

WELLNESS SURVEY DATA

AUGUST, 2021



MEASURES

1. Depression, Anxiety and Stress: in the last week
 - I felt down-hearted and blue
 - I found myself getting agitated
2. Perceived Stress: in the past few weeks...how often have you been angered because of things that were outside of your control?
3. Moods in the past week
 - Trusting, Exhausted, Deceived, Furious....
4. Work-life balance (e.g. My work schedule leaves me enough time for my personal/family life)
5. Burnout (e.g., I feel burned out from my work)

Respondents - 25



Measuring the psychological impact of work related stress and related occupational factors in the Australian infrastructure construction industry

STUDY OUTCOMES

2018

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KEY FINDINGS

1. Regarding 'normal' levels of Depression (57%), Anxiety (61%) and Stress (65%), the surveyed cohort reported similar percentages of 'normal' scores than the baseline assessment at Mordialloc (55-64%) indicating that between 35-43% of the employees taking part were suffering from psychological distress.
2. 56% of respondents were dissatisfied with their work-life balance. Consistent with the Mordialloc baseline (62%) and 2018 survey (59%).
3. 80% of respondents are suffering from moderate to high levels of stress (77% at Mordialloc baseline).
4. 56% of respondents met the criteria for being burnt-out, in comparison to the normal population rate of 28%.
5. Mood disturbance scores were 44% higher than the normal population.

