PRINCIPAL
HEALTH & WELLBEING SURVEY

Principal Health & Wellbeing: Longitudinal Results from Australia

ACTPA Briefing

March 2nd, 2017

Philip Riley

www.principalhealth.org

Institute for Positive Psychology & Education

ACU
AUSTRALIAN CATHOLIC UNIVERSITY

Thank you: Funders

Australian Research Council (LP160101056)

Teachers Health Fund

APPA

Australian Primary Principals Association

MEMBERS OWN HEALTH FUND

CCI Catholic Church Insurance

NEW SOUTH WALES Secondary Principals' Council Inc.

AHISA LTD

Thank you: Principals

"Want something done? Give it to a busy person!"

Participation Rates

2016 best year ever, N=**3307** (~30%)

including **>700 new principals**, some incomplete

5247 Individuals now in the database (~50%)

Demographics

68.4% Principals, 27.6% Deputies/Assistants

59% Primary

26.1% Secondary

13.8% Kinder/Primary – Year12

58% Female; 42% Male

Age 54.58 Range 25 – 80 years

73.7% Government

14.7% Catholic

11.5% Independent

State	N	% of Sample
NT	156	3.1
NSW	1080	21.2
VIC	1535	30.2
QLD	921	18.1
SA	502	9.9
WA	651	12.8
TAS	128	2.5
ACT	**109**	**2.1**
ACT 2016	62/150	(41.3%)

Working Hours

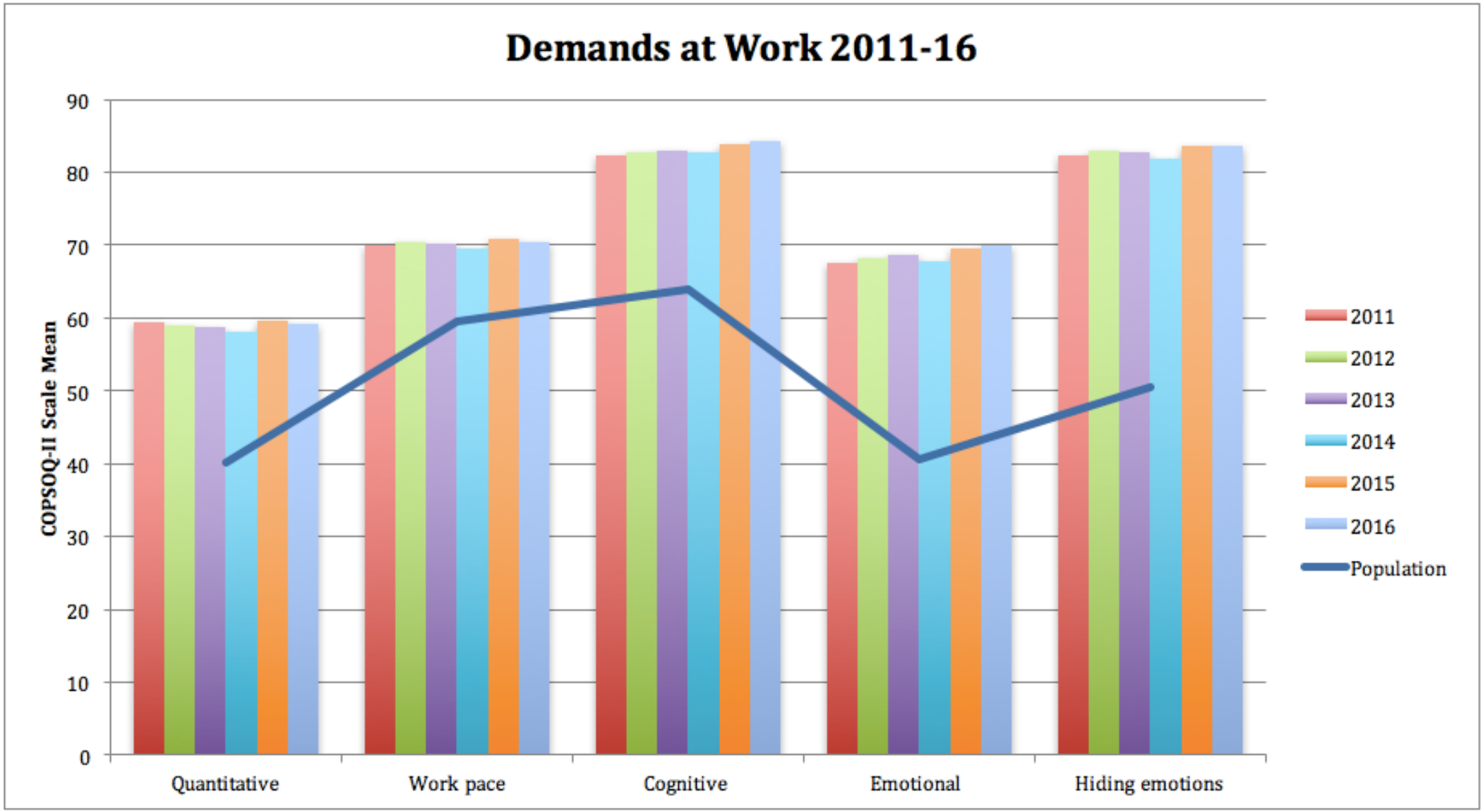
55% worked upwards of **51-56** hours per week during term
27% working upwards of **61-65** hours per week.
22% work upwards of **25** hours per week in holidays

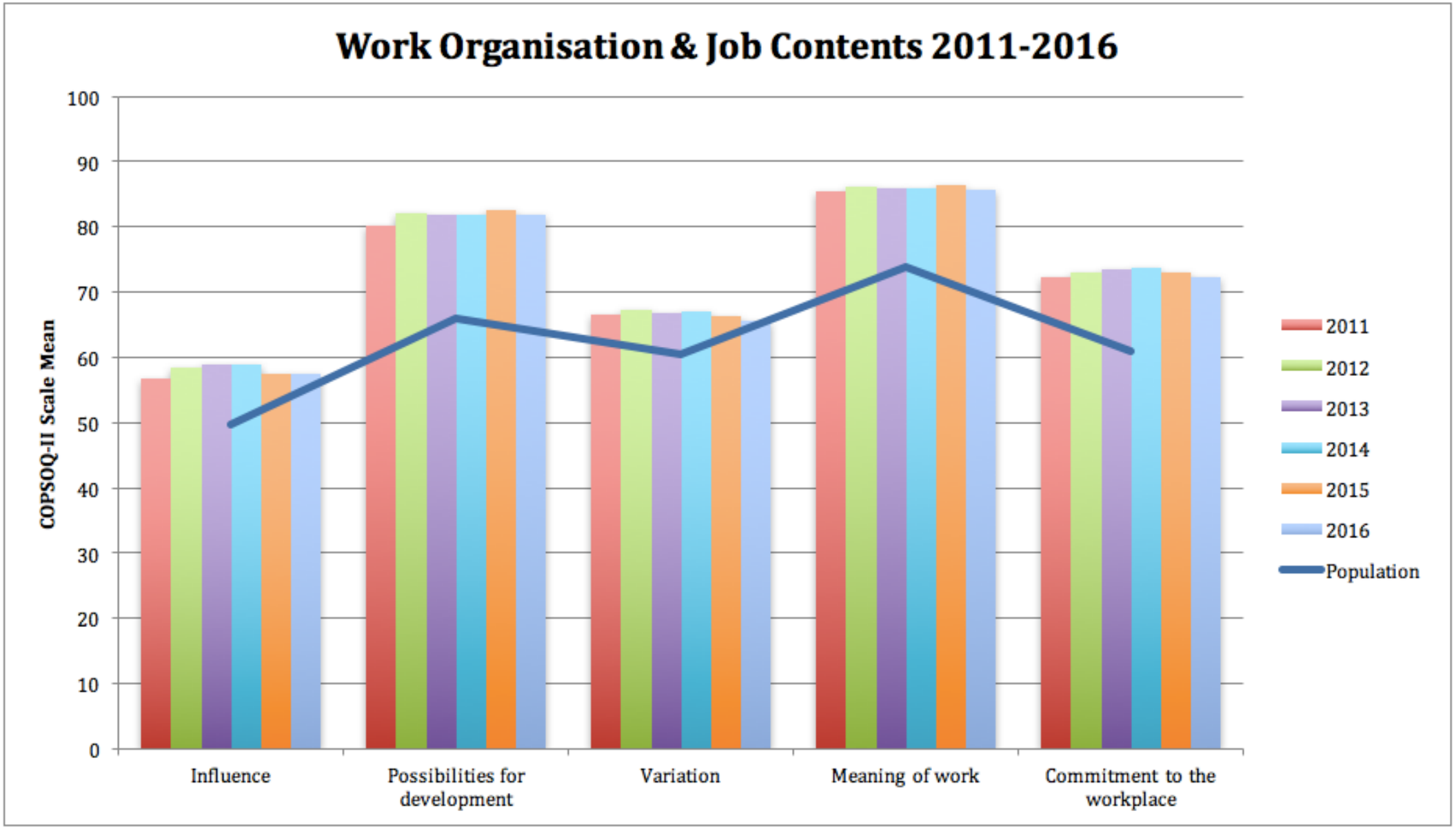
Working >10 hours a day led 60% increased risk of cardiovascular disease
10% working 50–60 hours a week report relationship problems, and
30% for those working more than 60 hours.
Working >40 hours per week is associated with

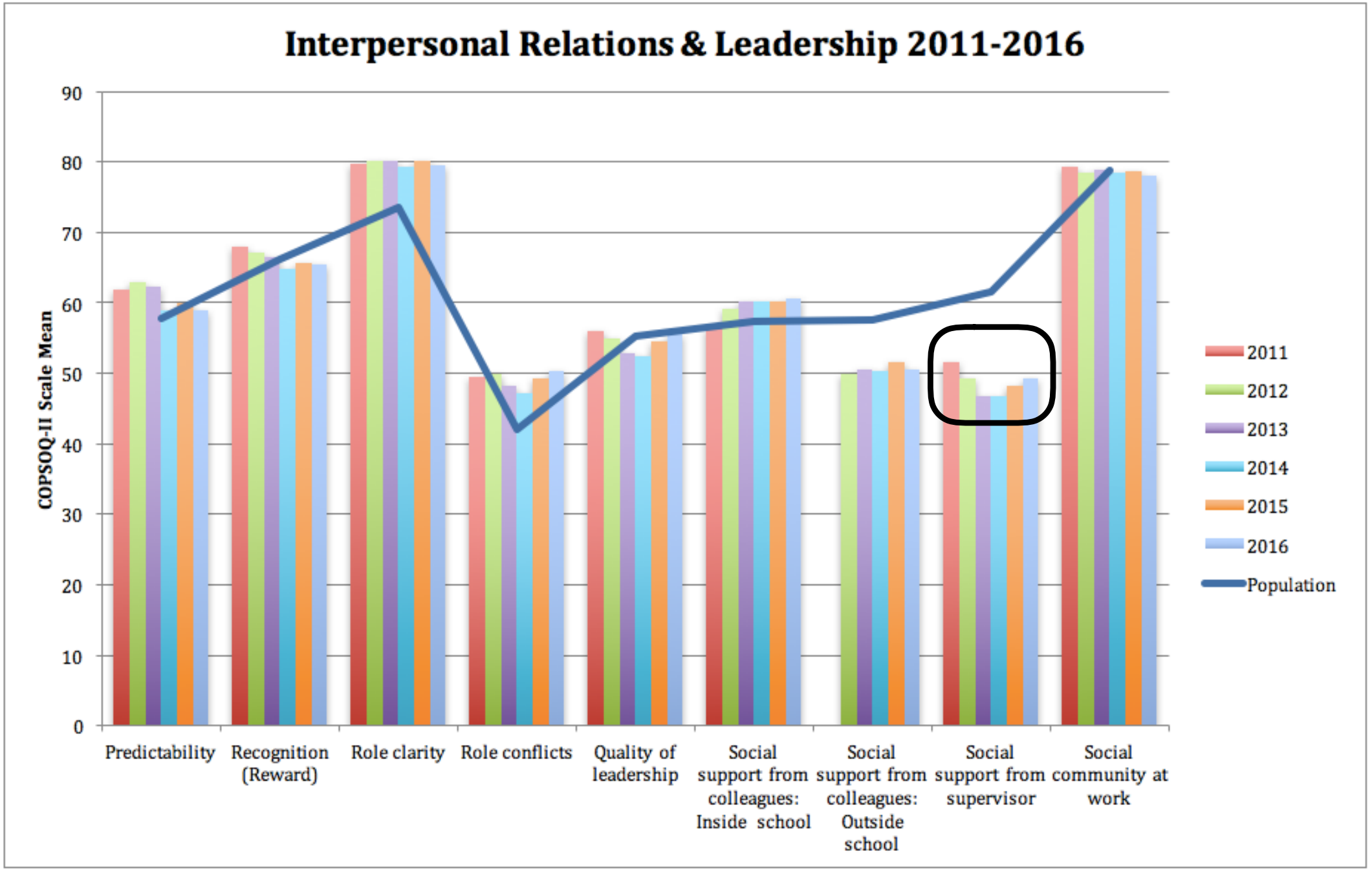
1. increased alcohol and tobacco consumption
2. unhealthy weight gain in men
3. depression in women

