



People at Work is a free risk assessment tool that helps employers better identify and manage work-related risks to psychological health. It is validated, evidence-based, robust and free for all Australian businesses.

Psychosocial hazards at work which aren't effectively managed can lead to serious harm for workers and employers.

'Psychosocial hazards' refers to the factors that can influence a worker's psychological health and safety.

The People at Work tool guides employers through a **5-step process** that is designed to help leaders identify, assess and control risks to psychological health at work.

The tool is built around a survey of a number of the most common psychosocial hazards and factors. Upon completion of the survey, employers receive a detailed report, including national benchmarks and practical guidance on how to improve.

The 5 steps in the People at Work process



Key features of People at Work

- Available for free to all medium to large Australian workplaces
- The tool was developed based on decades of research
- All Australian work health and safety regulators support the use of this innovative tool
- The survey can provide earlier indications of poor psychological health and safety in the workplace and assist employers to meet the WHS Act requirement for worker consultation

Further information

Visit PeopleatWork.gov.au or email mentalhealthprogram@comcare.gov.au



FREQUENTLY ASKED QUESTIONS

Is the People at Work free to use and how do I access the tool?

Yes. People at Work is available to Australian organisations at no cost. Organisations can access the tool at PeopleatWork.gov.au

Is People at Work only for workplaces with poor psychological health and safety?

No, in fact it is often workplaces who have good psychological health and safety who regularly use tools such as People at Work to continually monitor and improve psychological health and safety.

What does the People at Work survey measure?

People at Work is a psychosocial risk assessment tool that looks in detail at the different psychosocial hazards and factors in a workplace such as bullying, harassment or workload stressors. It also measures health and business outcomes such as burnout, psychological distress, sprains and strains, and worker intentions.

How much time does it take to use People at Work?

For workers, it only takes 10 – 15 minutes to complete the survey.

Users can prepare a survey in the system in approximately 10 minutes. Once the survey is closed and a minimum of 20 responses have been received, the reports are immediately available to the organisational users.

To make the most of this resource, it is highly recommended that you invest sufficient time to prepare your workplace prior to launching the survey and encourage your organisation to follow through on improvements identified in the reports.

Can survey questions be altered or customised?

Questions cannot be added or changed in the survey itself as this will disrupt its psychometric properties. It is possible to tailor up to three demographic questions about workgroups, roles and locations to better reflect your organisation.

How many workers need to participate in the People at Work survey?

The survey is designed for medium and large workplaces. A minimum of 20 responses are required for a report to be generated.

Are workers' survey responses identifiable? Can regulators view our results?

No, the survey is completed anonymously and all survey respondent data is de-identified. Workplaces will only receive an aggregated report, and it is only generated once 20 or more survey responses have been received. Regulators cannot see an individual organisation's results as all data is de-identified.

What reports will an employer receive after conducting the survey?

Two different reports are generated - a comprehensive report that includes a detailed interpretation of your survey results, group breakdowns and identified areas of concern, and an overview report that gives you a high-level overview of your workplace survey results.

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