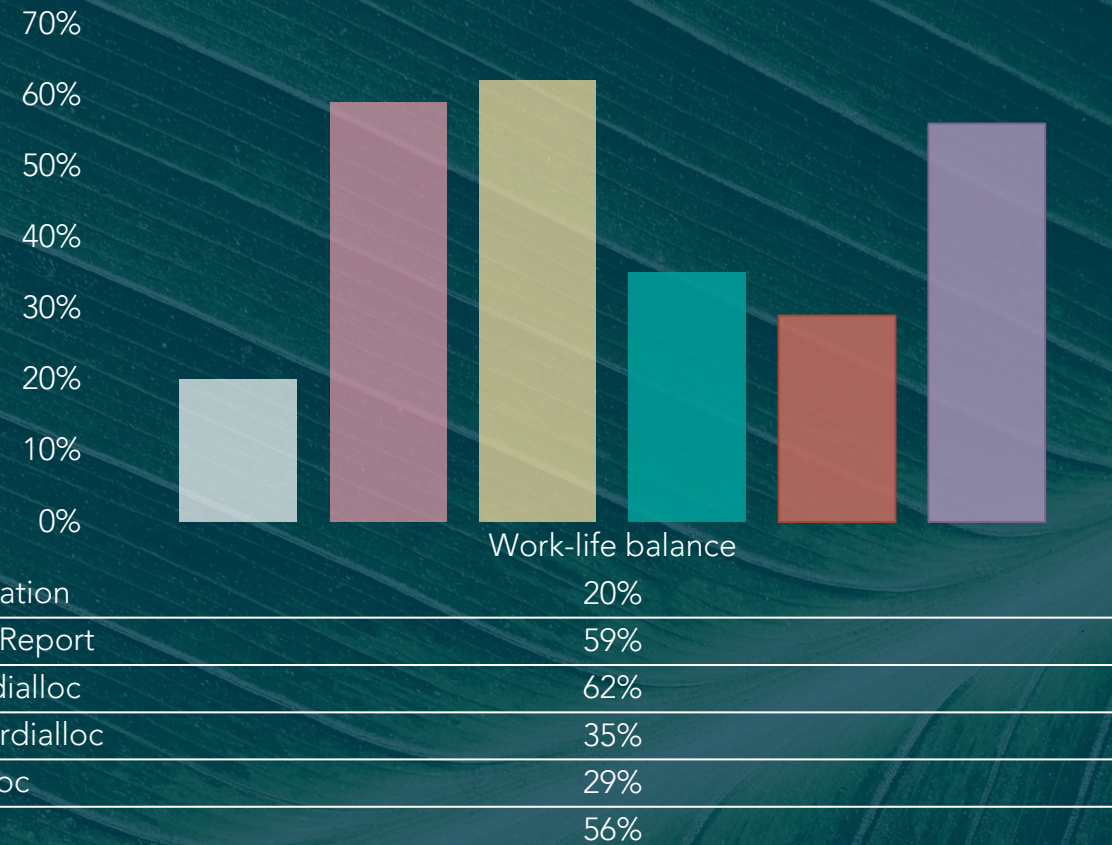


WELLNESS SURVEY: SAMPLE & MORDIALLOC

DISSATISFACTION WITH WORK-LIFE BALANCE

56% dissatisfied with WLB

36% higher than normal population

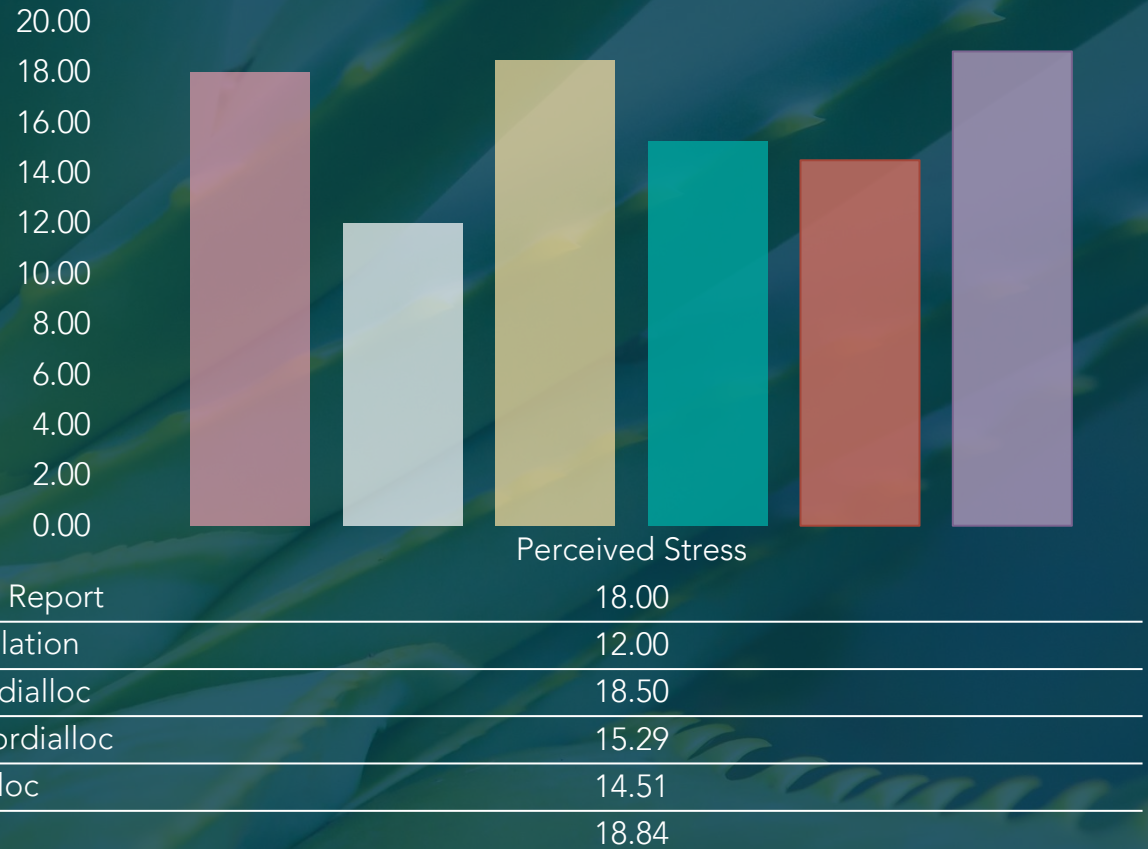


WELLNESS SURVEY: SAMPLE & MORDIALLOC

PERCEIVED STRESS

Average scores for the perception of stress were higher than 2018 report and Mordialloc baseline scores