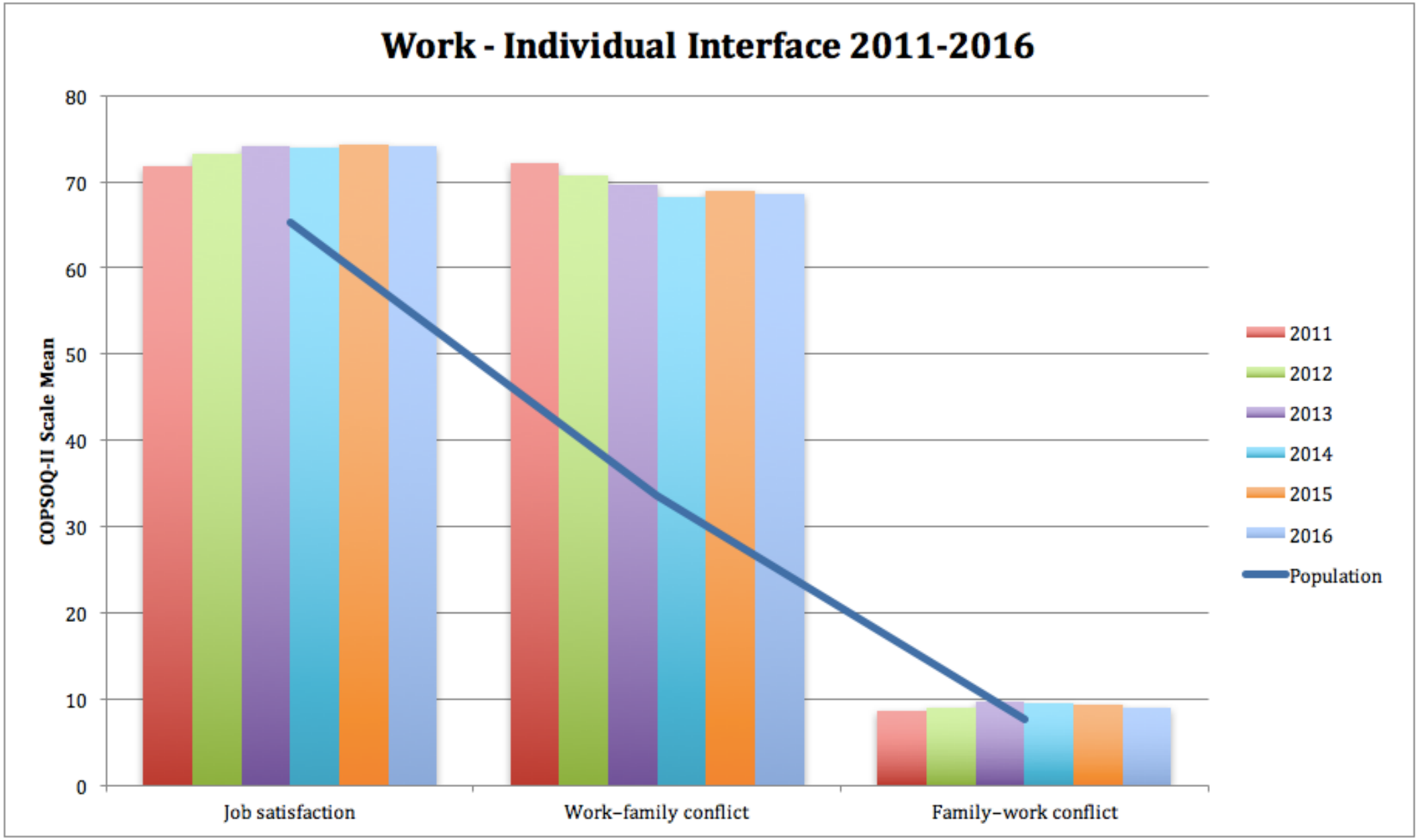
Little productive work occurs after 50 hours per week. In white collar jobs, productivity declines by ~25% when workers put in 60 hours or more.

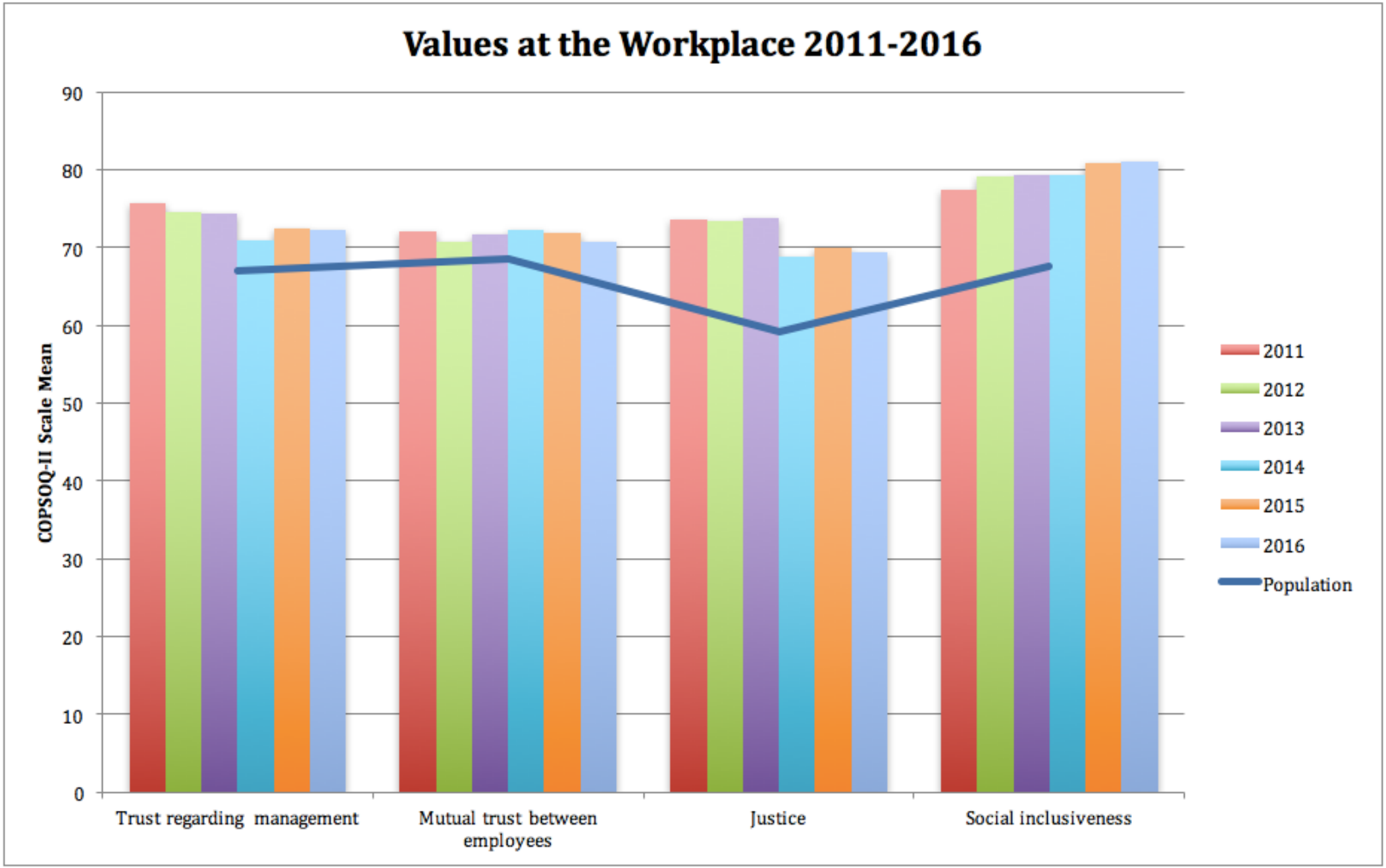
US Dept of Health (Caruso, Hitchcock, Dick, Russo, & Schmit, 2004).

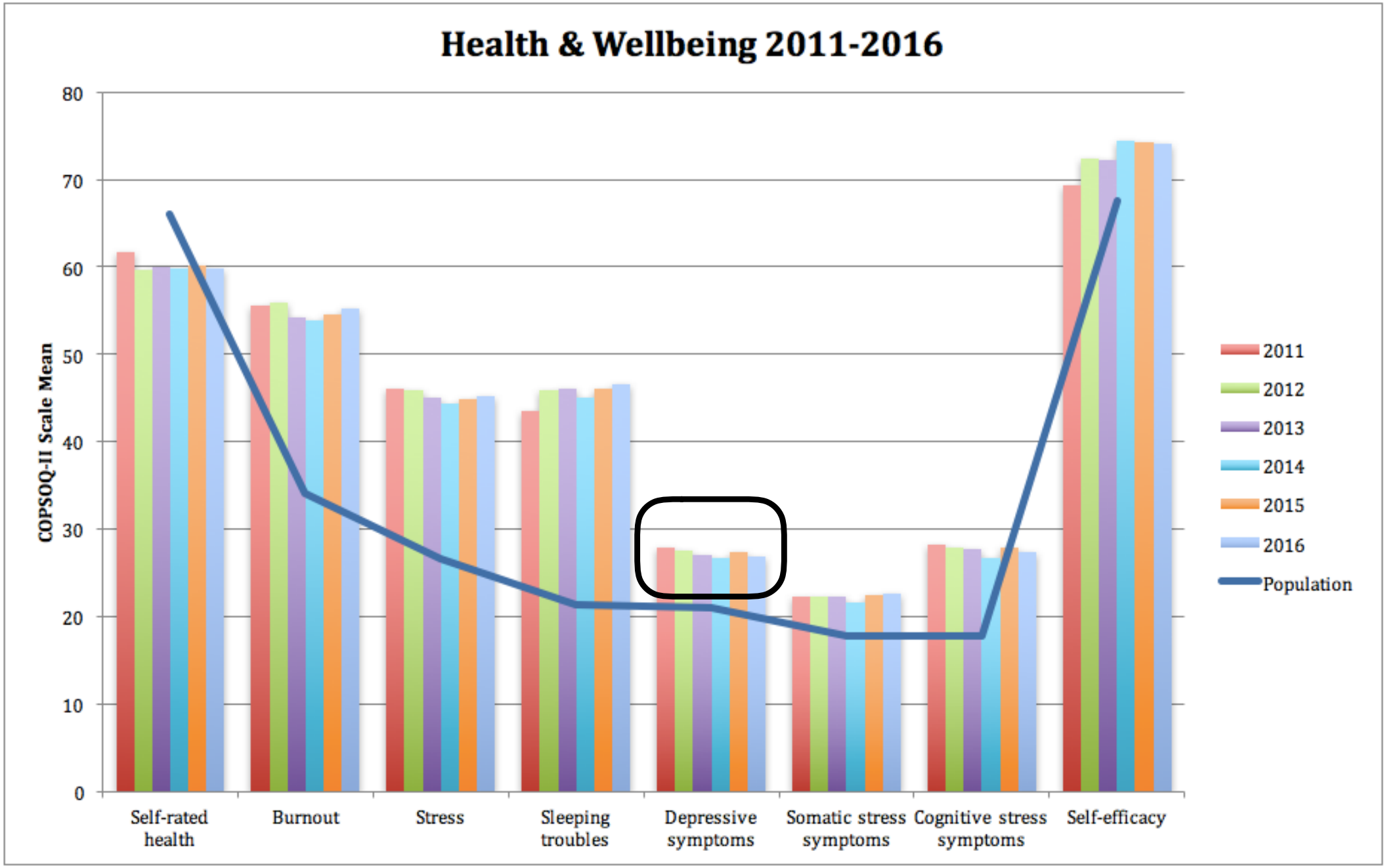

Demands at Work 2011-16
COPSOQ-II Scale Mean
90
80
70
60
50
40
30
20
10
0
Quantitative
Work pace
Cognitive
Emotional
Hiding emotions
2011
2012
2013
2014
2015
2016
Population

