

The Parliamentary Committee on Occupational Safety, Rehabilitation and Compensation is currently undertaking an Inquiry into Workplace Fatigue and Bullying in SA Hospitals and Health Services. Information about the Inquiry Terms of Reference along with other more general information can be obtained from the [Committee webpage](#).

As part of the Inquiry the Committee is running a survey which is open to individuals who currently work in SA hospitals and health services. The survey is open for completion until 5.00pm on Friday 31 May 2019.

Any information you provide will be anonymous and confidential but an overview of the survey results will be published on the [Committee webpage](#).

Information collected as part of this survey will assist the Committee to better understand the impact and prevalence of workplace fatigue and bullying in SA hospitals and health services.

The survey will take approximately 5-10 minutes to complete. All questions are optional.

If you have any questions about participating in this survey, please contact the [Committee Secretariat](#).

Thank you for your participation.

**Mr Stephen Patterson MP
Presiding Member**

Consent

By proceeding with this survey you consent to any information you provide being used as described above. Please note that this survey is being conducted using a third party online survey platform. If you have any queries or concerns about privacy or data security arrangements please visit [Survey Monkey's website](#) in the first instance.

Section 1: Demographic Questions

1. What is your gender?

- Male
- Female
- Other

2. What is your age?

- | | |
|------------------------------------|-----------------------------------|
| <input type="radio"/> 19 and under | <input type="radio"/> 50 to 54 |
| <input type="radio"/> 20 to 24 | <input type="radio"/> 55 to 59 |
| <input type="radio"/> 25 to 29 | <input type="radio"/> 60 to 64 |
| <input type="radio"/> 30 to 34 | <input type="radio"/> 65 to 69 |
| <input type="radio"/> 35 to 39 | <input type="radio"/> 70 to 74 |
| <input type="radio"/> 40 to 44 | <input type="radio"/> 75 or older |
| <input type="radio"/> 45 to 49 | |

3. Which of the following best describes your current profession?

- | | |
|--|---|
| <input type="radio"/> Medical | <input type="radio"/> Ambulance services |
| <input type="radio"/> Nursing and midwifery | <input type="radio"/> Hospital administration |
| <input type="radio"/> Allied health | <input type="radio"/> Facilities services (e.g. catering, cleaning, facilities management, etc) |
| <input type="radio"/> Other (please specify) | |

4. How many years have you worked in your current profession?

- | | |
|--|--|
| <input type="radio"/> Less than 1 year | <input type="radio"/> 11 to 20 years |
| <input type="radio"/> 1 to 4 years | <input type="radio"/> 21 to 30 years |
| <input type="radio"/> 5 to 10 years | <input type="radio"/> 31 or more years |

5. Where do you currently work? *Select all applicable options.*

- Central Adelaide Local Health Network (CALHN)
- Northern Adelaide Local Health Network (NALHN)
- Southern Adelaide Local Health Network (SALHN)
- Women's and Children's Health Network (WCHN)
- Country Health SA Local Health Network (CHSALHN)
- South Australian Ambulance Service (SAAS)
- Department for Health and Wellbeing
- Private hospital
- Private practice / clinic
- Other (please specify)

6. On what basis are you employed?

- Full time
- Part time
- Casual

Section 2: Workplace Fatigue Questions

For all questions in this section, please answer based on your last 12 months of work.

For the purposes of this Inquiry the following definition of workplace fatigue is being used:

"In a work context, fatigue is mental and/or physical exhaustion that reduces your ability to perform your work safely and effectively."

7. What is the number of hours you work over a typical 7-day period?

- | | |
|--------------------------------|--------------------------------|
| <input type="radio"/> 0 to 38 | <input type="radio"/> 58 to 64 |
| <input type="radio"/> 38 to 43 | <input type="radio"/> 65 to 71 |
| <input type="radio"/> 44 to 50 | <input type="radio"/> 72 to 78 |
| <input type="radio"/> 51 to 57 | <input type="radio"/> Over 78 |

8. What is the longest continuous period of work (excluding meal breaks) you would undertake in a typical 7-day period?

- | | |
|--------------------------------------|--|
| <input type="radio"/> 0 to 8 hours | <input type="radio"/> 15 to 16 hours |
| <input type="radio"/> 9 to 10 hours | <input type="radio"/> 17 to 18 hours |
| <input type="radio"/> 11 to 12 hours | <input type="radio"/> 19 to 20 hours |
| <input type="radio"/> 13 to 14 hours | <input type="radio"/> 21 or more hours |