>50% higher than normal population

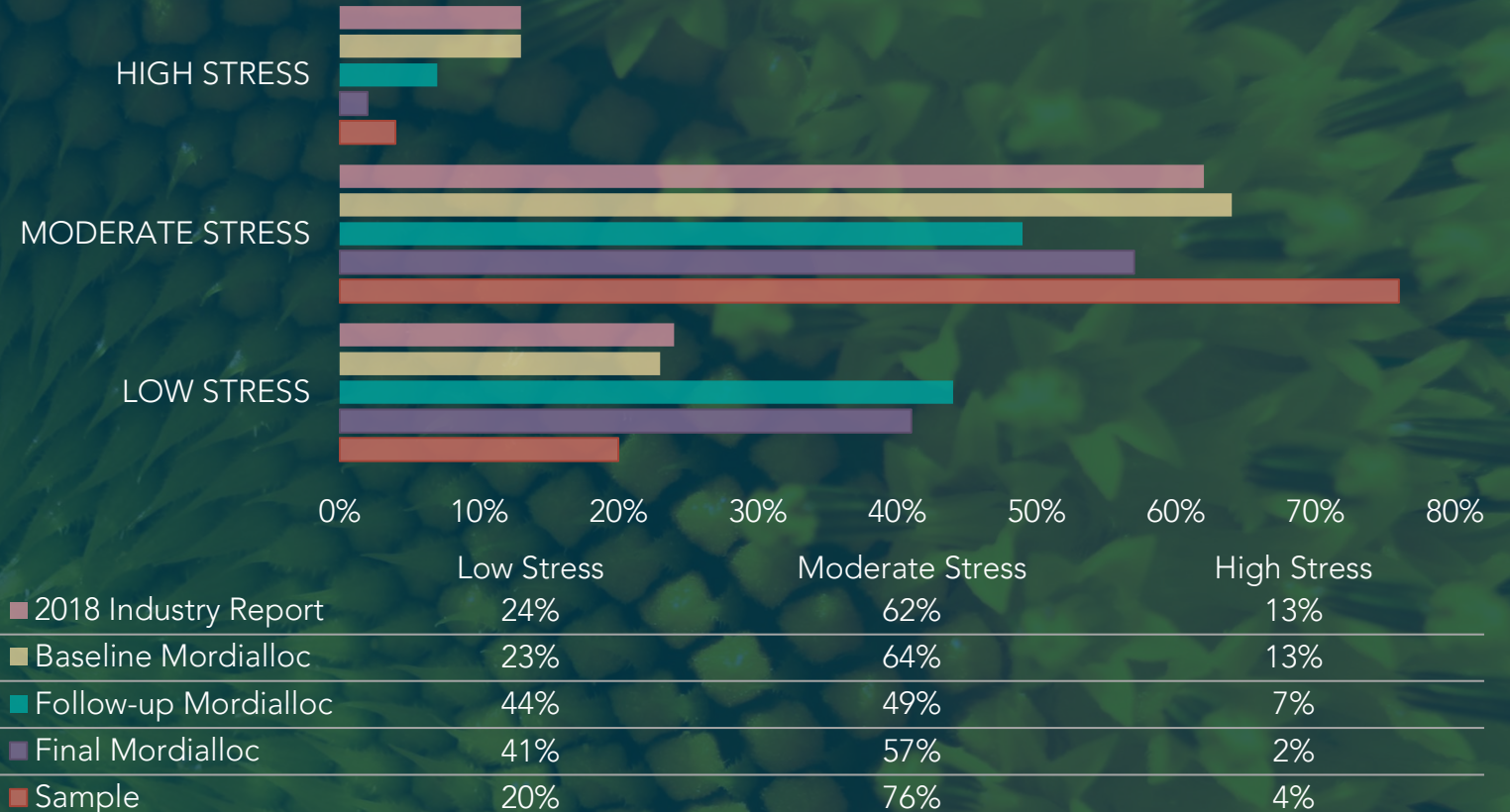


WELLNESS SURVEY: SAMPLE & MORDIALLOC

PERCEIVED STRESS LEVEL

20% reporting 'low' levels of perceived stress

50% less people reporting 'low' stress levels than after Mordialloc project completion