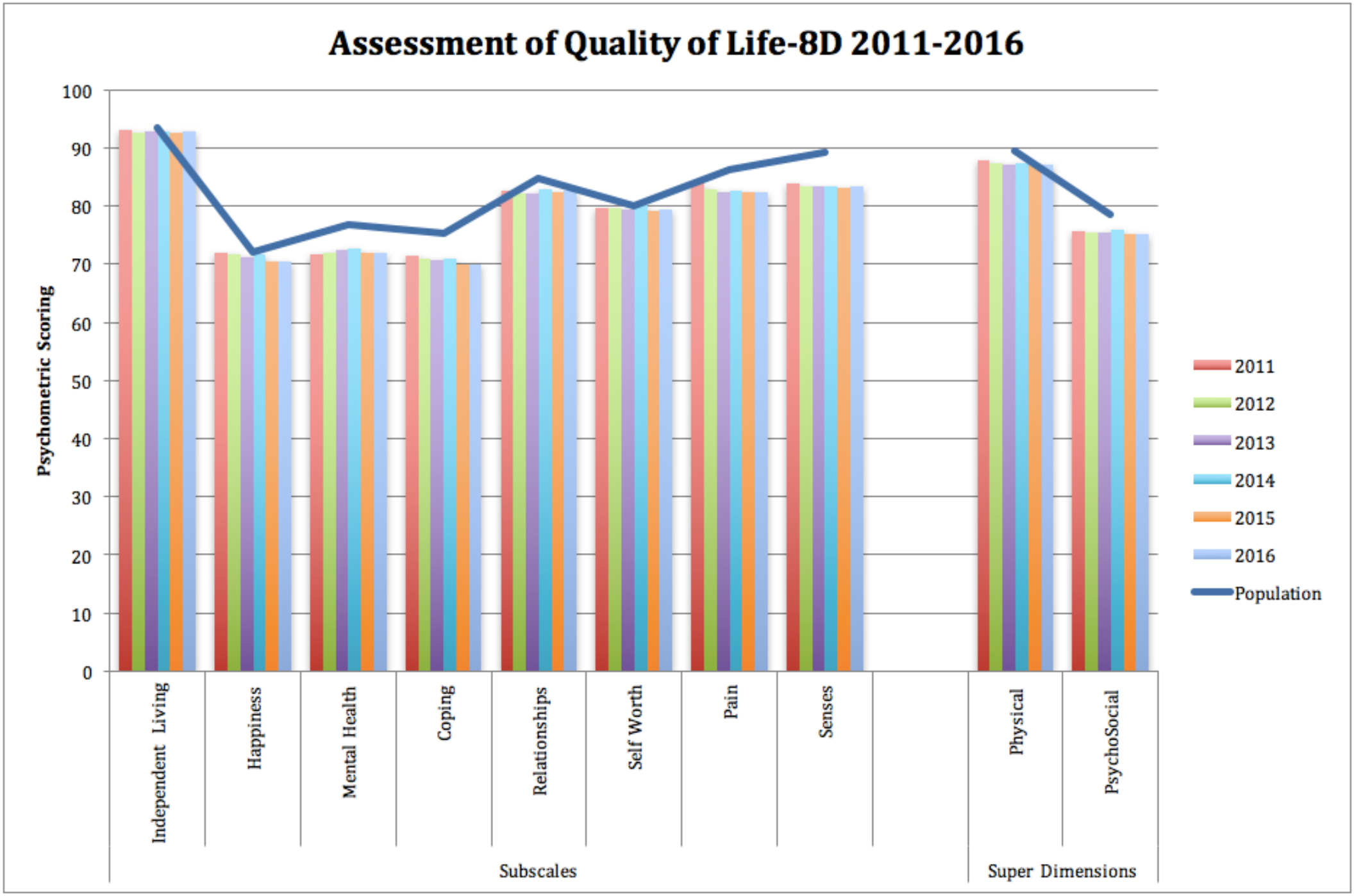

Work Organisation & Job Contents 2011-2016
COPSOQ-II Scale Mean
100
90
80
70
60
50
40
30
20
10
0
Influence
Possibilities for development
Variation
Meaning of work
Commitment to the workplace
2011
2012
2013
2014
2015
2016
Population


Interpersonal Relations & Leadership 2011-2016
COPSOQ-II Scale Mean
90
80
70
60
50
40
30
20
10
0
Predictability
Recognition (Reward)
Role clarity
Role conflicts
Quality of leadership
Social support from colleagues: Inside school
Social support from colleagues: Outside school
Social support from supervisor
Social community at work
2011
2012
2013
2014
2015
2016
Population


Work - Individual Interface 2011-2016
COPSOQ-II Scale Mean
80
70
60
50
40
30
20
10
0
Job satisfaction
Work–family conflict
Family–work conflict
2011
2012
2013
2014
2015
2016
Population

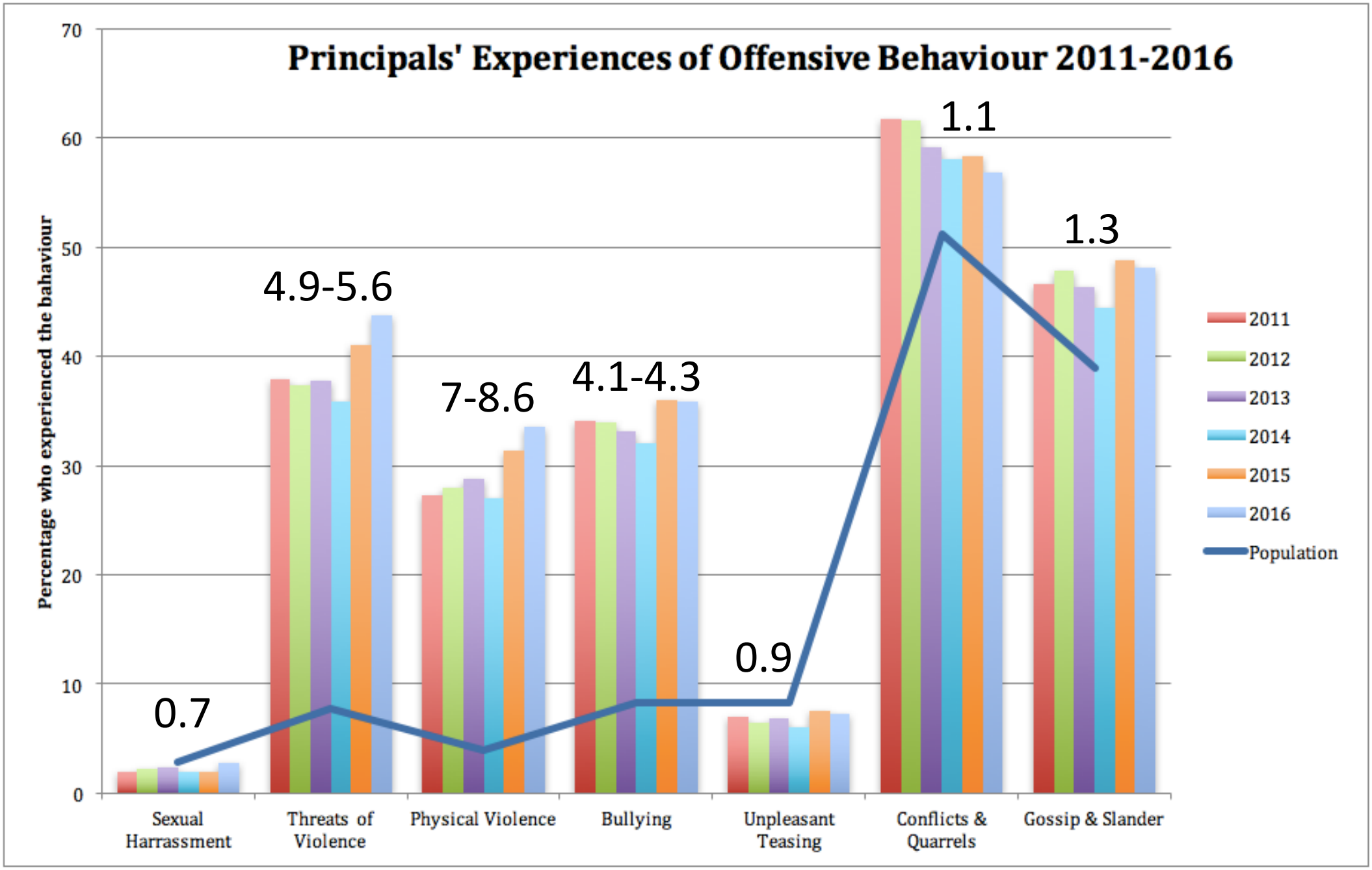

Values at the Workplace 2011-2016
COPSOQ-II Scale Mean
90
80
70
60
50
40
30
20
10
0
Trust regarding management
Mutual trust between employees
Justice
Social inclusiveness
2011
2012
2013
2014
2015
2016
Population

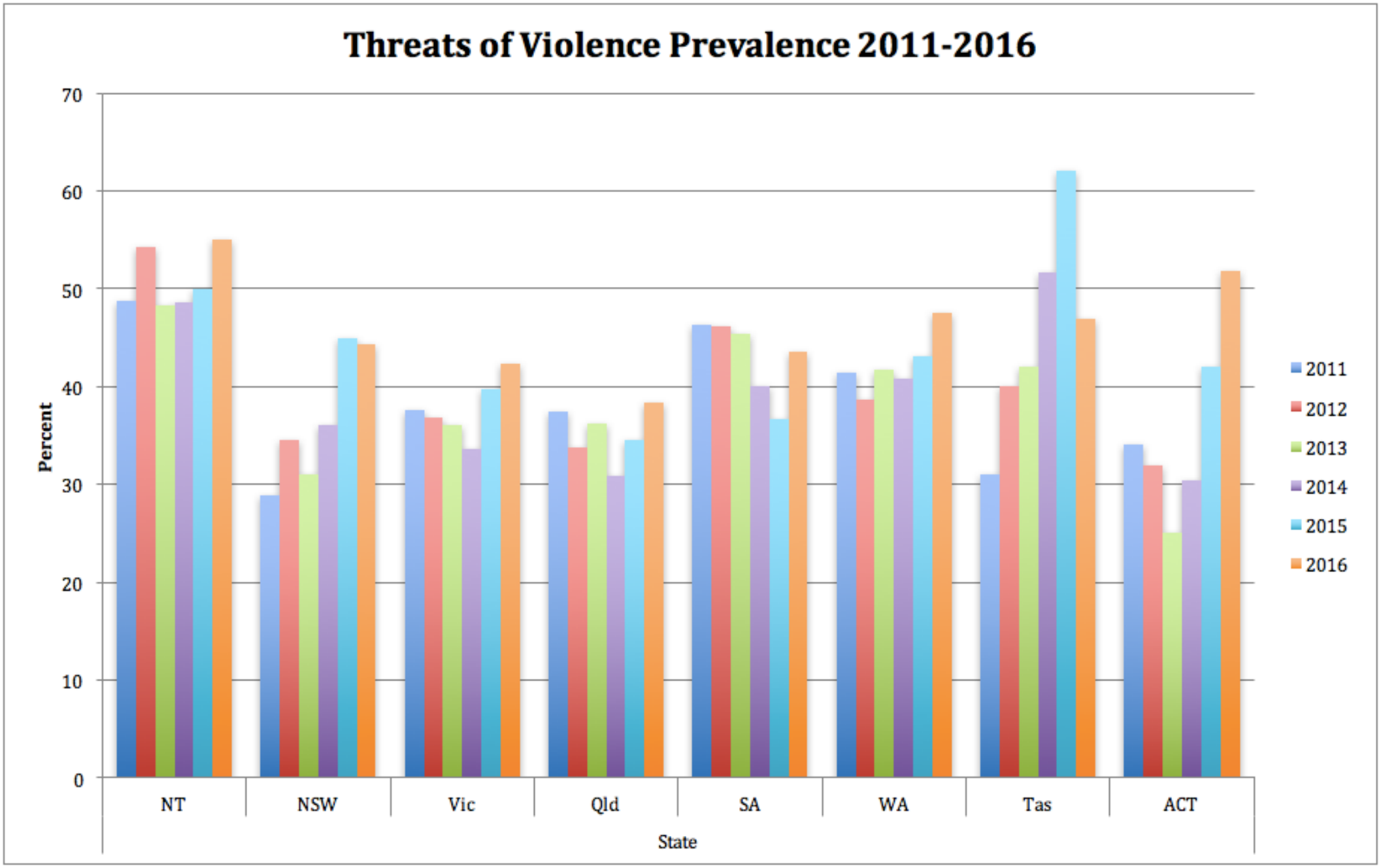

Health & Wellbeing 2011-2016
COPSOQ-II Scale Mean
80
70
60
50
40
30
20
10
0
Self-rated health
Burnout
Stress
Sleeping troubles
Depressive symptoms
Somatic stress symptoms
Cognitive stress symptoms
Self-efficacy
2011
2012
2013
2014
2015
2016
Population

