

Former Employee Survey (Final)

DEMOGRAPHIC INFORMATION

DI01. In which State or Territory do you live?

- 1- NSW
- 2- VIC
- 3- QLD
- 4- SA
- 5- WA
- 6- TAS
- 7- NT
- 8- ACT

DI02. Do you live in a:

- 1- Metropolitan area
- 2- Regional/Rural area

DI03. What is your age?

- 1- Less than 20 years
- 2- 20 – 24
- 3- 25 – 29
- 4- 30 – 34
- 5- 35 – 39
- 6- 40 – 44
- 7- 45 – 49
- 8- 50 – 54
- 9- 55 – 59
- 10- 60 – 64
- 11- 65 - 69
- 12- 70 years or over

WORK HISTORY

These questions about work history refer to the last time you worked in the police and emergency services. The questions relate to the last position you held before you left. Although some time may have passed since you were in that job, it is fine to give us your best estimate in your answers.

WH01. In which type of police or emergency services organisation did you previously work?

- 1- Ambulance
- 2- Fire and Rescue (including Rural Fire)
- 3- Police
- 4- State Emergency Service
- 5- Other (e.g. ESTA)

WH01a. How long ago did you last work for that organisation?

- 1- Less than 12 months ago
- 2- 1 year to less than 2 years ago
- 3- 2-3 years ago
- 4- 4-5 years ago
- 5- More than 5 years ago

WH03. About how long did you work for that organisation in total? Please include volunteer service.

- 1- Less than 12 months
- 2- 1-2 years
- 3- 3-5 years
- 4- 6-10 years
- 5- More than 10 years

WH04. Apart from that organisation, have you previously worked in any other police or emergency services organisation or in the Australian Defence Forces? (Mark all that apply.)

- 1- Ambulance
- 2- Fire and Rescue (including Rural Fire)
- 3- Police
- 4- State Emergency Service
- 5- Australian Defence Forces
- 6- Other (e.g. ESTA)
- 7- No

IF WH04= ONE OF 1, 2, 3, 4, 5, OR 6 THEN ASK.

WH05. About how long did you work for this other organisation in total?

- 1- Less than 12 months
- 2- 1-5 years
- 3- 6-10 years
- 4- More than 10 years

IF WH04= MORE THAN ONE OF 1, 2, 3, 4, 5, OR 6 THEN ASK.

WH06. About how long did you work for these other organisations in total?

- 1- Less than 12 months
- 2- 1-5 years
- 3- 6-10 years
- 4- More than 10 years

ASK ALL

WH09. Thinking of the last job you held in the police and emergency services, which one of the following best describes the nature of your work in that job?

- 1- Operational
- 2- Non-operational
- 3- Both operational and non-operational
- 4- Other (specify)

WH10. Which of the following best describes your rank or level (as used by your former organisation) at the time you left that job?

Note: Some examples are provided. Many of the examples may not be relevant to your organisation. If your organisation doesn't use these categories or examples, please select the category that you feel best fits.

1. Senior executive/ senior management etc. *(examples might include CEO, CFO, Commissioner, Deputy Commissioner, senior commissioned officer or similar)*
2. Other executive/ middle management etc. *(depending on your organisation, examples might include Superintendent, Inspector, other commissioned officer, Controller or similar)*
3. Other management etc. *(depending on your organisation, examples might include Sergeant, Supervisor, non-commissioned officer, Team Leader or similar)*
4. Field operative or frontline responder or admin operative *(depending on your organisation, examples might include Constable, Fire Officer, Ambulance Officer, Paramedic, Dispatcher, Accounts Clerk or similar)*
5. Trainee/ Recruit/Apprentice/Graduate etc.
6. Other (please specify)

WH13. Including any paid or unpaid overtime, on average how many hours per week did you usually work in that job?

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 Hours

999 – Hours varied too much to estimate

WH14. As part of that job, how many staff did you manage either directly (reporting directly to you) or indirectly (reporting to someone who reports to you)?

- 1- I did not manage anyone
- 2- 1-5 people
- 3- 6-10 people
- 4- 11-24 people
- 5- 25 people or more
- 6- Number varied
- 7- I don't remember

WH15. Which one of the following best describes your working life at that time?

- 1- I mostly worked alone
- 2- I worked with the same group of people most of the time
- 3- I worked with different people most working days

WH16. At that time, did you belong to a trade union or any other union or employee association?