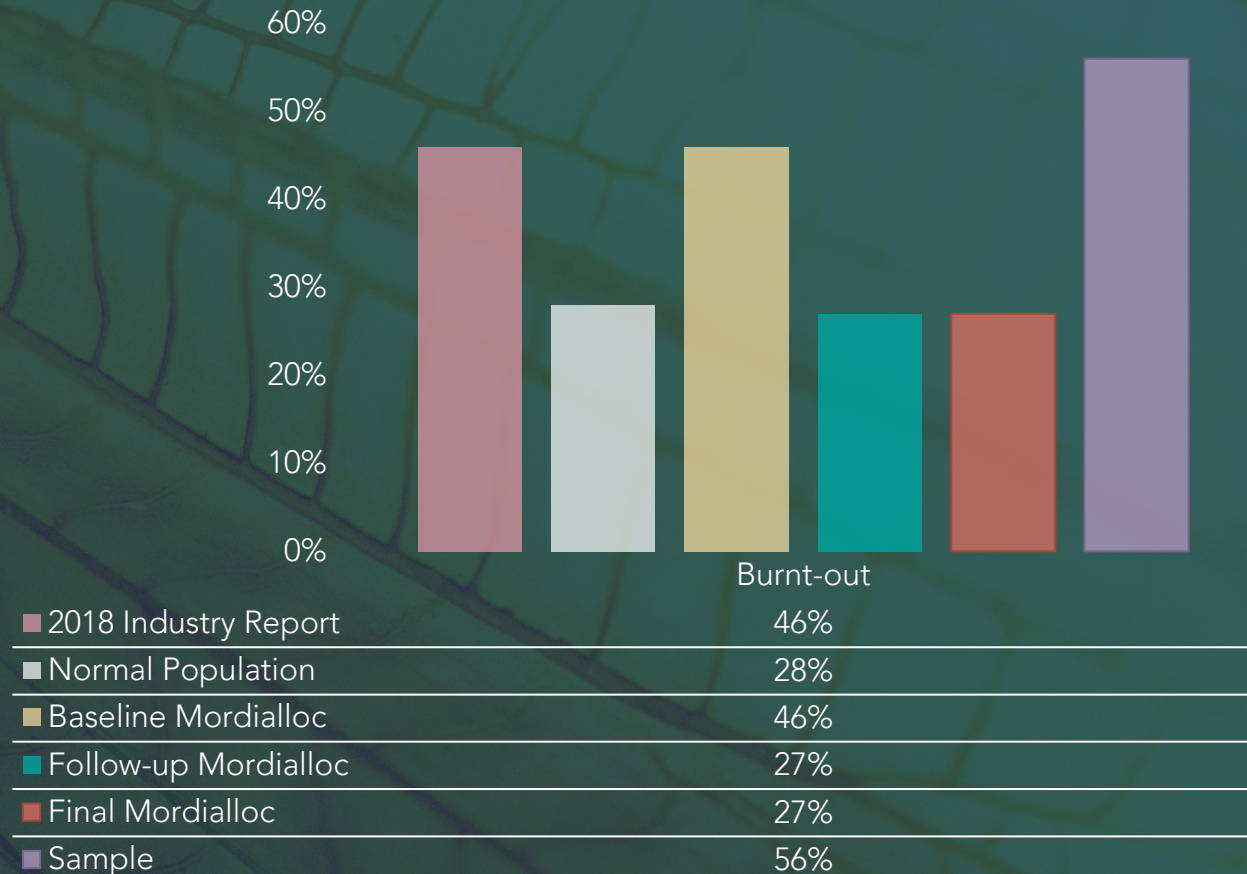


WELLNESS SURVEY: SAMPLE & MORDIALLOC

BURNOUT

56% respondent's meeting criteria for being burnt-out

Rates of burnout elevated in comparison to 27% at final testing at Mordialloc and 28% normal population rate

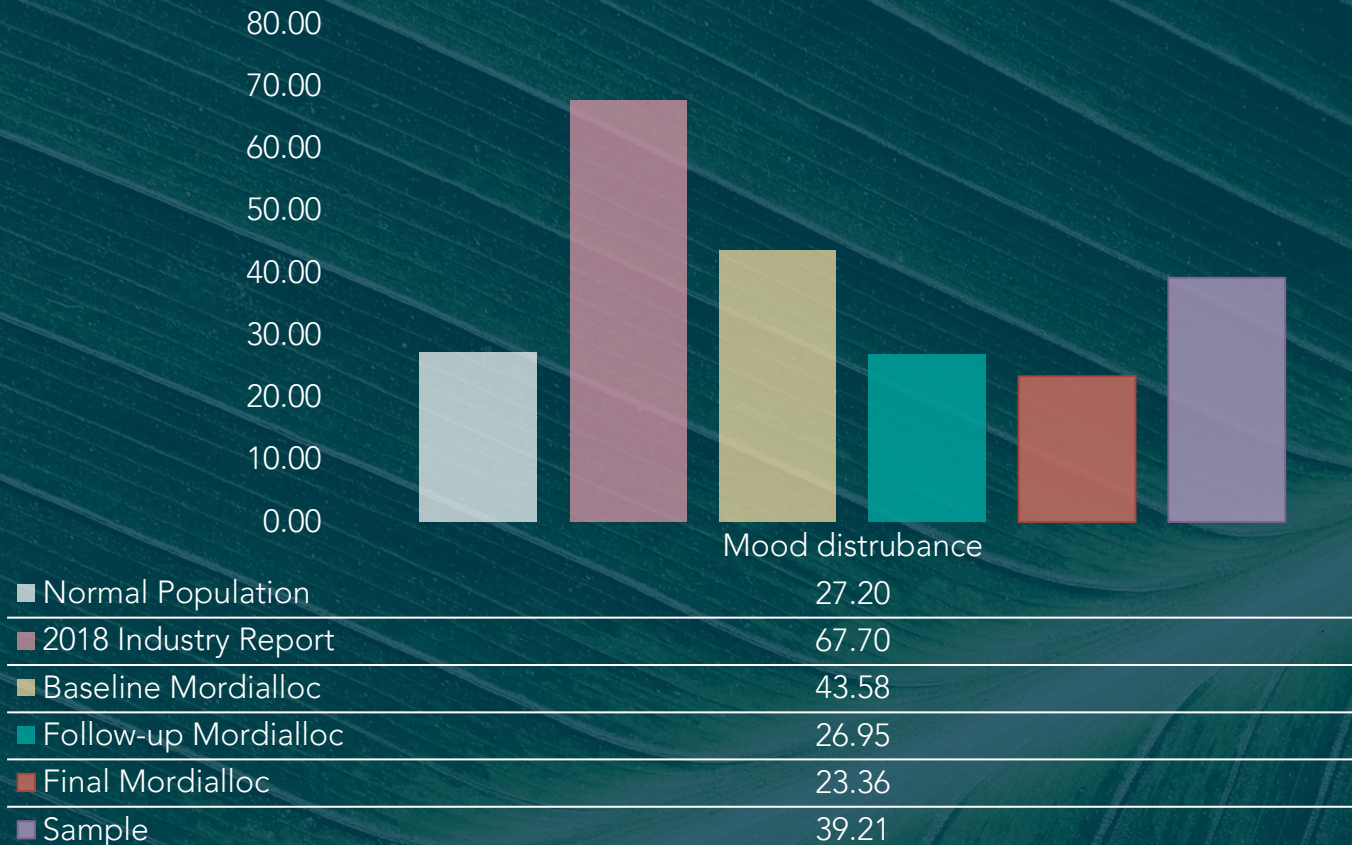


WELLNESS SURVEY: SAMPLE & MORDIALLOC

MOOD DISTURBANCE

44% higher reports of mood disturbance than normal population

50% improvement from follow-up to final



WELLNESS SURVEY: SAMPLE & MORDIALLOC

POMS Sub-scales

Tension-Anxiety:

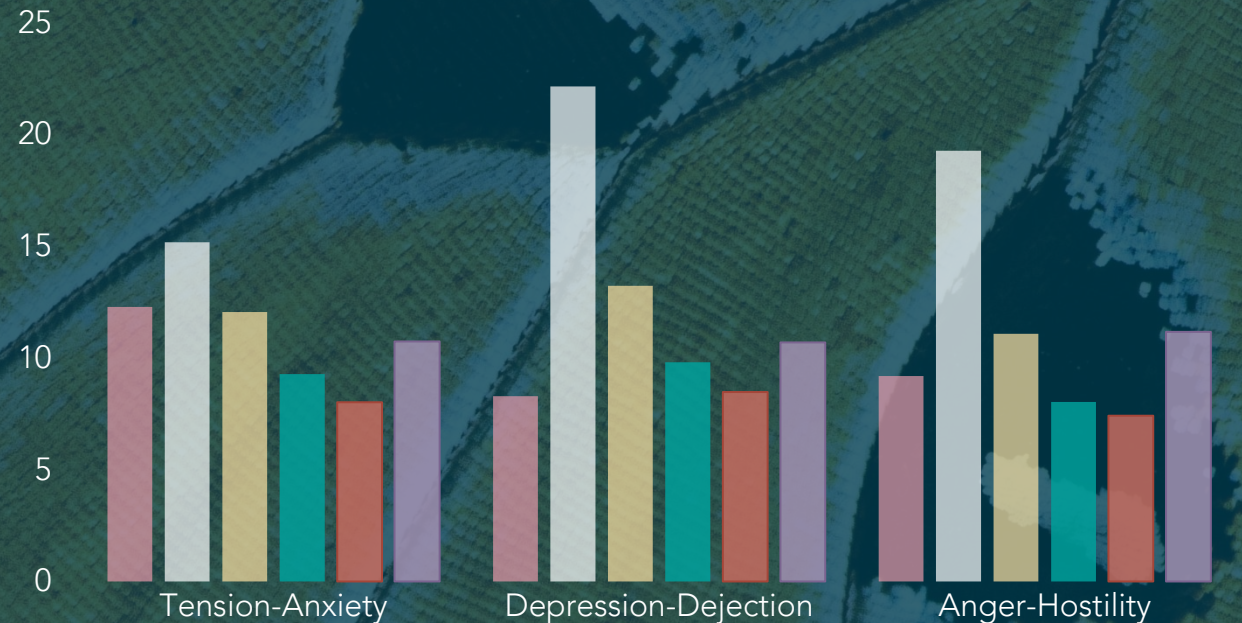
10% lower than normative data, but 33% higher than final Mordialloc score

Depression-Dejection:

>25% higher than normative & Mordialloc

Anger-Hostility:

>20% higher than normative



Sub-scale	Normative Data	2018 Industry Report	Baseline Mordialloc	Follow-up Mordialloc	Final Mordialloc	Sample
Tension-Anxiety	12.30	15.19	12.06	9.29	8.02	10.74
Depression-Dejection	8.30	22.17	13.24	9.81	8.49	10.70
Anger-Hostility	9.20	19.28	11.09	8.04	7.43	11.17

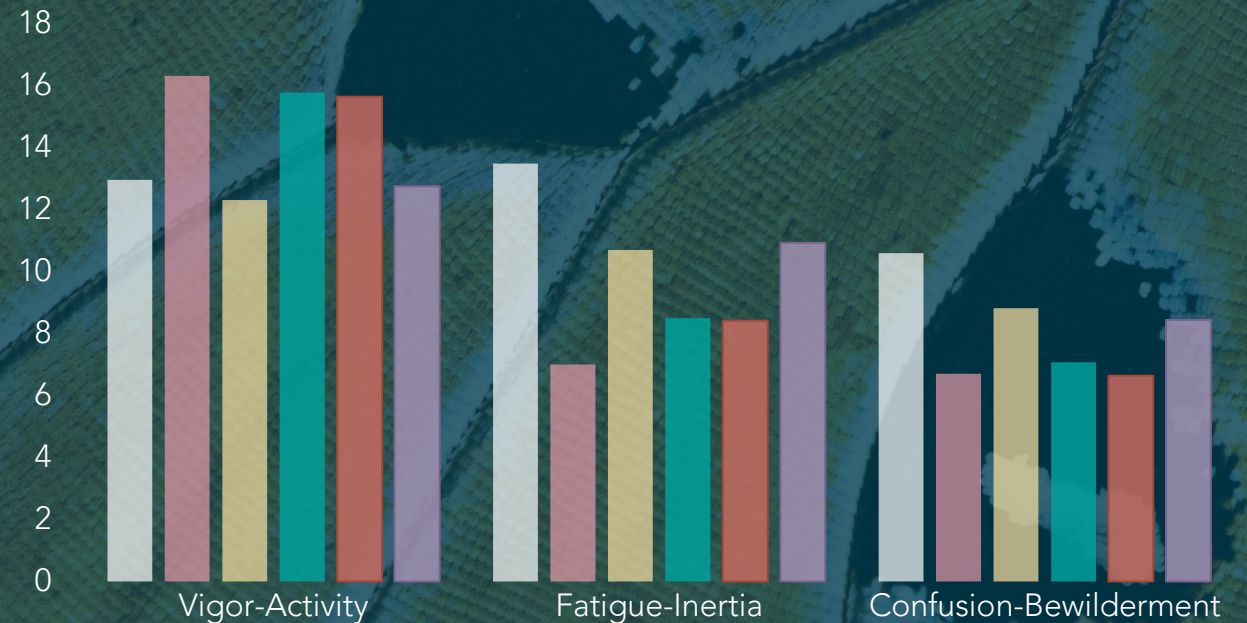
WELLNESS SURVEY: PLENTY ROAD & MORDIALLOC