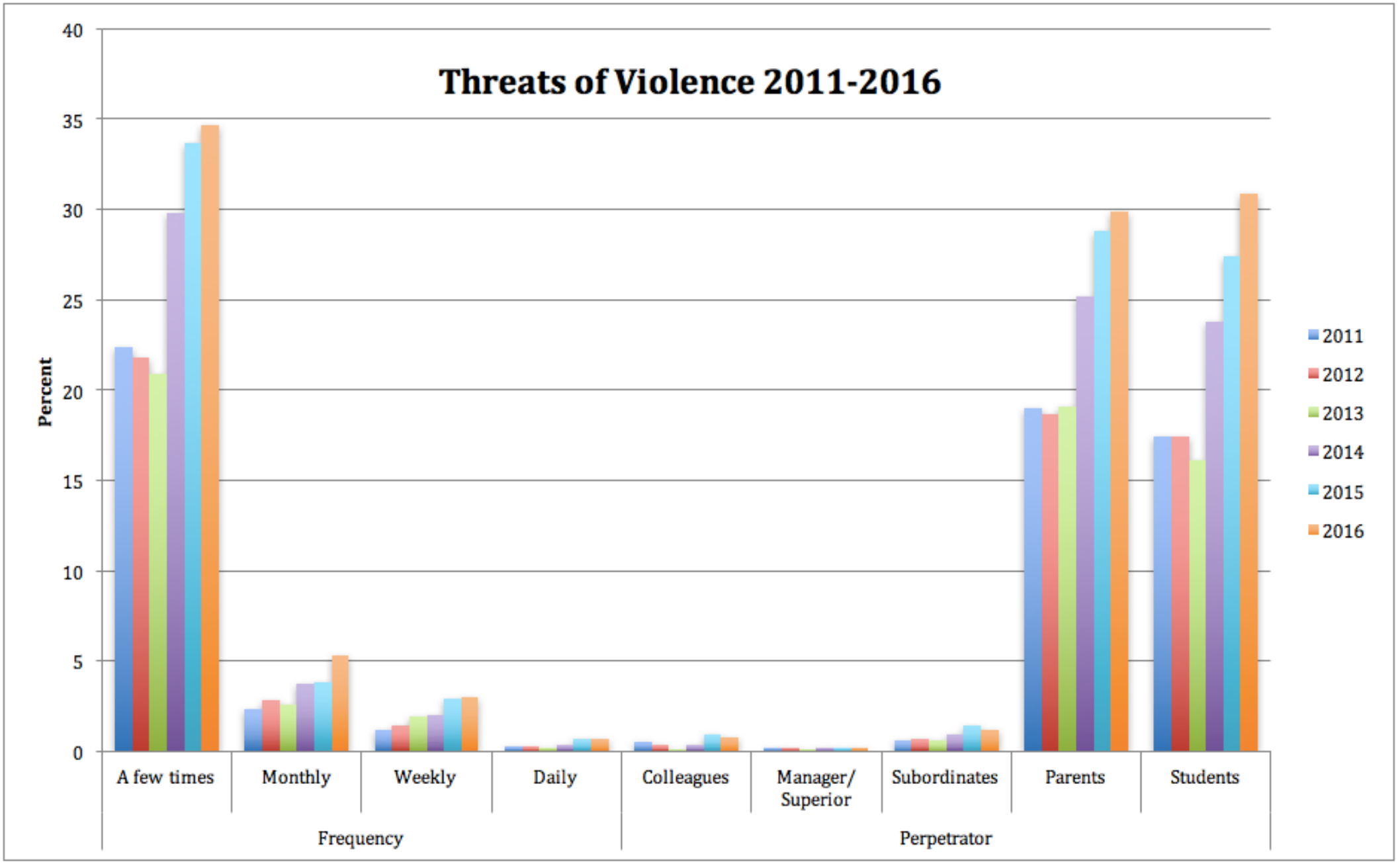

Assessment of Quality of Life-8D 2011-2016
Psychometric Scoring
100
90
80
70
60
50
40
30
20
10
0
Independent Living
Happiness
Mental Health
Coping
Relationships
Self Worth
Pain
Senses
Physical
PsychoSocial
Subscales
Super Dimensions
2011
2012
2013
2014
2015
2016
Population

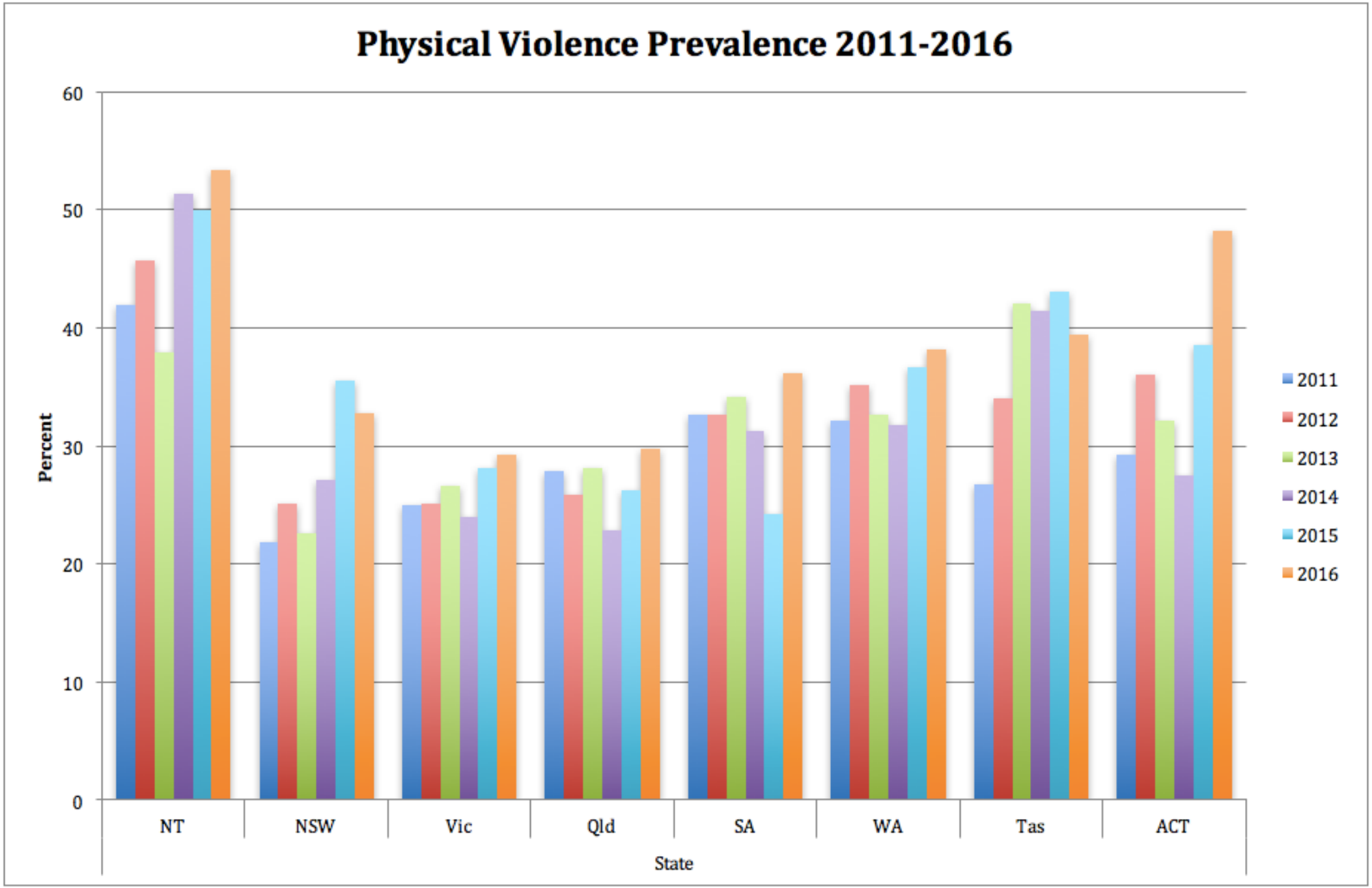
Red Flags

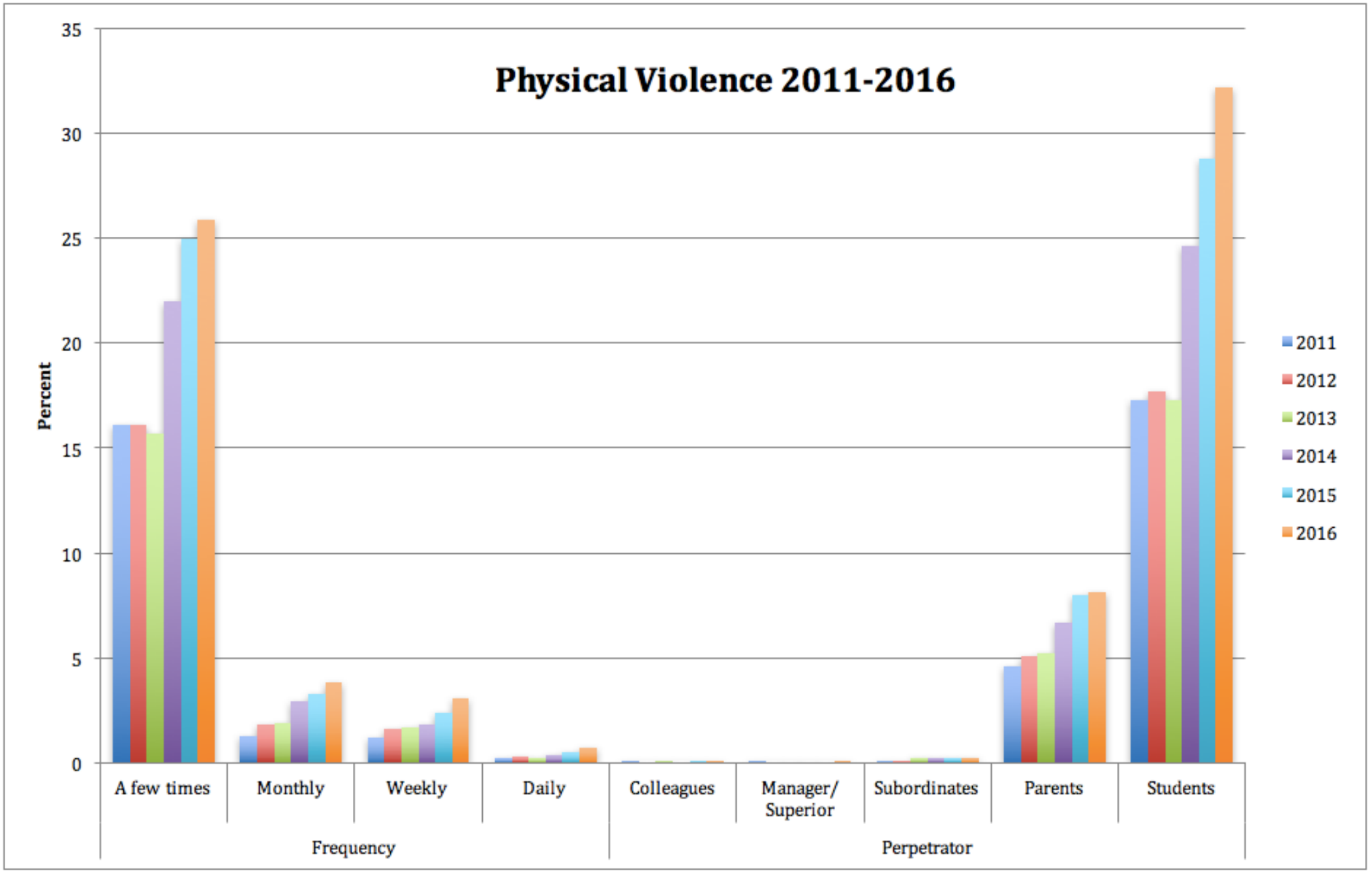
‘Red flag’ responses (thoughts of self-harm and/or global quality of life scores >2 Standard Deviations below the mean score for principals) has remained relatively stable at 9-10% of respondents. This result is a serious concern for the profession, employers and all key stakeholders