9. How many full days free of work would you have in a typical 7-day period?

- None
- 1
- 2 or more

10. How many days on-call would you have in a typical 7-day period?

- None
- 1 to 2
- 3 or more
- Not applicable

11. How many days without a meal break would you have in a typical 7-day period?

- None
- 1 to 2
- 3 or more

12. Have you ever submitted a formal complaint regarding factors that contribute to workplace fatigue (e.g. rostering, adequate breaks, etc)?

- Yes
- No
- Unsure

13. If you have submitted a formal complaint, was it resolved to your satisfaction?

- Yes
- No
- The complaint is still in the process of being resolved
- Unsure

14. Have you ever taken sick leave as a result of workplace fatigue?

- Yes
- No
- Unsure

15. To what extent do you agree with the following statement:

The demands of my work interfere with my home and family life.

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

Section 3: Workplace Bullying Questions

For the purposes of this Inquiry the following definition of workplace bullying is being used:

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

16. Have you witnessed bullying in your current workplace in the last 12 months?

- Yes
- No
- Unsure

17. Have you been subjected to bullying in your current workplace during the last 12 months?

- Yes
- No
- Unsure

18. How frequently have you experienced the following behaviours in your workplace in the last 12 months?

	Never	Occasionally	Monthly	Weekly	Daily
Inappropriate behaviour such as making rude remarks, telling degrading jokes, swearing	<input type="radio"/>				
Disrespectful, rude or discourteous behaviour, including dismissive or degrading actions directed towards you	<input type="radio"/>				
Being ignored, ridiculed or insulted in public	<input type="radio"/>				
Verbal abuse (e.g. yelling or screaming)	<input type="radio"/>				
Interference with work tasks (e.g. withholding information, undermining or sabotage)	<input type="radio"/>				
Inappropriate or unfair application of workplace policies or procedures (e.g. performance management, access to leave)	<input type="radio"/>				
Stalking and threats	<input type="radio"/>				
Physical violence, injury and harm	<input type="radio"/>				

Other (please specify type of behaviour and frequency)

19. Who was responsible for the bullying behaviour? *Select all applicable options.*

- Current manager
- Previous manager
- Someone more senior than you (other than manager)
- Co-worker
- Client/customer
- Other (please specify)

20. Have you ever submitted a formal complaint regarding workplace bullying?

- Yes
- No
- Unsure

21. If you have submitted a formal complaint, was it resolved to your satisfaction?

- Yes
- No
- The complaint is still in the process of being resolved
- Unsure

22. Have you ever taken sick leave as a result of workplace bullying?

- Yes
- No
- Unsure

Section 4: Additional information

23. Please provide any further comments you wish to make.

Thank you for completing the survey. Your responses will greatly assist the Committee. Please press the DONE button below to submit your response.

The Committee is keen to receive as many formal submissions as possible. Making a formal submission will allow you the opportunity to have your say on how workplace fatigue and bullying can be addressed. There is also the opportunity for you to be called as a witness before the Committee so you can discuss these issues directly with the MPs on the Committee.

Submissions to the Inquiry can address any of the following Terms of Reference (in whole or in part):

- **The factors contributing to workplace fatigue and bullying in South Australian Hospitals and Health Services;**
- **The impact of workplace fatigue and bullying on the health and wellbeing of health care professionals;**
- **The impact of workplace fatigue and bullying on quality, safety and effective health services;**
- **The extent to which current work practices comply with relevant legislation, codes and industrial agreements;**
- **Opportunities, costs and impacts of measuring fatigue and using risk management tools, audit and compliance regimes, including those in other industries (e.g. aviation, mining and transport industries) to reduce the occurrence or impact of fatigue and bullying;**
- **Measures to improve the management and monitoring of workplace fatigue and bullying;**
- **The extent to which fatigue, including a comparison to other industry sector practices, is a factor that is taken into account during investigations into medical misadventure;**
- **Any other relevant matters.**

Submissions can be emailed directly to the Committee Secretariat. For further information please visit the Committee's webpage. The closing date for submissions and expressions of interest to appear before the Committee is Friday 31 May 2019.