POMS Sub-scales

Vigor-Activity:
~normative, 33% lower than Mordialloc

Fatigue-Inertia:
30% higher than @ final Mordialloc

Confusion-Bewilderment:
27% higher than @ final Mordialloc



Sub-scale	Normative Data	2018 Industry Report	Baseline Mordialloc	Follow-up Mordialloc	Final Mordialloc	Sample
Vigor-Activity	12.95	16.30	12.30	15.76	15.63	12.74
Fatigue-Inertia	13.47	7.00	10.69	8.49	8.41	10.91
Confusion-Bewilderment	10.58	6.70	8.81	7.07	6.63	8.43

WELLNESS SURVEY: SAMPLE & MORDIALLOC

MENTAL HEALTH

Depression:

Higher scores than 2018

50% higher than @ final Mordialloc

Anxiety:

Higher scores than 2018

Double normative score

Stress:

Elevated and consistent with baseline Mordialloc & 2018 scores



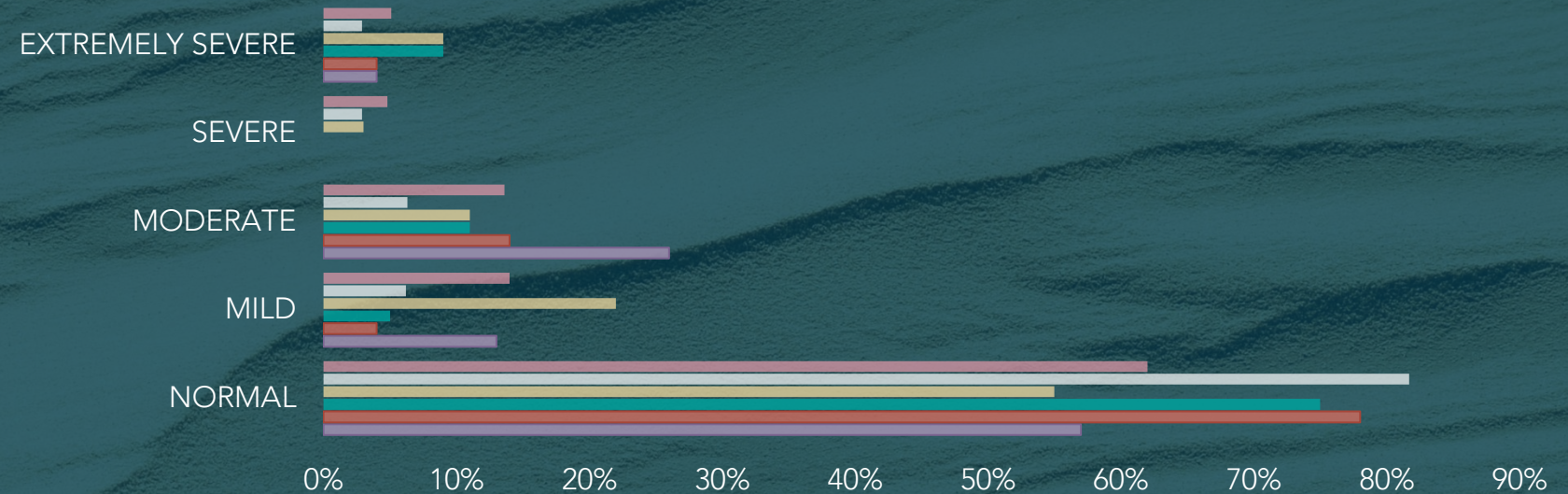
Category	Depression	Anxiety	Stress
Normative Data	2.57	1.74	3.99
2018 Industry Report	4.25	2.82	6.40
Baseline Mordialloc	4.74	2.99	6.58
Follow-up Mordialloc	3.40	2.51	4.84
Final Mordialloc	2.98	1.94	4.43
Sample	4.43	3.52	6.30