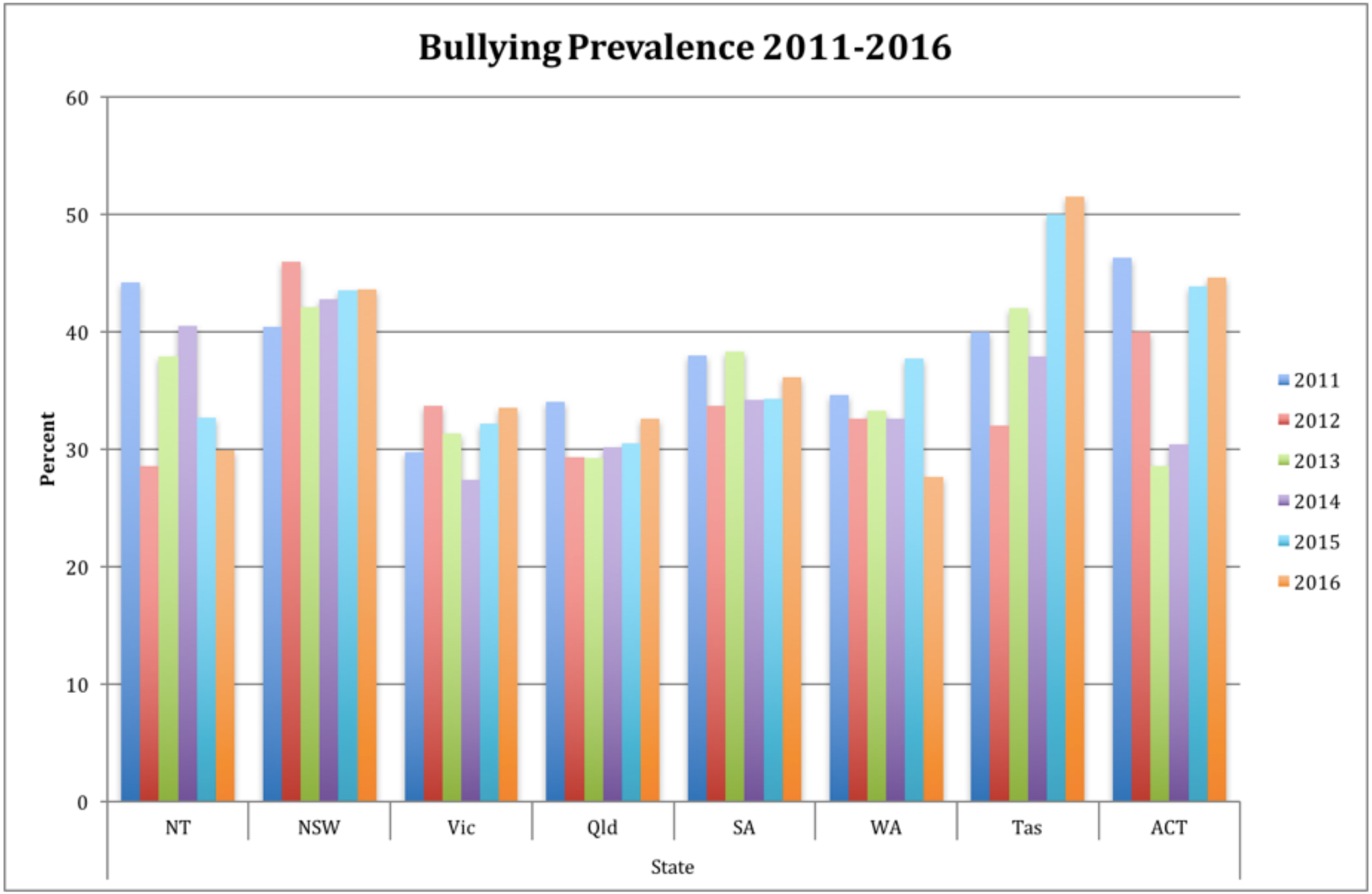

Principals' Experiences of Offensive Behaviour 2011-2016
Percentage who experienced the bahaviour
70
60
50
40
30
20
10
0
0.7
4.9-5.6
7-8.6
4.1-4.3
0.9
1.1
1.3
Sexual Harrassment
Threats of Violence
Physical Violence
Bullying
Unpleasant Teasing
Conflicts & Quarrels
Gossip & Slander
2011
2012
2013
2014
2015
2016
Population


Threats of Violence Prevalence 2011-2016
70
60
50
40
30
20
10
0
Percent
NT
NSW
Vic
Qld
SA
WA
Tas
ACT
State
2011
2012
2013
2014
2015
2016


Threats of Violence 2011-2016
Percent
40
35
30
25
20
15
10
5
0
A few times
Monthly
Weekly
Daily
Colleagues
Manager/ Superior
Subordinates
Parents
Students
Frequency
Perpetrator
2011
2012
2013
2014
2015
2016


Physical Violence Prevalence 2011-2016
60
50
40
30
20
10
0
Percent
NT
NSW
Vic
Qld
SA
WA
Tas
ACT
State
2011
2012
2013
2014
2015
2016


Physical Violence 2011-2016
Percent
35
30
25
20
15
10
5
0
A few times
Monthly
Weekly
Daily
Colleagues
Manager/ Superior
Subordinates
Parents
Students
Frequency
Perpetrator
2011
2012
2013
2014
2015
2016


Bullying Prevalence 2011-2016
60
50
40
30
20
10
0
Percent
NT
NSW
Vic
Qld
SA
WA
Tas
ACT
State
2011
2012
2013
2014
2015
2016

Dualistic Model of Passion

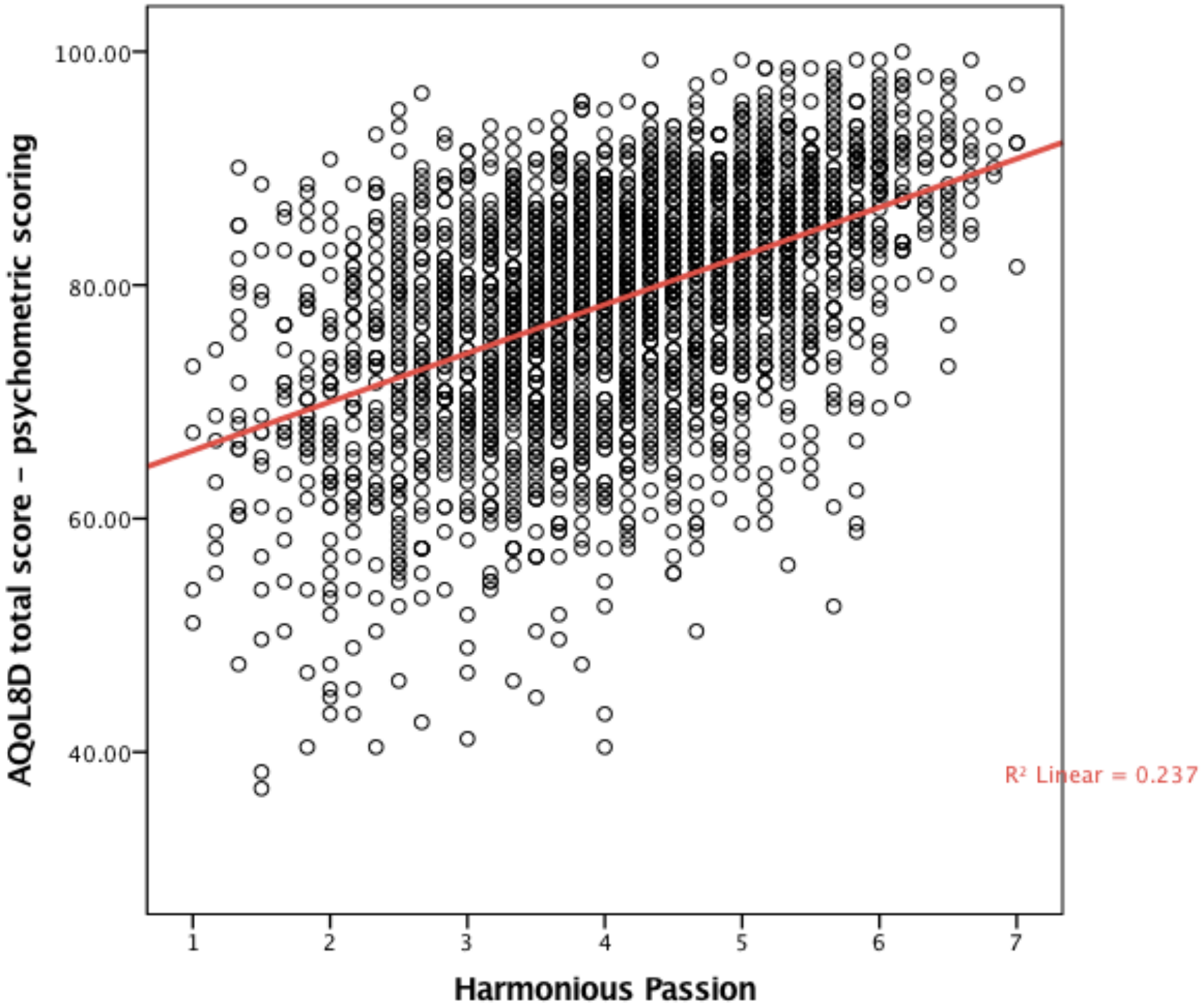
Harmonious Passion – strong desire to freely engage in activity, autonomous internalization of the passion into identity.

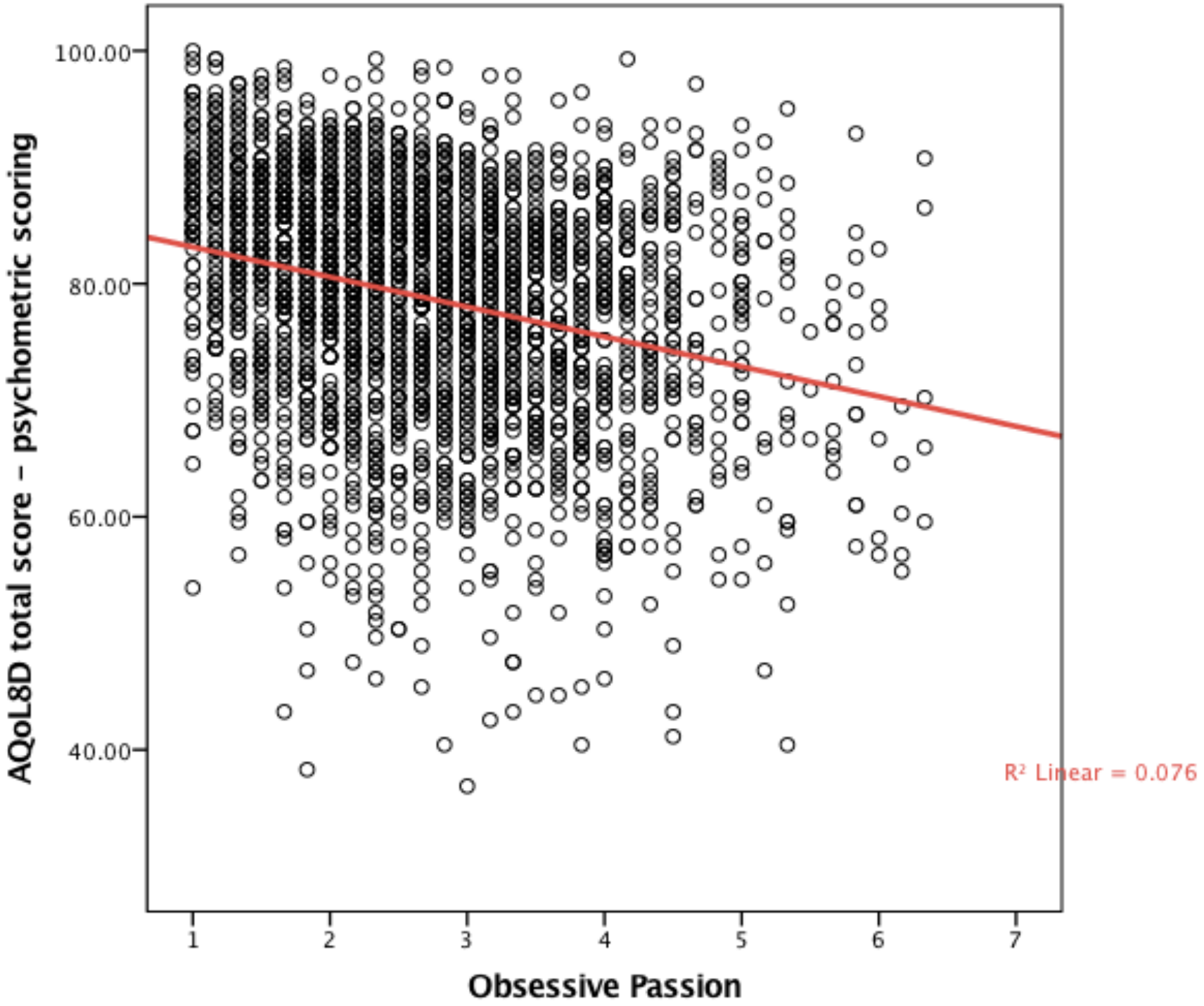
Obsessive Passion – an uncontrollable urge to partake in the passion resulting from controlled internalization into identity.

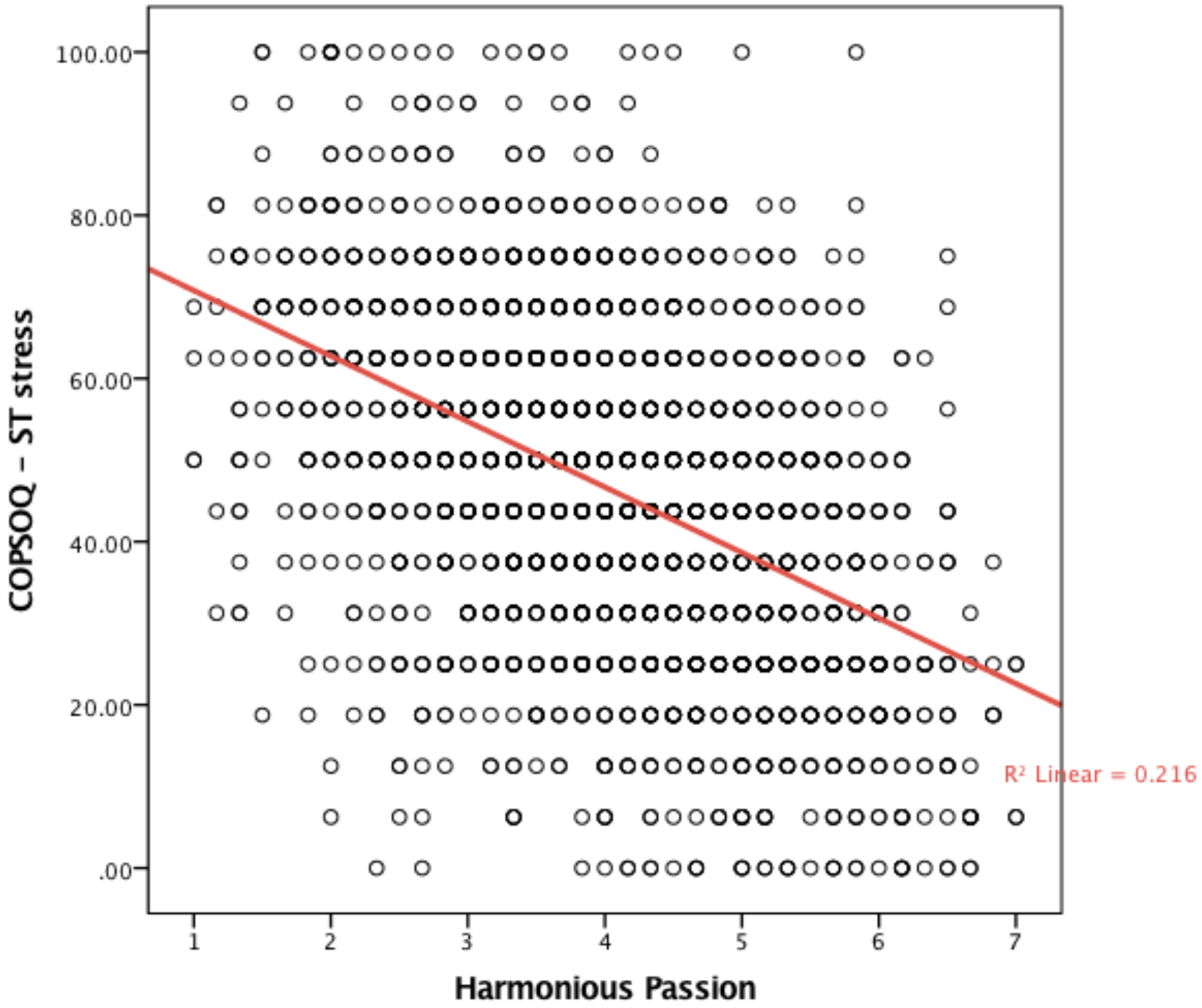
Increasing **demands** in the absence of sufficient resources leads to obsessive passion leads to burnout, undermines engagement.

