

GAMIAN-EUROPE PAN EUROPEAN SURVEY ON MENTAL HEALTH AND THE WORKPLACE

We would like to invite you to participate in this original research project. You should only participate if you want to and choosing not to take part will not disadvantage you in any way. Before you decide whether you want to take part, it is important for you to understand why the research is being carried out and what your participation will involve.

This study is looking at the experiences of adults (aged 18 years or older) who have been diagnosed with a mental illness.

- ✓ If you have received this survey and you are less than 18 years of age then please do not complete the survey.**
- ✓ If you never had a diagnosis of mental illness then please do not complete the survey.**

You are under no obligation to take part. It is entirely up to you to decide whether or not to take part. This survey is anonymous and nobody will know whether you decide to take part or not.

By taking part, you will be involved in research which will help us to understand the relation between mental health and work as seen by people with a diagnosis of mental illness.

By completing and returning this questionnaire, you consent to the processing of your personal information for the purposes of this research study.

The results of this study may be published in scientific journals or presented at scientific conferences, but as the survey is anonymous there is no way of knowing who has taken part. If you would like to receive a report on the overall findings of this study then please contact Gamian (info@gamian.eu) and we will send you a copy of this report when it is available.

We estimate that this will take about 30 minutes of your time. If you wish take more time, please download the PDF copy.

- I agree. I understand that the information will be treated as strictly confidential and handled in accordance with the provisions of the EC Data Protection Directive (95/46.EC).**

Background questions:

Please answer each question. ('Next page' at bottom only works when all questions are completed)

A1. Which is your gender?

- 1.Male 2.Female

A2. In which country do you live?

A3. In what year were you born?:

A4. What is your civil status?

1. Married/Further Marriage
 2. Cohabiting Civil/Domestic partnership
 3. Single/Unmarried
 4. Divorced/Separated
 5. Widowed

A5. What is the highest level of education that you have completed?

1. Non university (Primary education/Secondary education -> 18 year)
 2. University degree (bachelor/master)
 3. Other Further Education or Vocational Training

A6. Did you participate in previous GAMIAN surveys?

1. Yes
 2. No, it is my first participation
 3. I don't remember

A7. Do you know what mental health diagnosis your doctor has made in your case?

(please check only your primary diagnosis)

1. Schizophrenia
 2. Bipolar Disorder
 3. Depression
 4. Anxiety
 5. Attention Deficit and Hyperactivity Disorder (ADHD)
 6. Substance abuse/addictions
 7. Eating disorders
 8. Obsessive Compulsive Disorder (OCD)
 9. Post-traumatic Stress Disorder (PTSD)
 10. Other
 11. I don't know / I'm not sure

A8. Are you a member of a patients association?

- 1. Yes (Please write the name of the association)
- 2. No

A9. Are you working?

- 1. Yes, I'm currently working
- 2. No, I'm currently not working
- 3. No, I never worked -go to question C1

Questions on your working situation

B1. If you are working, what is currently your working situation?

If you are not working, what was your working situation?

- 1. full-time work
- 2. part-time work (my choice)
- 3. part-time work (forced, due to my illness)
- 4. Unpaid work (volunteer/ trainee)
- 5. Full-time student
- 6 Other

B2. Which of the following items describes the size of the company you work/worked in?

- 1. Small (1-50 employees)
- 2. Medium (51-250 employees)
- 3. Large (more than 250 employees)
- 4. Don't know
- 5. Not applicable

B3. Have you ever taken time off work because of your mental health condition?

- 1. No
- 2. Prefer not to say
- 3. Not applicable (e.g. was not working at the time)
- 4. Yes

B4. What is the influence of your working situation on your mental health.

<input type="checkbox"/> Very positive	<input type="checkbox"/> Positive	<input type="checkbox"/> Neutral	<input type="checkbox"/> Negative	<input type="checkbox"/> Very negative	<input type="checkbox"/> Do not work N/A
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B5. The last time you experienced mental health problems, how many working days did you have to take off from work because of your mental health condition? Please write the total number of days below.

B6. The last time you had a mental illness, how was your productivity at work affected? In terms of productivity, please consider the amount of work you were able to complete, how much time it took you to complete work, and the accuracy or quality of your work.