- 1- No
- 2- Yes

WH17. Do you currently belong to an employee association, such as a retirees association for your service or an association/club for previous employees of that organisation?

- 1- No
- 2- Yes

WH18. Do you still stay in social contact with people you worked with at that organisation?

- 1- No, I don't stay in contact with anyone there
- 2- Yes, rarely (once a year or less)
- 3- Yes, occasionally (2-4 times a year)
- 4- Yes, frequently (5 or more times a year)

WH19. Would you recommend working in that organisation to anyone else?

- 1- No
- 2- Yes
- 3- Not sure

PHYSICAL HEALTH

The following questions are about your CURRENT physical health and activity.

PH01. In general, how would you describe your physical health?

- 1- Excellent
- 2- Very good
- 3- Good
- 4- Fair
- 5- Poor

PH02. In general, outside of work how often do you participate in moderate or intensive physical activity for at least 30 minutes? (Moderate level physical activity will cause a slight increase in breathing and heart rate, such as brisk walking.)

- 1- Not at all
- 2- Less than once a week
- 3- 1-2 times a week
- 4- 3 times a week
- 5- More than 3 times a week (but not every day)
- 6- Every day

PH03. How often do you sleep well?

- 1- Almost always
- 2- Often
- 3- Sometimes
- 4- Not often
- 5- Almost never

PH04. How much sleep do you get on an average night?

- 1- Less than 5 hours
- 2- 5 hours
- 3- 6 hours
- 4- 7 hours
- 5- 8 hours
- 6- 9 hours
- 7- More than 9 hours

WELLBEING

The following questions relate to your sense of wellbeing and your support networks, regardless of whether you're still at work or elsewhere.

ASK ALL

WB01. In the past two weeks, how often have you felt this way?

- a. I've been feeling optimistic about the future
- b. I've been feeling useful
- c. I've been feeling relaxed
- d. I've been dealing with problems well
- e. I've been thinking clearly
- f. I've been feeling close to other people
- g. I've been able to make up my own mind about things

- 1- None of the time
- 2- Rarely
- 3- Some of the time
- 4- Often
- 5- All of the time

WB02. How much do you agree with the following statements?

- a. I tend to bounce back quickly after hard times
- b. It does not take me long to recover from a stressful event
- c. I usually come through difficult times with little trouble

- 1- Strongly disagree
- 2- Disagree
- 3- Neutral
- 4- Agree
- 5- Strongly agree

WB03. Thinking about your support and social networks, how true are the following statements in relation to your life?

- a. I am there to listen to other people's problems.
- b. I like helping others.
- c. There is someone I can talk to about the pressures in my life.
- d. There is someone in my life that makes me feel worthwhile.
- e. I lead a fulfilling life.
- f. There is someone in my life I can get emotional support from.
- g. I give others a sense of comfort in times of need.
- h. I feel that I have a circle of people who value me.

- 1- Not at all
- 2- Somewhat true
- 3- Quite true
- 4- Very true
- 5- Always true

MENTAL HEALTH

The following questions are about how you have been feeling lately. In this section, references to 'work' include any job you may hold now or may have had in the past.

MH01. Have you ever been told by a doctor or mental health professional that you have any of these conditions? (Mark all that apply)

- 1- Panic disorder
- 2- Social anxiety disorder
- 3- Post-traumatic stress disorder (PTSD)
- 4- Obsessive-compulsive disorder (OCD)
- 5- Generalised anxiety disorder
- 6- Any other anxiety conditions
- 7- Depression
- 8- Attention Deficit disorder (ADD)/Attention Deficit Hyperactivity Disorder (ADHD)
- 9- Schizophrenia
- 10- Bipolar disorder or any other psychosis
- 11- Alcohol or drug dependence
- 12- Other mental health condition
- 13- Prefer not to say
- 14- Don't know
- 15- None

Programmer note: Use variable text at MH02 and MH03, based on whether one or more than one selection at codes 1-12 in MH01

IF MH01=1-12, THEN ASK.

MH02. Thinking of the first time you were told by a doctor or mental health professional that you had {this condition/any of these conditions}, how long ago was this?

- 1- Less than 12 months
- 2- 1-2 years
- 3- 3-5 years
- 4- More than 5 years ago

MH03. Do you still have {this condition/any of these conditions}?

- 1- No
- 2- Yes
- 3- Unsure

MH03a. Did you have any of these conditions while you were employed in the police and emergency services?