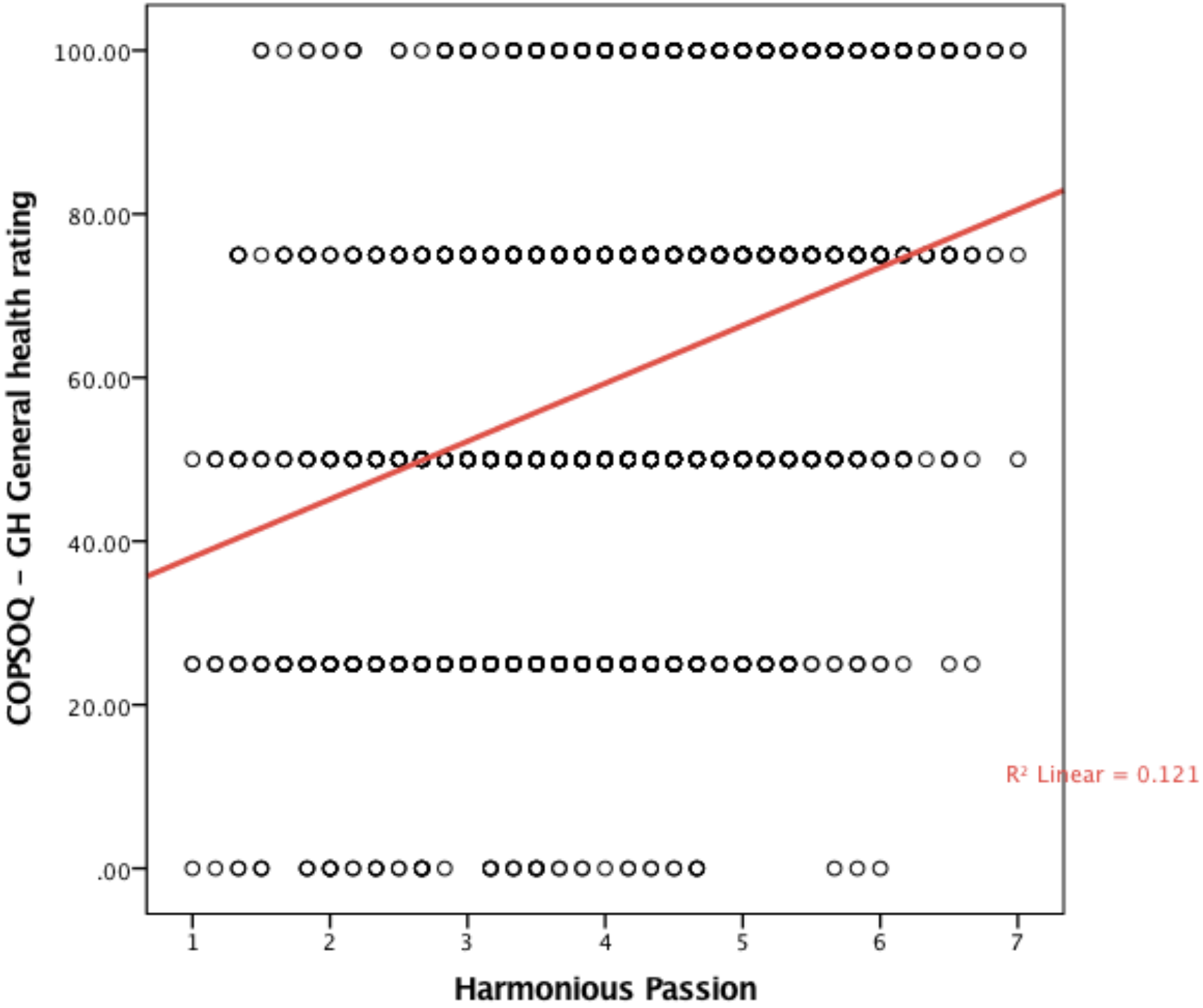
Conversely, **resources** in the absence of demands facilitates harmonious passion, prevents burnout, facilitates engagement.

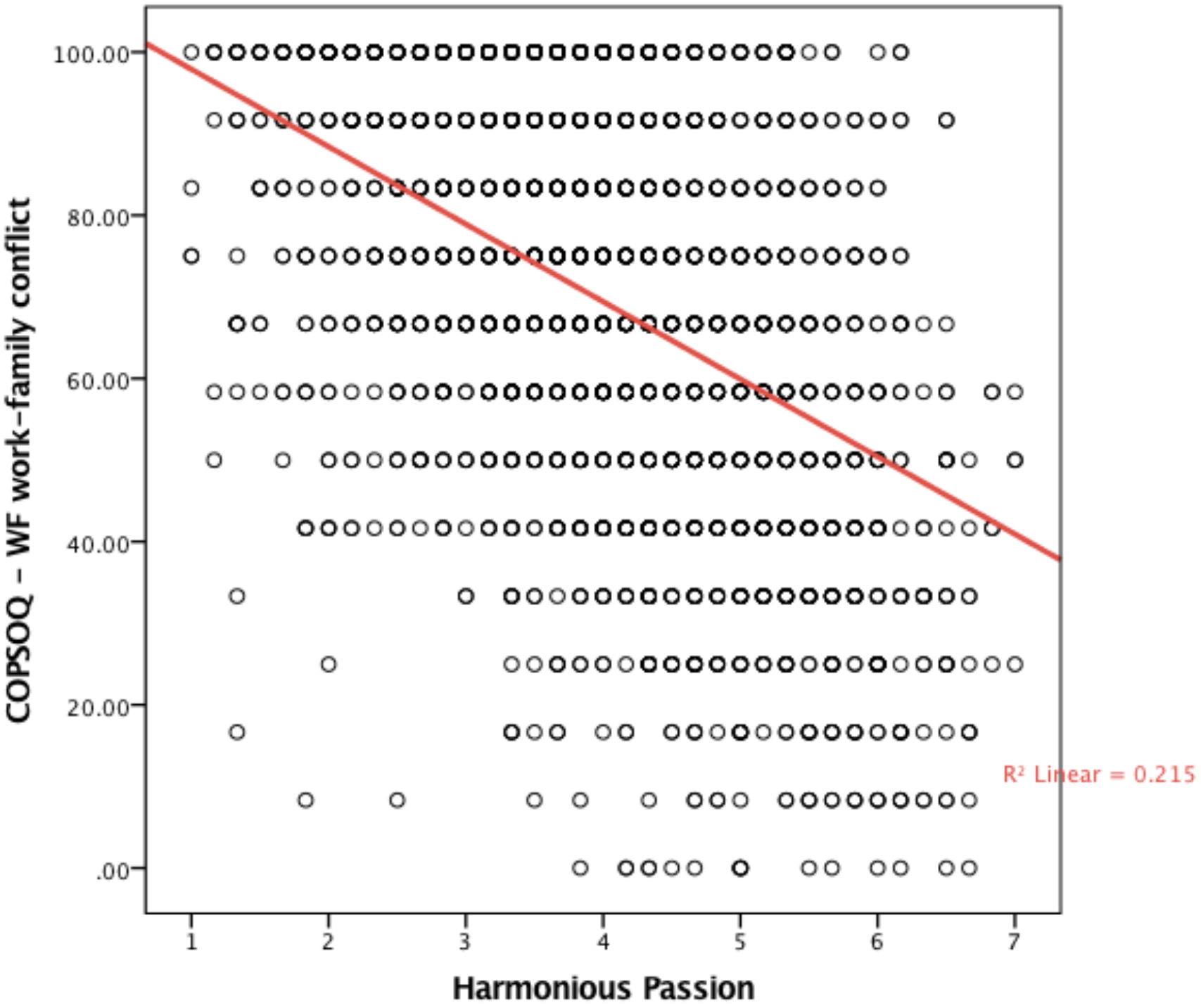
Harmonious ~4.1/7 Obsessive ~2.8/7

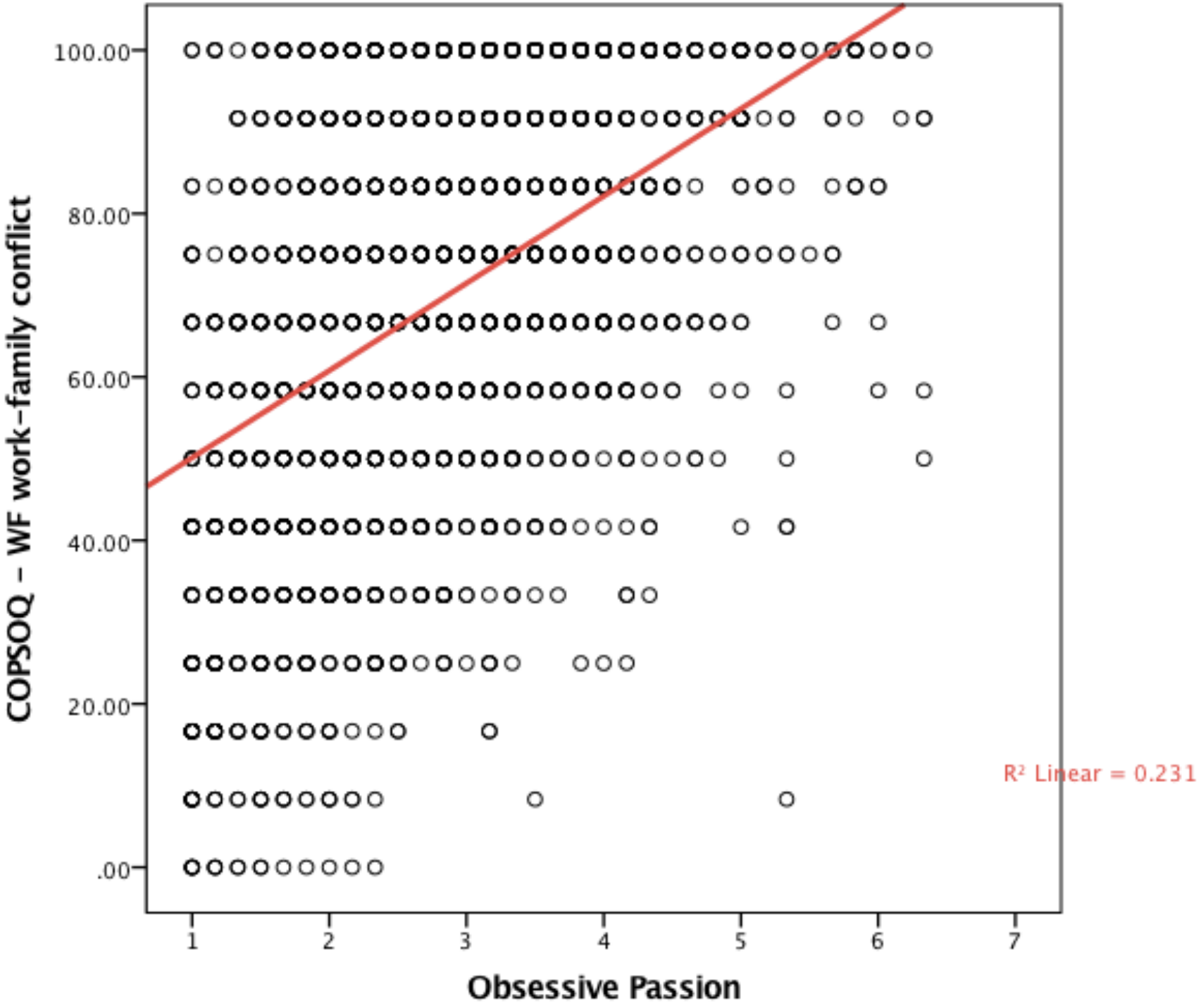

AQoL8D total score – psychometric scoring
100.00
80.00
60.00
40.00
1
2
3
4
5
6
7
Harmonious Passion
R² Linear = 0.237