WELLNESS SURVEY: SAMPLE & MORDIALLOC

DEPRESSION

Reports of normal levels of depression noticeably lower than population reference

26% reporting moderate levels of depressive symptoms



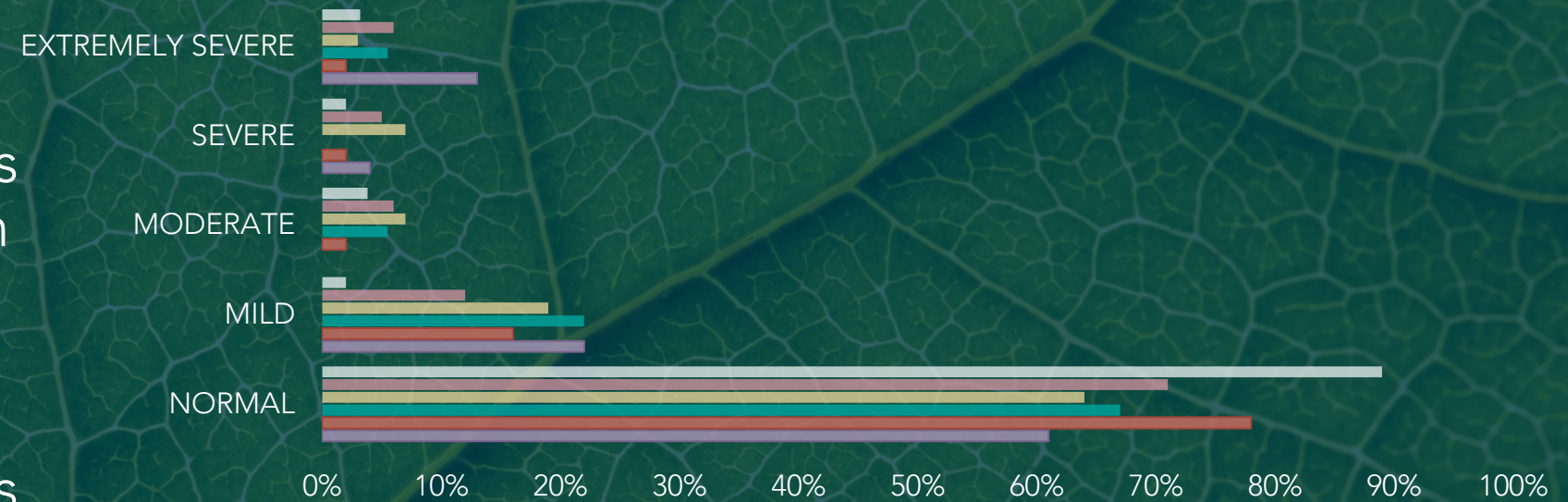
	Normal	Mild	Moderate	Severe	Extremely Severe
2018 Industry Report	62%	14%	14%	5%	5%
Population Reference	82%	6%	6%	3%	3%
Baseline Mordialloc	55%	22%	11%	3%	9%
Follow-up Mordialloc	75%	5%	11%	0%	9%
Final Mordialloc	78%	4%	14%	0%	4%
Sample	57%	13%	26%	0%	4%

