

LIST OF HAZARD ITEMS IN THE APHIRM TOOLKIT SURVEY.

Grouping of psychosocial hazards in this table is based on Copenhagen Psychosocial Questionnaire (COPSOQ) categories. Items are from various sources including but not confined to COPSOQ.

All items are rated on one of the following 5-point scales, as indicated in the table:

1. Very small extent ... Small extent ... Somewhat ... Large extent ... Very large extent
2. Almost never ... Seldom ... Sometimes ... Often ... Almost always
3. Major problem ... Slight problem ... Not a problem ... Good ... Very good
4. Very dissatisfied ... Dissatisfied ... Neutral ... Satisfied ... Very satisfied

Physical task demands (12 items – Scale 1)

- Keep repeating the same movements, every minute or so?
- Lift or carry things that are moderately (or very) heavy?
- Push or pull things, using some force?
- Work in twisted or awkward postures?
- Squat or kneel while you work?
- Work standing in one position, without moving around?
- Work sitting still, without moving around?
- Work with your body bent forward?
- Work with your arms raised above shoulder level?
- Work so hard or fast that you get a little bit out of breath?
- Use your hands or fingers to hold or grip things?
- Have to make very precise movements to place things accurately?

Physical environment, equipment, OHS overall (6 items – Scale 3)

- Facilities for taking breaks (places for breaks, meals)
- Work surroundings (noise, light, temperature, etc)
- Exposure to physical danger
- Equipment, tools, I.T. or software that you use
- Work stations and work space
- Health and Safety at work

Quantitative demands (3 items – Scale 2)

- You get behind with your work
- There is too much work to do in the available time
- You have enough time to complete all your work well (NB: 'Quality of work' element)

Work pace (3 items)

You have to work very fast (Scale 2)

You have to go faster to meet deadlines or target quotas (Scale 2)

You have to work at a fast pace for the whole shift (Scale 1)

Emotional demands (2 items – Scale 2)

As part of your work, you have to help people who are upset or unhappy

Your work puts you in emotionally disturbing or upsetting situations

Influence at work (1 item – Scale 2)

You have a lot of influence on decisions about your work (e.g. what you do, how you do it, how much of it)

Possibilities for development (4 items – Scale 3)

Sufficient training for this job

Opportunities for learning new skills

Opportunities to use your skills

Opportunities for promotion

Variation of work (1 item – Scale 3)

Amount of variety in the work you do (Also: 1st item of physical task demands)

Control over working time (1 item – Scale 3)

Flexibility of working hours

Meaning of work (2 items – Scale 1)

Your work is meaningful ... doing it well makes a difference to people

The work you do is important

Predictability (1 item – Scale 3)

Consultation about changes in your job

Recognition (1 item – Scale 1)

Your work is noticed and appreciated by your supervisor or manager

Role clarity (2 items – Scale 1)

Your work goals and responsibilities are clear

You know exactly what work you are expected to do and how to do it

Role conflicts (2 items)

People take short cuts to get things done, rather than use correct procedures (Scale 2)

People disagree about the correct way to do some things (Scale 1)

Illegitimate tasks (1 item – Scale 2)

Some parts of your job seem unnecessary, or a waste of time

Quality of leadership (2 items)

Senior management attitudes (Scale 3)

Employees can trust information that comes from management (*NB: 'Vertical trust' element*) (Scale 1)

Support from supervisor (3 items – Scale 3)

Support from supervisor

Communication with supervisor

Feedback on your performance

Social support from colleagues, Sense of community at work (2 items – Scale 3)

How you get on with your co-workers (personally/ socially)

How well you work with your co-workers (as a team)

Organisational justice (3 items – Scale 1)

People here are treated fairly

Arguments and problems are sorted out in a fair way

Work is shared out fairly between people

Job Satisfaction, Work-life balance (2 items – Scale 4)

How satisfied are you with your job here, as a whole ... taking everything into account?

How satisfied are you with the balance between your home life and work – considering how much time and energy you have?
