
*Corresponding author: Peter C Winwood, School of Psychology, Social Work and Social Policy, University of South Australia, Australia, Tel: 61883379904; E-mail: pwinwood@internode.on.net

Received August 13, 2013; Accepted October 21, 2013; Published October 29, 2013

Citation: Winwood PC, Bowden R, Stevens F (2013) Psychosocial Safety

items comprise a total of 19 subscales. Of these, 12 of the subscales were validated psychometric measures. These included:

- The PSC 12 scale [5,6].
- The Cognitive, Emotional, and Physical Demands subscales of the DISC scale [7].
- The Chronic and Acute Fatigue and Recovery subscales of the OFER measure [8].
- The Utrecht Work Engagement Scale [9].
- The Sleep subscale of the Psychological Injury Risk Indicator [10].
- The Cynicism subscale of the Maslach Burnout Inventory General Scale [11].
- The Active and Perseverant Commitment subscales of the Meyer and Allen Organisational Commitment scale [12].

In addition, the OPRI questionnaire comprised custom designed measures. The items for these scales (particularly where they departed from better known, validated, measures such as for Bullying) were created after discussions with people working in aged care. These custom scales included:

- Facility Resources, i.e. "If we need new, or more equipment, it is always obtained promptly" and "Problems with equipment or facilities are always attended to promptly here", etc.
- Bullying. This custom scale of 5 items included "I have never seen anyone bullied here", "I have never been bullied in any way while working here", and "If ever I experienced any bullying here I could rely on management to resolve the issue for me quickly and effectively".
- A broad guide to an understanding of bullying in the workplace was included in a footnote:

Note: Workplace bullying is any behaviour that is repeated, systematic and directed towards an employee (or group of employees) that a reasonable person (considering the circumstances) would expect

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9. 6FKDXIHOL :% 6DUDK -DQH &RWWRQ (GJDU %UHLVQDVODDFGH -6FKDXIHOLKUH:HQHLWHU 03 -RE EX
'ROODUG HW DO 37KH PHDVXUHPHQW RI ZRUN HQJDJHPHQW ZLWK D VKRUW
questionnaire - A cross-national study." Educational and Psychological
0HDVXUHPHQW 12.0H\HU -3 \$OOHQ 1- 3\$ WKUHH FRPSRQH
RUJDQL]DWLRQDO FRPPLWPHQW 6RPH PHWKRGRO
10. :LQZRRG 3& 3HWHUV 5 3HWHUV 0 'ROODUG 0 5H\XRXKHU 0DQDUGLGHQW 5RQ5 RY LWHZH
SV\FKRORJLFDQ LQMXU\ ULVN LQGLFDWRU VFDOH - 2FFXS (QYLURQ 0HG