- 1- No
- 2- Yes

IF MH01=13, 14, OR 15 or MH01 = blank (skipped), THEN ASK.

MH04. Have you ever felt that you have had an emotional or mental health condition that went undiagnosed?

- 1- No
- 2- Yes
- 3- Prefer not to say

IF MH04=2, THEN ASK.

MH04a. Did you have this undiagnosed condition or conditions while you were employed in the police and emergency services?

- 1- No
- 2- Yes

MH05. Do you still have this undiagnosed condition or conditions?

- 1- No
- 2- Yes
- 3- Unsure

ASK ALL

MH06. In the last four weeks, about how often did you feel tired out for no good reason?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

MH07. In the last four weeks, about how often did you feel nervous?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

IF MH07= 2, 3, 4 OR 5, THEN ASK.

Programmers note: If MH07 = 1, automatically set MH08 = 1.

MH08. In the last four weeks, about how often did you feel so nervous that nothing could calm you down?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

ASK ALL

MH09. In the last four weeks, about how often did you feel hopeless?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

MH10. In the last four weeks, about how often did you feel restless or fidgety?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

IF MH10= 2, 3, 4, OR 5, THEN ASK.

Programmers note: If MH10 = 1, automatically set MH11 = 1.

MH11. In the last four weeks, about how often did you feel so restless you could not sit still?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

ASK ALL

MH12. In the last four weeks, about how often did you feel depressed?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

MH13. In the last four weeks, about how often did you feel that everything was an effort?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

MH14. In the last four weeks, about how often did you feel so sad that nothing could cheer you up?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

MH15. In the last four weeks, about how often did you feel worthless?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

If SUM(MH06-MH15) >=30 then show:

Programmers Note: If either MH08 or MH11 are skipped above the value of 1 should be used when calculating this sum, not 0.

Based on the answers you've given us, it appears you may have experienced symptoms of depression or anxiety over the last four weeks. We would encourage you to speak to your regular GP for a more personalised assessment, or if you have seen another health professional before you may wish to make an appointment to see them again.

If you would like to speak to someone other than your GP about how you are feeling, *beyondblue's* Support Service provides free, immediate, short-term counselling advice and referrals to people in Australia via telephone and email 24/7, and web chat from 3pm to midnight (AEST), every day. The Support Service can be contacted on 1300 22 4636 or via email or web chat at beyondblue.org.au/get-support

For crisis support and suicide prevention services, contact Lifeline on 13 11 14 available 24/7, or online text chat from 7pm to 4am (AEST) at lifeline.org.au/get-help/online-services/crisis-chat

If you feel that you are at immediate risk of harm or your life may be in danger, please call triple zero – **000**.

When you are ready to continue with the survey, please select "Next". If you need to leave the survey at any stage, you can come back and continue the survey from wherever you are up to by simply clicking on the link in your personalised invitation email. Thank you for taking the time to take part, the information you provide will be used to benefit the mental health and wellbeing of all police and emergency service personnel across Australia.

If SUM(MH08-MH17) >= 15 then ASK

MH19. Thinking about times in the last 12 months when your feelings were at their most severe, how much did these feelings interfere with the following activities?

- a. Home management (cleaning, shopping, cooking, gardening)
- b. Your ability to work
- c. Your ability to form and maintain close relationships with other people
- d. Your social life

- 1- No interference
- 2- Mild interference
- 3- Moderate interference
- 4- Severe interference
- 5- Very severe interference
- 6- Not applicable

IF 3, 4, OR 5 IN ONE OR MORE OF MH19 a-d, THEN ASK

MH20. Do you think that any of the following contributed to you feeling this way? (Mark all that apply.)

- 1- Physical health problems
- 2- Potentially traumatic events you have experienced in the course of your work
- 3- Other issues or experiences at work
- 4- Events that have occurred in your life outside of work
- 5- None of the above

IF MH20=2 OR 3, THEN ASK.

MH21. In which job(s) did these experiences occur? (Mark all that apply.)

- 1- Current job
- 2- Previous job(s) in police or emergency services
- 3- Previous job(s) other

ASK ALL

MH22. In the last four weeks, about how often were you mad or angry?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

IF MH22= 2, 3, 4, OR 5, THEN ASK.

Programmers note: If MH22 =1, automatically set MH23= 1.