- 1. I was less productive than usual (quantitative)
- 2. The quality of my work was diminishing
- 3. My level of productivity (quantitative) stayed the same
- 4. The quality of my work didn't change
- 5. I was more productive than usual
- 6. The quality of my work improved
- 7. Don't know

B7. If you currently do not work, how long have you been without work due to your mental health condition?

- 1. Less than a month
- 2. Between one and six months
- 3. Between six months and a year
- 4. More than a year

IF YOU ARE NOT WORKING

C1. Do you want to get (back) to work?

- 1. Yes
- 2. No
- 3. I don't know

C2. How do you consider your situation?

This is a permanent situation,

- 1. and I'm happy with it.
- 2. and I'm not happy with it, but there is no other solution for me

This is a temporary situation and I hope to get back

- 3. To my former work place
- 4. To my former work place but half time or with adapted working conditions
- 5. To another work place

C3. What are the barriers/thresholds preventing you to get (back) to work (in general)? Multiple answers possible

- 1. Financial, in case of relapse I could lose my current allowances
- 2. My health care team objects to my getting back to work
- 3. My family objects to my getting back to work
- 4. I fear relapse if I get back to work (in general)
- 5. My symptoms make it impossible for me to work (in general)
- 6. Other

C4. What are the barriers/thresholds preventing you to get (back) to your former workplace)? Multiple answers possible

- 1. My former employer doesn't want me back
- 2. My former colleagues don't want me back
- 3. I fear relapse if I get back to my former work
- 4. My symptoms make it impossible for me to get back to my former work
- 5. Other

D1. When you are (or were) off work due to your mental health condition, do you (or did you) need the assistance of a carer (i.e. a family member or a friend)? And if so, does (or did) this person need to take time off work?

- 1. No – I did not require a carer
- 2. No – My carer doesn't work
- 3. Yes – I required a carer and he/she had to take time off work to care for me
- 4. Yes – I required a carer and he/she didn't have to take time off work to care for me

D2. When you are(or were) off work due to your mental health condition, did you tell your employer that the reason you needed to take time off work was because of your mental health condition?

- 1. Yes, I had to because he knew it anyway (because my doctor's certificate mentioned my mental health condition)
- 2. Yes I told my employer; it was my decision to tell them
- 3. No I did not tell my employer
- 4. Not applicable

D3. If you didn't tell your employer about your mental health condition, what was the reason for not telling it? Multiple answers possible

- 1. I felt that they wouldn't understand
- 2. I felt it would put my job at risk, In this economic climate I felt that it was too risky
- 3. I felt that my employer wouldn't know how to support / help me
- 4. It's private – I wouldn't want to tell anyone
- 5. I feared discrimination
- 6. I feared I should be treated differently
- 7. I didn't want to burden my employer with my problems
- 8. Other

ATTITUDE TOWARDS MENTAL HEALTH PROBLEMS

E1. How do you evaluate the support someone with mental health problems requires at work?

	very supportive	supportive	neutral	not supportive	not at all supportive	N/A Don't know
1. Informal advice from friends or colleagues						
2. Support from a medical professional						
3. Support from my HR department						
4. Advice from external sources such as websites or printed materials						

E2. If someone in your workplace should develop a mental health condition, what impact, if any, do you think it would have? Multiple answers possible

- 1. It would not have an impact
- 2. It would make other employees feel uncomfortable
- 3. It would affect the mood of all employees
- 4. Other employees would take extended sick leave
- 5. Other employees would be less productive while at work
- 6. It would cost the business money in terms of producing less
- 7. It would generate conflicts
- 8. It would cost the business money (insurance costs, replacement staff for days off work)

E3. Which, if any, of the following items do you think would be useful to support employees with a mental health condition in your place of work?

	very useful	useful	neutral	not useful	not at all useful	N/A Don't know
1. Attitude change by management						
2. Attitude change by colleagues						
3. Attitude change by my family						
4. Educational leaflets or brochures						
5. Training for HR teams						
6. Training for all employees						
7. Specific line manager training						
8. Counsellors or counselling services						
9. Better government legislation/policies to protect <u>employees</u>						
10 Better government legislation/policies to protect <u>employers</u>						