassment and/or assault, or any other form of harassment, and you believe the duty holder has not taken all reasonably practicable steps to ensure the facility is safe and without risk to the health of any person at or near the facility, please contact NOPSEMA at 1300 674 472.

Survey Questions

Part A: About You

In this section, we ask you for some background information. Your responses will remain strictly anonymous. Breakdowns will only be provided to your employer if there are greater than 10 responses for each category in order to protect your privacy.

What is your gender?

- ☐ Male
- ☐ Female
- ☐ Another gender
- ☐ Prefer not to say

Select your employment status

- ☐ Direct employee
- ☐ Contract worker
- ☐ Other

Do you supervise workers as part of your normal role?

- ☐ Yes
 - ☐ No
 - ☐ Prefer not to say
-

Part B: You and your workplace

1. The following items concern your current workload.

(Strongly agree / Agree / Neutral / Disagree / Strongly disagree)

- ☐ I am pressured to work long hours / extra hours in my shift
- ☐ My workload is excessive
- ☐ I have unachievable deadlines
- ☐ I have to neglect some tasks because I have too much to do

2. The following items concern various aspects of your current job.

(Strongly agree / Agree / Neutral / Disagree / Strongly disagree)

- ☐ It is clear what is expected of me at work
- ☐ It is clear what my duties and responsibilities are
- ☐ I understand how my work fits into the overall aim of the organisation
- ☐ I do things which are accepted by one person, but not by another
- ☐ Different people at work expect conflicting things from me

3. The following items concern the amount of control you have in your current job.

(Always / Often / Some of the time / Rarely / Never)

- ☐ I have a choice in deciding what tasks I do at work
- ☐ I can influence the amount of work assigned to me
- ☐ I have some say over the way I get the job done
- ☐ I have a say in my own work speed / pace of work

4. The following items concern how change is managed in your organisation.

(Always / Often / Some of the time / Rarely / Never)

- ☐ I am consulted about proposed changes at work
- ☐ When changes are made at work, I am clear about how they will work out in practice
- ☐ I can voice concerns about changes that affect my job

Part C: Relationships at work

1. The following items concern the support you receive from your supervisor.

(Strongly agree / Agree / Neutral / Disagree / Strongly disagree)

- ☐ I get the support I need from my supervisor
- ☐ My supervisor is willing to listen to my work-related problems
- ☐ I can rely on my supervisor to help me out with a work problem
- ☐ I feel that my supervisor values my contributions to this organisation
- ☐ My supervisor gives me sufficient credit for my hard work

2. The following items concern the support you receive from your co-workers.

(Strongly agree / Agree / Neutral / Disagree / Strongly disagree)

- ☐ I can rely on my co-workers to help me out with a work problem
- ☐ I get the help and support I need from my co-workers
- ☐ My co-workers are willing to listen to my work-related problems

3. The following items concern relationships with members of your workgroup.

(Always / Often / Some of the time / Rarely / Never)

- ☐ There are conflicts about ideas between myself and members of my team
- ☐ There are differences of opinion between myself and members of my team
- ☐ There are personality conflicts in my team
- ☐ There is tension among members of my team

Part D: Workplace bullying

Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety.

1. In the past year, have you been subjected to any of the following behaviours at this facility? (Select all that apply).

- ☐ Verbal abuse
- ☐ Threats of punishment for no reason
- ☐ Ridicule and being put down
- ☐ Offensive messages via telephone, written, or electronic means
- ☐ Exclusion or isolation from workplace activities
- ☐ Persistent and unjustified criticism
- ☐ Humiliation through gestures, sarcasm, or insults
- ☐ Gossip or false / malicious rumours directed toward me
- ☐ None of the above

2. If you have been subjected to bullying, or experienced one or more of the behaviours listed above, please select the source(s).

- ☐ Supervisor
- ☐ Co-worker
- ☐ Subordinate
- ☐ External co-worker (contractor from another organisation)
- ☐ Don't know
- ☐ Not applicable (not bullied)

3. In the past year, how frequently have you...

a. Been subjected to workplace bullying at this facility (including on text or social media)?