MH23. In the last four weeks, about how often were you so angry you felt out of control or became violent?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

ASK ALL

MH24. In the last four weeks, about how often did you have an urge to hit, push or hurt someone?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

MH25. In the last four weeks, about how often did you have an urge to break or smash something?

- 1- None of the time
- 2- A little of the time
- 3- Some of the time
- 4- Most of the time
- 5- All of the time

STRESSFUL EXPERIENCES

SE01. Have you ever experienced a stressful event or series of events either at work or away from work that deeply affected you? (Mark all that apply.)

- 1- No [SINGLE]
- 2- Yes, at work in the police and emergency services sector
- 3- Yes, at work outside the police and emergency services sector
- 4- Yes, away from work

IF SE01=2, THEN ASK.

SE02. Thinking about the nature of the event or events that most affected you at work in the police or emergency services sector, did it involve any of the following? (Mark all that apply)

- 1- Traumatic event(s) in the course of your work
- 2- Personal injury received in the course of your work
- 3- Dismissal from, or demotion in, your work
- 4- Being forced out of your job
- 5- Issues associated with poor management or being treated badly by your managers
- 6- Conflict with other people that you worked closely with
- 7- Other (Specify)

IF SE02=6, THEN ASK.

SE03. Who did this conflict mainly occur with?

- 1- Colleagues
- 2- Subordinates
- 3- Managers
- 4- Combination of people at work

IF SE01=3 THEN ASK.

SE04. Thinking about the nature of the event or events that most deeply affected you at your work outside the police and emergency services sector, did it involve any of the following? (Mark all that apply)

1. Traumatic event(s) in the course of your work
2. Personal injury received in the course of your work
3. Dismissal from, or demotion in, your work
4. Being forced out of your job
5. Issues associated with poor management or being treated badly by your managers
6. Conflict with other people that you work closely with
7. Other (Specify)

IF SE04= 6, THEN ASK.

SE05. Who did this conflict mainly occur with?

1. Colleagues
2. Subordinates
3. Managers
4. Combination of people at work

IF SE01=4, THEN ASK.

SE06. Thinking about the nature of the event or events away from work that deeply affected you, did it involve any of the following? (Mark all that apply)

- 1- Death of your spouse or partner
- 2- Death of a close family member
- 3- Death of a close friend
- 4- Personal injury or illness (not caused by work)
- 5- Illness or injury of a close family member or close friend
- 6- Divorce or separation
- 7- Financial difficulties
- 8- Spouse/partner loss of job
- 9- Someone in your household had a drug or alcohol problem
- 10- Your family or home was affected by a natural hazard event
- 11- Other (specify)

ASK ALL

Below is a list of reactions that people sometimes have in response to very stressful experiences. Thinking of stressful experiences that may have occurred either at work or away from work at any stage of your life, please read each statement and indicate how much you have been bothered by that problem in the past four weeks.

SE07. In the past four weeks, how much were you bothered by ...

- a. Repeated, disturbing, and unwanted memories or nightmares about any stressful experiences?
- b. Experiencing flashbacks where you suddenly feel or act as if a stressful experience were actually happening again?
- c. Feeling very upset or experiencing strong physical reactions such as heart pounding, having trouble breathing when something reminded you of these stressful experiences?

- 1- Not at all
- 2- A little bit
- 3- Moderately
- 4- Quite a lot
- 5- Extremely

IF ANY OF SE07a, SE07b, SE07c = 3, 4 or 5 THEN ASK.

SE08. How often do these reactions occur?

- 1- Less than once a month
- 2- 1-2 times a month
- 3- 3-5 times a month
- 4- 6-10 times a month
- 5- More than 10 times a month

SE09. How much effort do you make to avoid thinking or talking about any stressful events, or doing things which remind you of stressful experiences?

- 1- None
- 2- A little bit
- 3- Moderate
- 4- Quite a lot
- 5- A great deal

ASK ALL

Still thinking about your reactions to any stressful experiences that may have occurred either at work or away from work, please read each statement below and indicate how much you have been bothered by that problem in the past four weeks.

SE10. In the past four weeks, how much were you bothered by

- a. Loss of interest in things that you used to enjoy?
- b. Feeling emotionally distant or cut off from other people?
- c. Feeling jumpy or easily startled?
- d. Having difficulty concentrating?
- e. Having trouble falling or staying asleep?
- f. Feeling irritable or having angry outbursts?