WELLNESS SURVEY: SAMPLE & MORDIALLOC

ANXIETY

Reports of normal levels of anxiety 28% less than population reference

Reports of normal levels of anxiety lowest of all assessments



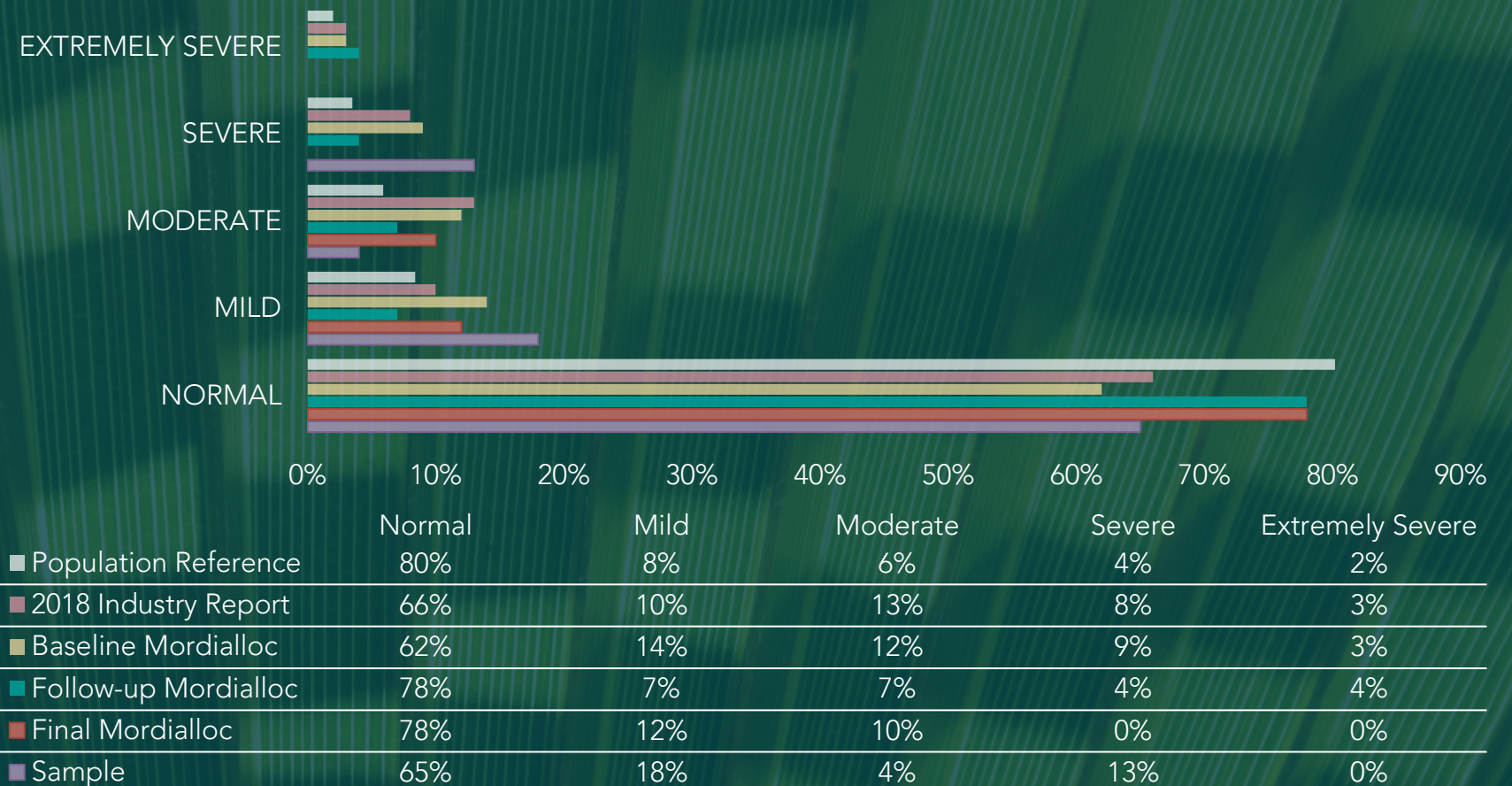
	Normal	Mild	Moderate	Severe	Extremely Severe
Population Reference	89%	2%	4%	2%	3%
2018 Industry Report	71%	12%	6%	5%	6%
Baseline Mordialloc	64%	19%	7%	7%	3%
Follow-up Mordialloc	67%	22%	5.5%	0%	5.5%
Final Mordialloc	78%	16%	2%	2%	2%
Sample	61%	22%	0%	4%	13%

WELLNESS SURVEY: SAMPLE & MORDIALLOC

STRESS

Reports of normal levels of stress 15% than normative reference

Marginally better than Mordialloc baseline, but 13% lower than after intervention @final



WELLNESS SURVEY: SAMPLE & MORDIALLOC

BASELINE FINDINGS MORDIALLOC:

1. 77% of respondents are suffering from moderate to high levels of stress.
2. 46% of respondents met the criteria for being burnt-out, in comparison to the normal population rate of 28%.
3. 69% of respondents reported working over 50 hours per week. Notably, 30% reported working over 60 hours per week on average.
4. 62% of the respondent's endorsed being "unsatisfied" with their level of work-life balance.

PLENTY ROAD SURVEY FINDINGS:

1. 80% of respondents are suffering from moderate to high levels of stress.
2. 56% of respondents met the criteria for being burnt-out, in comparison to the normal population rate of 28%.
3. 68% of respondents reported working over 50 hours per week. Notably, 20% reported working over 60 hours per week on average.
4. 56% of the respondent's endorsed being "unsatisfied" with their level of work-life balance.

WELLNESS SURVEY: SAMPLE & MORDIALLOC

FINAL SURVEY FINDINGS MORDIALLOC:

1. 59% of respondents are suffering from moderate to high levels of stress.
2. 27% of respondents met the criteria for being burnt-out, in comparison to the normal population rate of 28%.
3. 53% of respondents reported working over 50 hours per week. Notably, 16% reported working over 60 hours per week on average.
4. 29% of the respondent's endorsed being "unsatisfied" with their level of work-life balance.

PLENTY ROAD SURVEY FINDINGS:

1. 80% of respondents are suffering from moderate to high levels of stress.
2. 56% of respondents met the criteria for being burnt-out, in comparison to the normal population rate of 28%.
3. 68% of respondents reported working over 50 hours per week. Notably, 20% reported working over 60 hours per week on average.
4. 56% of the respondent's endorsed being "unsatisfied" with their level of work-life balance.