(Almost daily / Weekly / Monthly / Once or twice / Never)

b. Witnessed bullying behaviours at this facility?

Almost daily / Weekly / Monthly / Once or twice / Never

Part E: Sexual Harassment

Workplace Sexual Harassment is any unwelcome sexual advance, unwelcome request for sexual favours, or other unwelcome conduct of a sexual nature in relation to another person.

1. In the past year, have you been subjected to any of the following behaviours at this facility? Select all that apply.
- ☐ Staring or leering
 - ☐ Someone following, watching or loitering nearby
 - ☐ Sexually suggestive comments or jokes
 - ☐ Sexual gestures, indecent exposure or display of the body
 - ☐ Intrusive questions about your private life or physical appearance
 - ☐ Sexually explicit comments or pictures in emails, SMS messages or on social media
 - ☐ Repeated or inappropriate invitations to go out on dates
 - ☐ Physical contact (e.g. touching, hugging, cornering or kissing)

- ☐ Requests or pressure for sex or other sexual acts
- ☐ Repeated or inappropriate advances on email, messenger or online social networking apps
- ☐ Actual or attempted rape or sexual assault
- ☐ Sharing or threats to share intimate images or film of you
- ☐ Not applicable (not sexually harassed in past year)

2. If you have been subjected to sexual harassment, or experienced one or more of the behaviours listed above, please select the source(s) (Select all that apply)

- ☐ Supervisor
- ☐ Co-worker
- ☐ Co-worker from another organisation (contractor)
- ☐ Don't know
- ☐ Not applicable (not sexually harassed)

3. In the past year, how frequently have you...

a. Been subjected to sexual harassment at this facility (including on text or social media)?

(Almost daily / Weekly / Monthly / Once or twice / Never)

b. Witnessed sexual harassment at this facility?

Almost daily / Weekly / Monthly / Once or twice / Never

Part F: Workplace Violence and Aggression

Workplace violence and aggression is any incident in which a person is abused, threatened or assaulted in circumstances relating to their work.

1. In the past year, have you been subjected to any of the following behaviours at this facility? (Select all that apply)

- ☐ Angry or hostile behaviour
- ☐ Antagonism and jeering
- ☐ Intimidation and insults
- ☐ Shouting and swearing
- ☐ Verbal threats
- ☐ Someone encroaching on your personal space
- ☐ Banging, kicking or hitting items
- ☐ Spitting
- ☐ Throwing objects
- ☐ Pushing, shoving, tripping or grabbing
- ☐ Physical assault (e.g. punching or kicking)
- ☐ Not applicable (not experienced violence or aggression)

2. If you have been subjected to work-related violence, or experienced one or more of the behaviours listed above, please select the source(s) (Select all that apply)

- ☐ Supervisor
- ☐ Subordinate
- ☐ Co-worker
- ☐ External co-worker (e.g. contractor from another organisation)
- ☐ Not applicable (not experienced violence or aggression)

3. In the past year, how frequently have you...

a. Been subjected to violence or aggression at this facility (including on text or social media)?

(Almost daily / Weekly / Monthly / Once or twice / Never)

b. Witnessed violence or aggression at this facility?

Almost daily / Weekly / Monthly / Once or twice / Never

Part G: Your Health

1. In the last four weeks, how often did you feel...

- ☐ Tired for no good reason?
- ☐ Nervous or anxious?
- ☐ Hopeless?
- ☐ Restless or fidgety?
- ☐ That everything was an effort?
- ☐ Worthless?
- ☐ In a low mood or depressed?
- ☐ So sad that nothing could cheer you up?
- ☐ Physically drained or burnt out?
- ☐ Muscular aches or pains for no reason?

(Never/Sometimes/About half the time/Most of the time/Always)

2. How often, over the past four weeks, have you had an ache, pain, or discomfort in your...

- ☐ Neck
- ☐ Shoulders
- ☐ Wrists/hands
- ☐ Upper back
- ☐ Lower back

(Never/Sometimes/About half the time/Most of the time/Always)

END OF SURVEY