**2020 Psychology Winter Research Project Description**

|  |  |
| --- | --- |
| **Project title:** | **Utility of Labour Inspections for Psychological Health and Safety Complaints** |
| **Positions available:** | **1** |
| **Project duration:** | * 28 hours per week * 4 – 5 weeks |
| **Description:** | **Background**  Mental health conditions cost Australian workplaces almost $11 billion (AUD) per year in absenteeism, presenteeism and workers’ compensation costs (beyondblue and PricewaterhouseCoopers, 2014).  Given the size of the problem, work-related mental health conditions continue to be of significant concern to Australian businesses and governments alike (see for example, Safework NSW 2017, Safe Work Australia 2017). Labour inspectorates are an arm of government at the forefront of this effort. This project aims to investigate WHS regulator interventions in response to psychological health and safety incidents (complaints, injuries or illnesses) including key workplace stakeholders’ perceptions of these interventions.  **Research Questions**   1. What are employer and worker perceptions of the utility and effectiveness of reactive labour inspection approaches to psychological health and safety complaints and incidents? Specifically:  * Are reactive labour inspection approaches creating incentives and/or deterrents for noncompliance with psychological health and safety requirements? * Are reactive labour inspection approaches for psychological health and safety resulting in reduced recidivism? * Are reactive labour inspection approaches achieving systemic effects regarding psychological health and safety including organisational/work design change? * Do workers believe that regulatory interventions are improving psychological health and safety?   **Research Design**  The research design includes proposed analysis of existing organisational data sources such as regulator complaints, incident notifications, triaging decisions, type of intervention, and notices, as well as qualitative data from interviews. |
| **Expected outcomes and deliverables:** | You will work with a Masters student and gain skills in qualitative data coding using Nvivo. Students may also be asked to produce a report at the end of their project. |
| **Suitable for:** | This project is open to applications from 3-4 year students in Psychology with an interest in Organisational Psychology and qualitative research. |
| **Primary Supervisor:** | Dr Kirsten Way. |
| **Further info:** | k.way@psy.uq.edu.au |