- 1- Not at all
- 2- A little bit
- 3- Moderately
- 4- Quite a lot
- 5- Extremely

IF ANY OF SE10a-SE10f= 3, 4 or 5 THEN ASK.

SE11. How much distress did these feelings or reactions cause you?

- 1- None
- 2- Mild
- 3- Moderate
- 4- Severe
- 5- Very severe

SE12. How much did these feelings or reactions disrupt or interfere with your normal daily life?

- 1- Not at all
- 2- A little
- 3- Some
- 4- A lot
- 5- Extremely

IF SE11 OR SE12 = 3, 4 or 5, THEN ASK.

SE13. How long have these feelings or reactions been troubling you?

- 1- Less than a month
- 2- 1 – 2 months
- 3- 3 – 6 months
- 4- 7 – 12 months
- 5- 1-2 years
- 6- 3-5 years
- 7- More than 5 years

IF 4, 5 TO ANY OF SE07a, SE07b, or SE07c AND SUM(SE10a-SE10f) >= 18 AND NOT PREVIOUSLY SHOWN, THEN DISPLAY.

Based on the answers you've given us, it appears you may have experienced symptoms of depression, anxiety or post-traumatic stress over the last four weeks. We would encourage you to speak to your regular GP for a more personalised assessment, or if you have seen another health professional before you may wish to make an appointment to see them again.

If you would like to speak to someone other than your GP about how you are feeling, *beyondblue's* Support Service provides free, immediate, short-term counselling advice and referrals to people in Australia via telephone and email 24/7, and web chat from 3pm to midnight (AEST), every day. The Support Service can be contacted on 1300 22 4636 or via email or web chat at beyondblue.org.au/get-support

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ASK ALL

SB01. Have you ever felt that life was not worth living?

- 1- No
- 2- Yes
- 3- Prefer not to say

SB02. Have you ever seriously thought about taking your own life?

- 1- No
- 2- Yes
- 3- Prefer not to say

IF SB02=2, THEN ASK.

SB03a. When did you think about taking your own life? Was it (Mark all that apply)

- 1- Before you joined police or emergency services
- 2- While you were still working in the police or emergency services
- 3- After you left the police or emergency services
- 4- Prefer not to say

SB04. Have you ever made a plan to take your own life?

- 1- No
- 2- Yes
- 3- Prefer not to say

IF SB04=2, THEN ASK.

SB05. Did you make a plan to take your own life in the last 12 months?

- 1- No
- 2- Yes
- 3- Prefer not to say

IF SB05 = 2, 3 show help message before beginning section WE

SB06. Have you ever attempted to take your own life?

- 1- No
- 2- Yes
- 3- Prefer not to say

IF SB06=2, THEN ASK.

SB06a. When did you attempt to take your own life? Was it (Mark all that apply)

- 1- Before you joined police or emergency services
- 2- While you were still working in the police or emergency services
- 3- After you left the police or emergency services
- 4- Prefer not to say

IF SB06a=2 AND WH01a=1, OR SB07=3, THEN ASK.

SB07. Have you attempted to take your own life in the last 12 months?

- 1- No
- 2- Yes
- 3- Prefer not to say

IF SB07 = 2, 3 show help message before beginning section WE

If you are still experiencing any form of distress and you have not already spoken to someone about this, we would encourage you to speak to your regular GP, or if you have seen another health professional before you may wish to make an appointment to see them again.

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WORK EXPERIENCES

The following questions are about factors associated with working in the police and emergency services in general. Some questions include all of the time you spent working in that sector, while others will refer to the last job you held before leaving that sector.

ASK ALL

WE01. How often did you get attacked or assaulted physically in the course of your work at your last job in the police and emergency services sector?

- 1- Never
- 2- Rarely
- 3- Sometimes
- 4- Often
- 5- Very often

WE02. How often were you harassed or abused verbally in the course of your work at your last job in the police and emergency services sector?

- 1- Never
- 2- Rarely
- 3- Sometimes
- 4- Often
- 5- Very often

WE03. Were you ever involved in a work-related incident which resulted in a formal investigation or inquiry?

- 1- No
- 2- Yes

IF WE03=2, THEN ASK.

WE03a. At the time how much stress did this cause you? If this occurred more than once, think about the occasion which caused you the greatest amount of stress.

- 1- No stress at all
- 2- A small amount of stress
- 3- Moderate stress
- 4- A lot of stress
- 5- Extreme stress

IF WE03a= 2, 3, 4, or 5, THEN ASK.