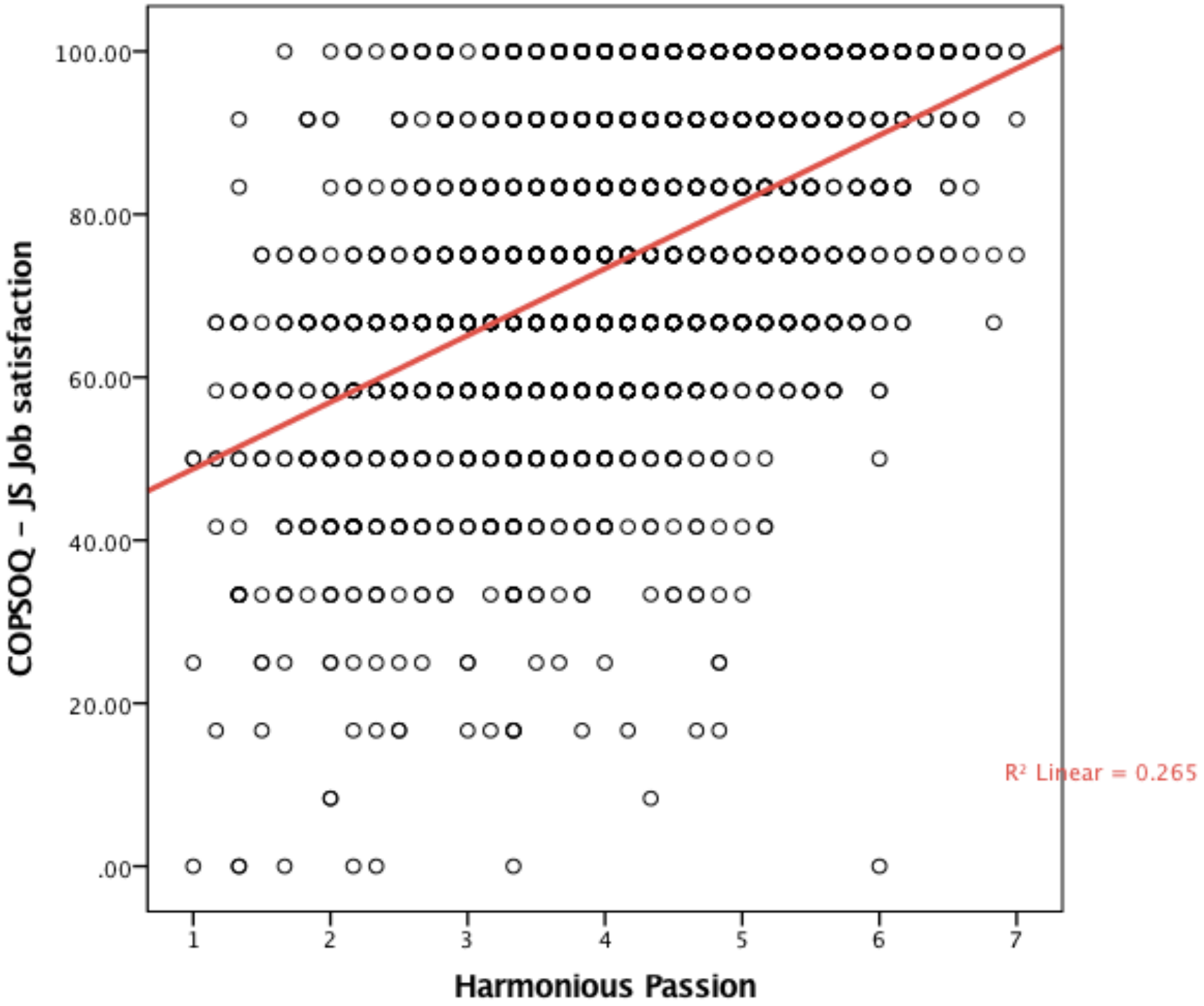

AQoL8D total score – psychometric scoring
100.00
80.00
60.00
40.00
1
2
3
4
5
6
7
Obsessive Passion
R² Linear = 0.076

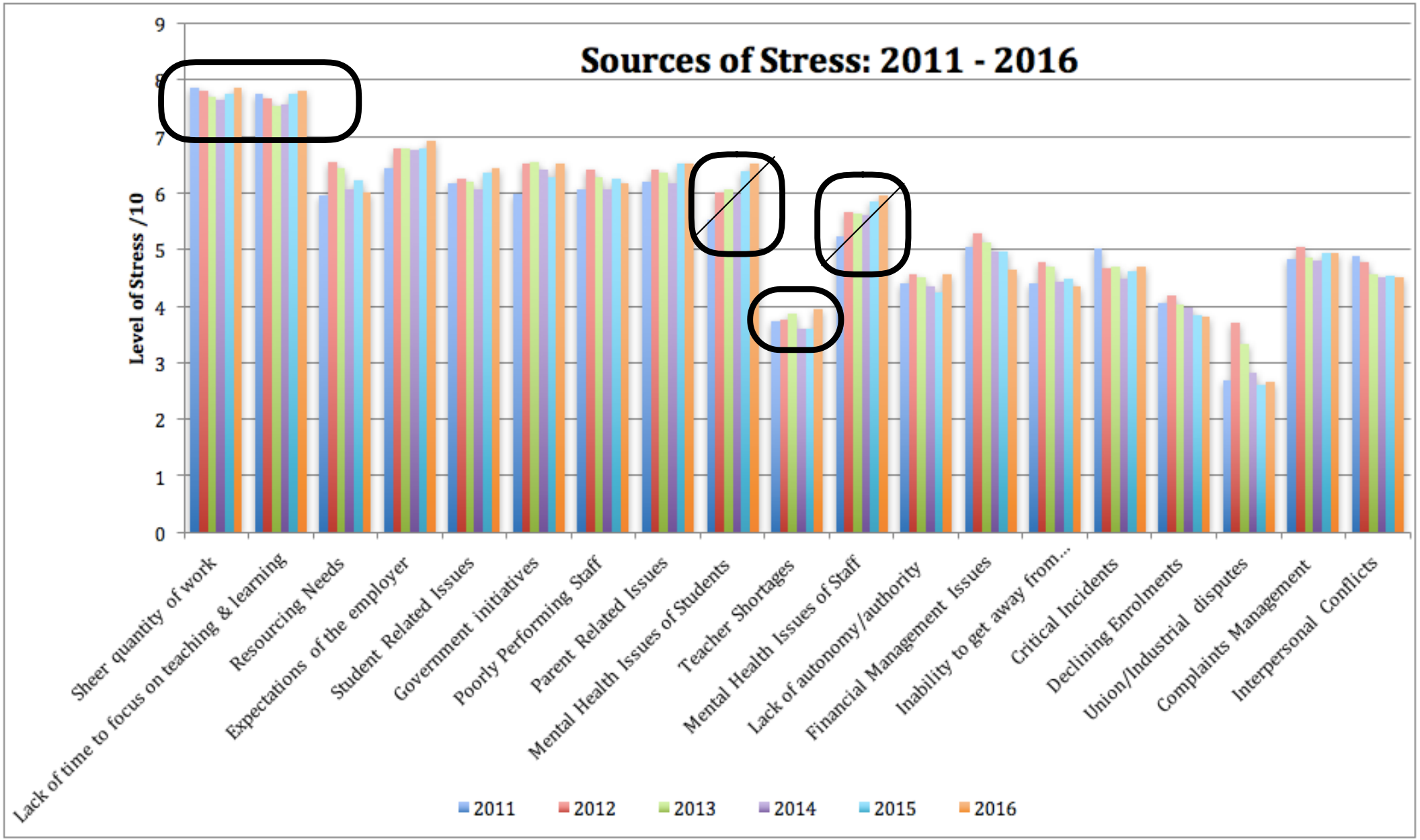

100.00
80.00
60.00
40.00
20.00
.00
COPSOQ – ST stress
1
2
3
4
5
6
7
Harmonious Passion
R² Linear = 0.216

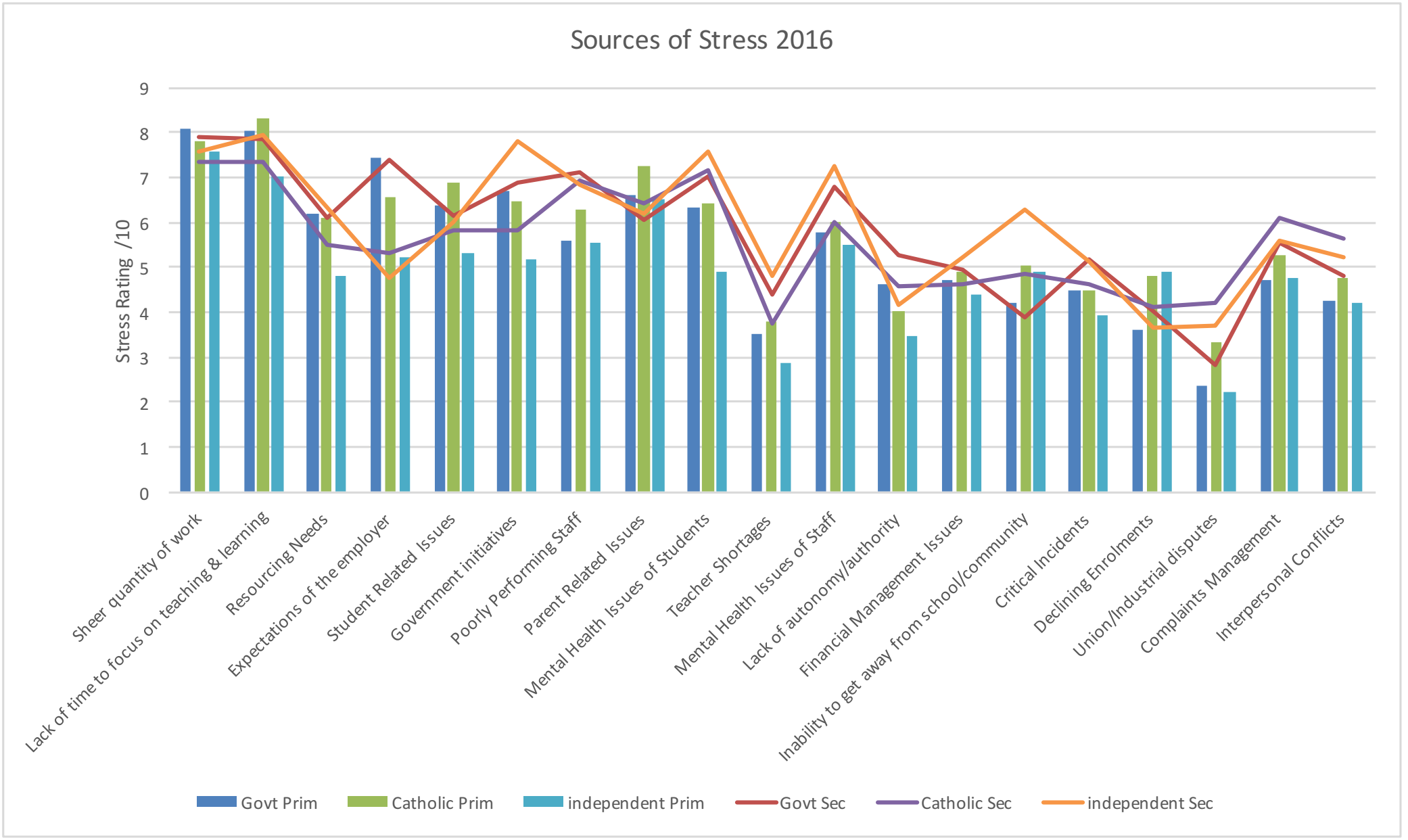

COPSOQ - GH General health rating
100.00
80.00
60.00
40.00
20.00
.00
1
2
3
4
5
6
7
Harmonious Passion
R² Linear = 0.121