WE04. How long ago did this (most stressful) occasion happen?

- 1- Less than 12 months ago
- 2- 1-2 years ago
- 3- 3-5 years ago
- 4- 6-10 years ago
- 5- More than 10 years ago

ASK ALL

WE04a. Have you ever been involved in a work-related incident which resulted in adverse media attention?

- 1- No
- 2- Yes

IF WE04a=2, THEN ASK.

WE05. At the time how much stress did this cause you? If this has occurred more than once, think about the occasion which caused you the greatest amount of stress.

- 1- No stress at all
- 2- A small amount of stress
- 3- Moderate stress
- 4- A lot of stress
- 5- Extreme stress

IF WE05= 2, 3, 4, or 5, THEN ASK.

WE05a. How long ago did this (most stressful) occasion happen?

- 1- Less than 12 months ago
- 2- 1-2 years ago
- 3- 3-5 years ago
- 4- 6-10 years ago
- 5- More than 10 years ago

ASK ALL

WE07. Were you bullied in your workplace during your previous job in police and emergency services?

- 1- No
- 2- Yes, once or twice
- 3- Yes, a few times
- 4- Yes, monthly
- 5- Yes, weekly
- 6- Yes, daily

IF WE07=2, 3, 4, 5 or 6 THEN ASK.

WE08. At the time when this was at its worst how much stress did this bullying cause you?

- 1- No stress at all
- 2- A small amount of stress
- 3- Moderate stress
- 4- A lot of stress
- 5- Extreme stress

ASK ALL

WE11. While with that organisation did you EVER make a worker's compensation/work-related claim as a result of psychological trauma, stress or a mental health condition sustained during the course of your work?

- 1- No
- 2- Yes, once
- 3- Yes, more than once
- 4- Prefer not to say

IF WE11 = 2 OR 3, THEN ASK.

WE12. Thinking back to the last time you made a worker's compensation/work-related claim related to psychological trauma, stress or a mental health condition, what impact did going through the claims experience have on your recovery?

- 1- Very positive impact
- 2- Slightly positive impact
- 3- Didn't have any impact
- 4- Slightly negative impact
- 5- Very negative impact

WE13a. How supportive did you find the claims experience?

- 1- Not at all
- 2- A little bit
- 3- Moderately
- 4- Very
- 5- Extremely

WE13b. How stressful did you find the claims experience?

- 1- Not at all
- 2- A little bit
- 3- Moderately
- 4- Very
- 5- Extremely

WE14. How fairly do you believe you were treated when you went through the last claims experience?

- 1- Not fairly at all
- 2- Somewhat fairly
- 3- Very fairly

ASK ALL

WE15. Did you ever take leave due to stress or mental health reasons caused by any job with a police or emergency services organisation?

- 1- No
- 2- Yes, once
- 3- Yes, more than once
- 4- Prefer not to say
- 5- Don't remember

WE15a. What was the MAIN reason you left your last job in police or emergency services?

- 1- Obtained a better job
- 2- End of my contract/secondment
- 3- Medically retired/discharged
- 4- Physical illness/injury
- 5- Mental health related reasons
- 6- Retirement
- 7- Location/transport/commuting issues
- 8- Shift work
- 9- Carer responsibilities
- 10- Harassment, discrimination or bullying
- 11- Lack of job flexibility
- 12- Dissatisfied with organisation
- 13- Study/career change
- 14- High levels of stress in my job
- 15- Other (specify) _____

SEEKING SUPPORT

The following questions are about whether you have needed or used any form of support for emotional or mental health issues.

SS01. In the past 12 months, did you feel that you needed help or support for any emotional or mental health issues that you may have had?

- 1- No – I did not have any emotional or mental health issues
- 2- No – I had emotional or mental health issues, but did not need any help or support
- 3- Yes

IF SS01=3, THEN ASK.

SS02. How long ago did this issue first arise? If you have more than one emotional or mental health issue, please think of the one that causes you the most distress.

1. Less than 12 months
2. 1 to less than 2 years
3. 2 to less than 5 years
4. 5 years or more

SS03. Did you seek support or treatment for this issue?

- 1- No
- 2- Yes

IF SS03=2, THEN ASK.

SS06. Do you think you got as much help as you needed?

- 1- No, I needed a little more help
- 2- No, I needed a lot more help
- 3- Yes

IF SS01 = 3 THEN ASK

SS07. In the last 12 months have you accessed any of the following services for emotional or mental health issues? (Mark all that apply.)

- 1- GP
- 2- Psychiatrist
- 3- Psychologist
- 4- Mental health nurse
- 5- Other professional providing mental health services
- 6- Alcohol or drug counsellor or support service
- 7- Admitted to hospital
- 8- Complementary/alternative therapist
- 9- Internet, for information
- 10- Internet, for online forums or support groups
- 11- Face to face self-help or support group(s)
- 12- Telephone counselling service
- 13- None of the above

IF SS07=ANY OF 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, THEN ASK FOR EACH ONE SELECTED.

SS08. Was this service provided through or sourced from the previous police or emergency services organisation you worked with or through an association related to that organisation?

- 1- No
- 2- Yes
- 3- Can't remember / Not sure

ASK IF SS01 = 3

SS09. In the past 12 months have you received counselling (e.g. Cognitive Behavioural Therapy, Psychotherapy, etc.) for an emotional or mental health condition?

- 1- No
- 2- Yes

IF SS09=2, THEN ASK.

SS10. Was this service provided through or sourced from the previous police or emergency services organisation you worked with or through an association related to that organisation?

- 1- No
- 2- Yes
- 3- Can't remember/Not sure

ASK IF SS01 = 3

SS11. In the past 12 months have you taken prescription drugs for an emotional or mental health condition?

- 1- No
- 2- Yes

ASK ALL

SS13. Did you ever volunteer as a Peer Support Worker while you worked in the police and emergency services?

- 1- No – there was no such position at the previous organisation/s
- 2- No – the position existed at the previous organisation/s but I did not volunteer
- 3- Yes

IF SS13=3, THEN ASK.

SS14. For how long were you a Peer Support Worker?

- 1. Less than 12 months
- 2. 1-2 years
- 3. 3-5 years
- 4. More than 5 years
- 5. Don't remember

ASK ALL

PERSONAL DETAILS

The following questions will help us understand a little more about the background of people working in the police and emergency services sector. Please remember that your answers remain anonymous.

PD01. What is your gender?

- 1- Male
- 2- Female
- 3- Trans male/Trans man
- 4- Trans female/Trans woman
- 5- Other (please specify)....

PD02. Are you of Aboriginal or Torres Strait Islander origin?

- 1- No
- 2- Yes, Aboriginal
- 3- Yes, Torres Strait Islander
- 4- Yes, both Aboriginal and Torres Strait Islander

PD03. In what country were you born?

- 1- Australia
- 2- England, Scotland, Wales or Northern Ireland
- 3- New Zealand
- 4- China
- 5- India
- 6- Italy
- 7- Vietnam
- 8- Philippines
- 9- South Africa
- 10- Malaysia
- 11- Germany
- 12- Other (please specify) _____

PD04. What is your current marital status?

- 1- Single, never married
- 2- In a committed relationship
- 3- Married
- 4- Divorced
- 5- Separated
- 6- Widowed

IF PD04=2 OR 3, THEN ASK.

PD05. Does your partner currently work for, or volunteer with, a police or emergency services organisation?

- 1- No
- 2- Yes

ASK ALL

PD06. How many children aged 0-17 years do you have (including step-children)?

- 1- None
- 2- 1
- 3- 2
- 4- 3
- 5- 4
- 6- 5 or more

PD07. How many children of any age are living with you at home (include those who also spend time living in another household)?

- 1- None
- 2- 1
- 3- 2
- 4- 3
- 5- 4
- 6- 5 or more

PD08. Which category best describes the highest educational qualification you have completed?

- 1- Primary school
- 2- Secondary school up to Year 10
- 3- Secondary school up to Year 11 (including Certificate I or II)
- 4- Secondary school up to Year 12
- 5- Certificate III/IV (trade, apprenticeship, technician's etc.)
- 6- Diploma (associate, undergraduate)
- 7- Bachelor degree
- 8- Post-graduate qualification

PD08a. Are you currently working in paid employment?

- 1- No, I'm retired
- 2- No, I'm taking a break from being in the labour force
- 3- No, I'm currently unemployed
- 4- Yes, full-time
- 5- Yes, part-time
- 6- Other (specify) _____

IF PD08a=4 OR 5, THEN ASK.

PD08b. Are you currently working in a police or emergency services organisation?

- 1- No
- 2- Yes

PD09. Which of the following categories best describes how you think of yourself?

- 1- Straight
- 2- Gay
- 3- Lesbian
- 4- Bisexual
- 5- Pansexual
- 6- Queer
- 7- Asexual or Aromantic
- 8- Other
- 9- Unsure/don't know
- 10- Prefer not to say

SUBSTANCE USE

SU01A. The next few questions are about your use of alcohol or drugs. They will help us to understand more about the lifestyle of people who were engaged in police or emergency services work.

Please remember your answers will be treated with the utmost confidentiality and no identifying information about you will ever be released to your previous organisation or to anyone outside the research team.

If you would feel very uncomfortable answering these questions, please feel select 'Skip next section' below. Otherwise, please select 'Continue survey'.

1. Continue survey
2. Skip next section

IF CODE 1 AT SU01a, THEN ASK

SU01. How often do you have a drink containing alcohol?

- 1- Never
- 2- Monthly or less
- 3- 2-4 times a month
- 4- 2-3 times a week
- 5- 4 or more times a week

IF SU101= 2, 3, 4 or 5, THEN ASK.

SU02. How many standard drinks containing alcohol do you have on a typical day when drinking?

DISPLAY POP UP WINDOW OF PICTURES OF STANDARD DRINKS.

- 1- 1 or 2
- 2- 3 or 4
- 3- 5 or 6
- 4- 7 - 9
- 5- 10 or more

SU03. How often do you have five or more standard drinks on one occasion?

- 1- Never
- 2- Less than monthly
- 3- Monthly
- 4- Weekly
- 5- Daily or almost daily

SU03a. During the last month, what is the largest number of standard drinks you had on one occasion?

- 1- 1 or 2
- 2- 3 or 4
- 3- 5
- 4- 6
- 5- 7
- 6- 8 or 9
- 7- 10 or more

IF CODE 1 AT SU01a, THEN ASK

SU04. In the past 12 months, have you used prescription drugs for non-medical purposes? That is medication that was not prescribed to you or you intentionally used too much of your own medication?

- 1- No
- 2- Yes
- 3- Prefer not to say

SU05. In the past 12 months, have you used illegal drugs?

- 1- No
- 2- Yes
- 3- Prefer not to say

IF SU05=2, THEN ASK.

SU06. Which of the following drugs have you used in the past 12 months? (Mark all that apply.)

- 1- Marijuana/cannabis
- 2- Meth/Amphetamines (speed, ice, crystal meth, meth)
- 3- Cocaine (coke, Charlie, blow)
- 4- Ecstasy (E, MDMA, XTC)
- 5- Hallucinogens (LSD, trips, mushies, acid)
- 6- Heroin
- 7- Steroids (roids, juice)
- 8- Inhalants
- 9- Other (such as GHB, Ketamine)
- 10- Prefer not to say

IF SU06=1, 2, 3, 4, 5, 6, 7, 8, or 9 or SU04 = 2, THEN ASK.

SU07. In the past 12 months, how often have you used

Programmer note – display any of codes 1-9 selected at SU06 or “Prescription drugs for non-medical purposes” if code 2 at SU04

- 1- Less than monthly
- 2- Monthly
- 3- Weekly
- 4- Daily or almost daily
- 5- Prefer not to say

ASK ALL

FI01. Is there anything else you would like to tell us about your experiences working in the police and emergency services that may have had a bearing on your emotional and mental wellbeing?

Remember, your answers are anonymous will not be shared with anyone outside the research team.

Open text

Or

No additional comment

Thank you for taking part in this important survey. If answering some of these questions raised any concerns about how you have been feeling, and you would like assistance, there are a number of services that you can contact.

- You can visit your regular GP, or if you have seen a health professional before to help with problems, you may wish to make an appointment to see them again.
- The *beyondblue* Support Service provides free, immediate, short-term counselling advice and referrals to any person in Australia via telephone and email 24/7, and web chat from 3pm to midnight (AEST), every day. The Support Service can be contacted on 1300 224 636 or via email or web chat at: beyondblue.org.au/get-support
- For crisis support and suicide prevention help, please contact Lifeline on 13 11 14 available 24/7 or online text chat from 7pm-4am (AEST) at: lifeline.org.au/get-help/online-services/crisis-chat
- If you feel that you are at immediate risk of harm or your life may be in danger, please call triple zero – **000**.