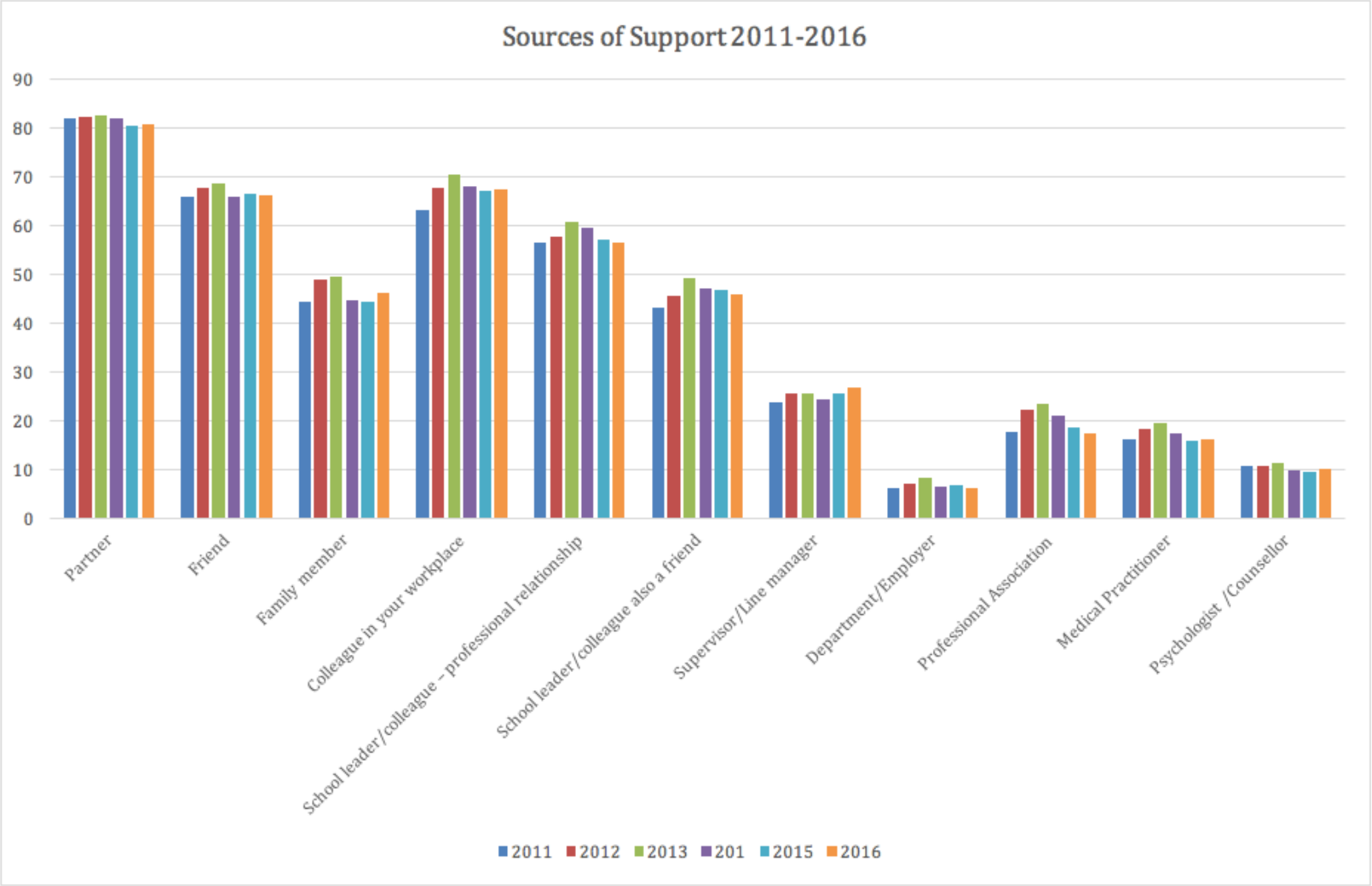

COPSOQ - WF work-family conflict
100.00
80.00
60.00
40.00
20.00
.00
1
2
3
4
5
6
7
Harmonious Passion
R² Linear = 0.215


COPSOQ - WF work-family conflict
100.00
80.00
60.00
40.00
20.00
.00
1
2
3
4
5
6
7
Obsessive Passion
R² Linear = 0.231


COPSOQ – JS Job satisfaction
100.00
80.00
60.00
40.00
20.00
.00
1
2
3
4
5
6
7
Harmonious Passion
R² Linear = 0.265


Sources of Stress: 2011 - 2016
Level of Stress /10
0
1
2
3
4
5
6
7
8
9
Sheer quantity of work
Lack of time to focus on teaching & learning
Resourcing Needs
Expectations of the employer
Student Related Issues
Government initiatives
Poorly Performing Staff
Parent Related Issues
Mental Health Issues of Students
Teacher Shortages
Mental Health Issues of Staff
Lack of autonomy/authority
Financial Management Issues
Inability to get away from...
Critical Incidents
Declining Enrolments
Union/Industrial disputes
Complaints Management
Interpersonal Conflicts
2011
2012
2013
2014
2015
2016


Sources of Stress 2016
Stress Rating /10
0
1
2
3
4
5
6
7
8
9
Sheer quantity of work
Lack of time to focus on teaching & learning
Resourcing Needs
Expectations of the employer
Student Related Issues
Government initiatives
Poorly Performing Staff
Parent Related Issues
Mental Health Issues of Students
Teacher Shortages
Mental Health Issues of Staff
Lack of autonomy/authority
Financial Management Issues
Inability to get away from school/community
Critical Incidents
Declining Enrolments
Union/Industrial disputes
Complaints Management
Interpersonal Conflicts
Govt Prim
Catholic Prim
independent Prim
Govt Sec
Catholic Sec
independent Sec


Sources of Support 2011-2016
90
80
70
60
50
40
30
20
10
0
Partner
Friend
Family member
Colleague in your workplace
School leader/colleague – professional relationship
School leader/colleague also a friend
Supervisor/Line manager
Department/Employer
Professional Association
Medical Practitioner
Psychologist /Counsellor
2011
2012
2013
201
2015
2016

Social Capital

COPSOQ-II scales

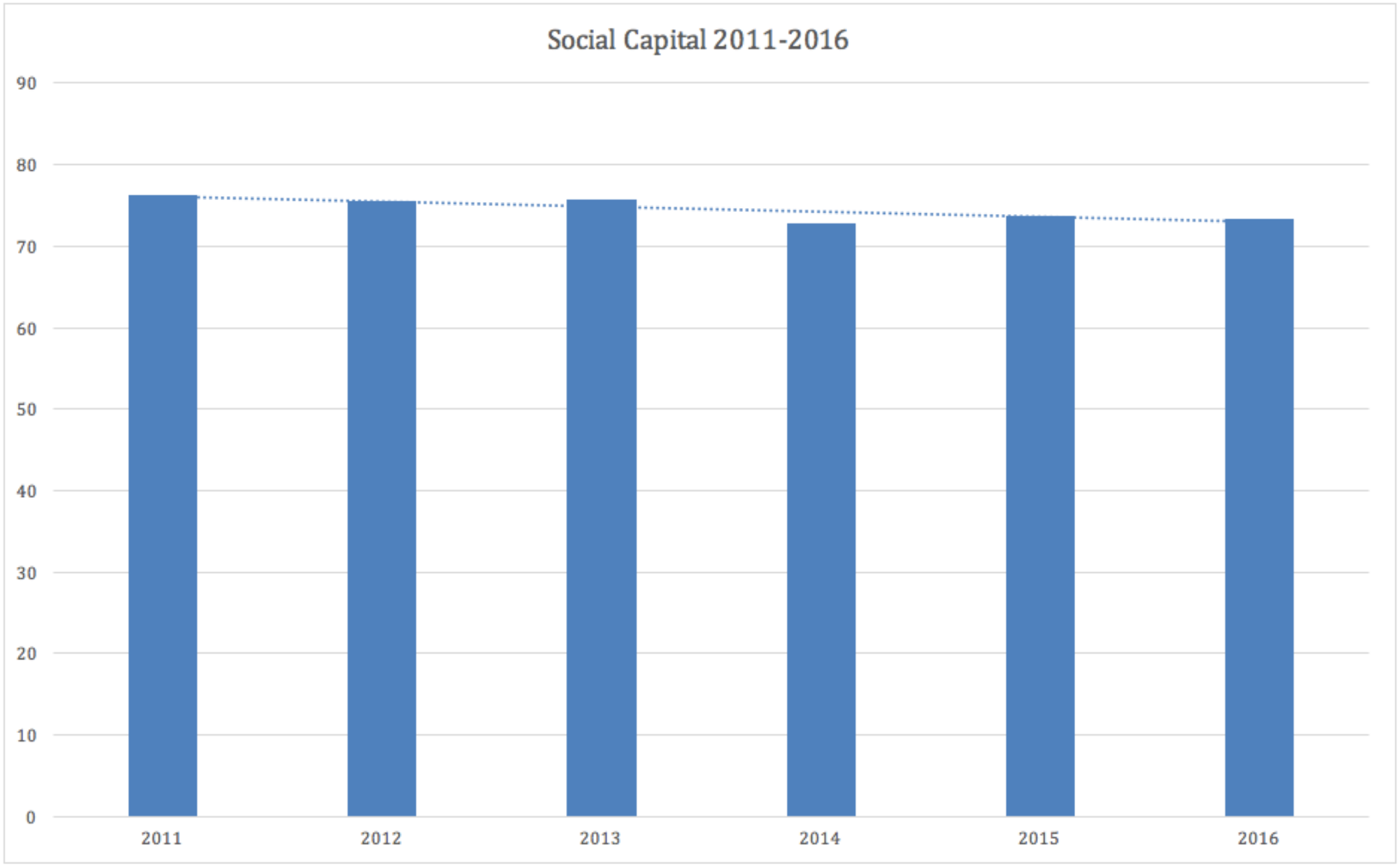
Trust in Management

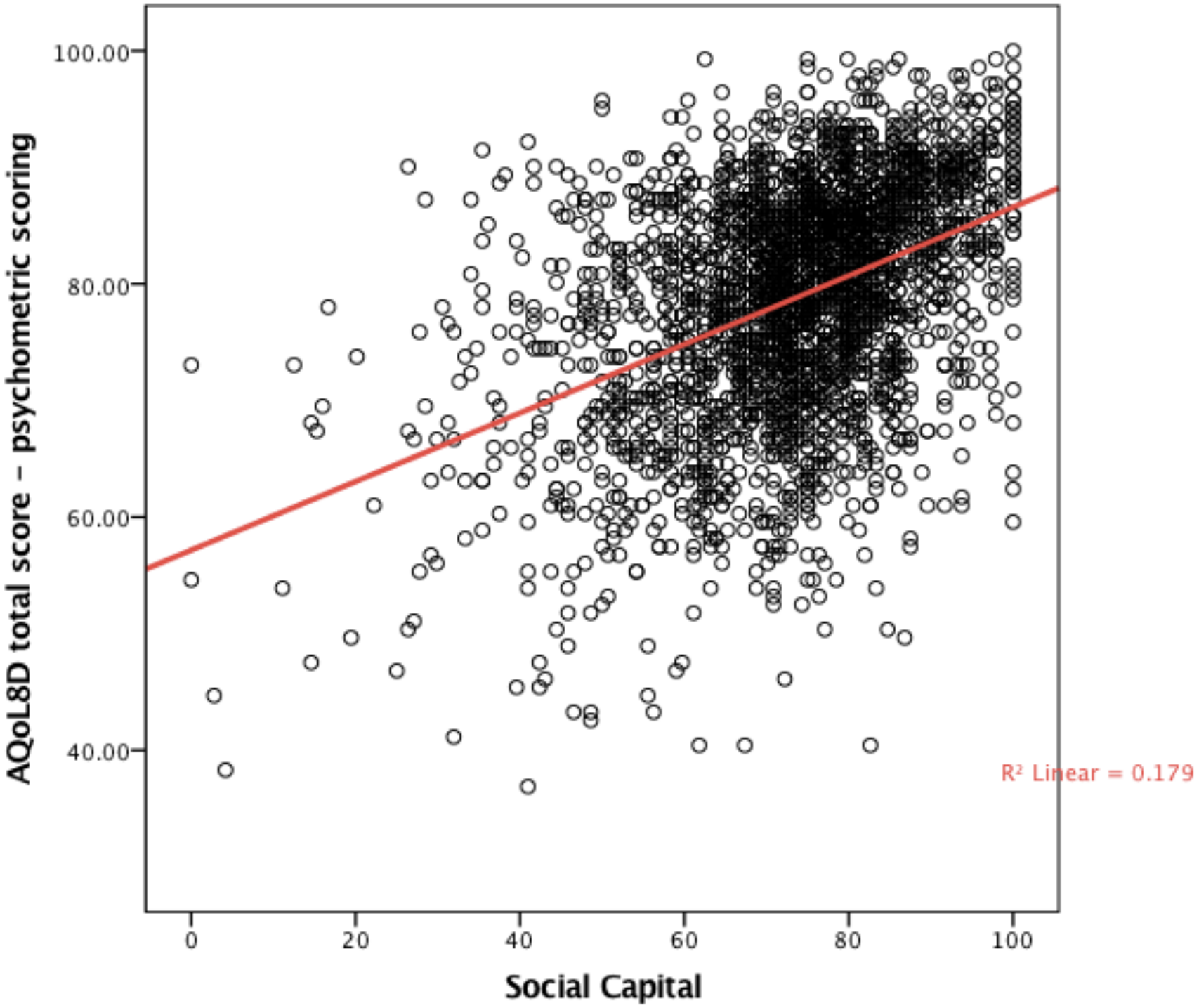
(also known as Vertical Trust)

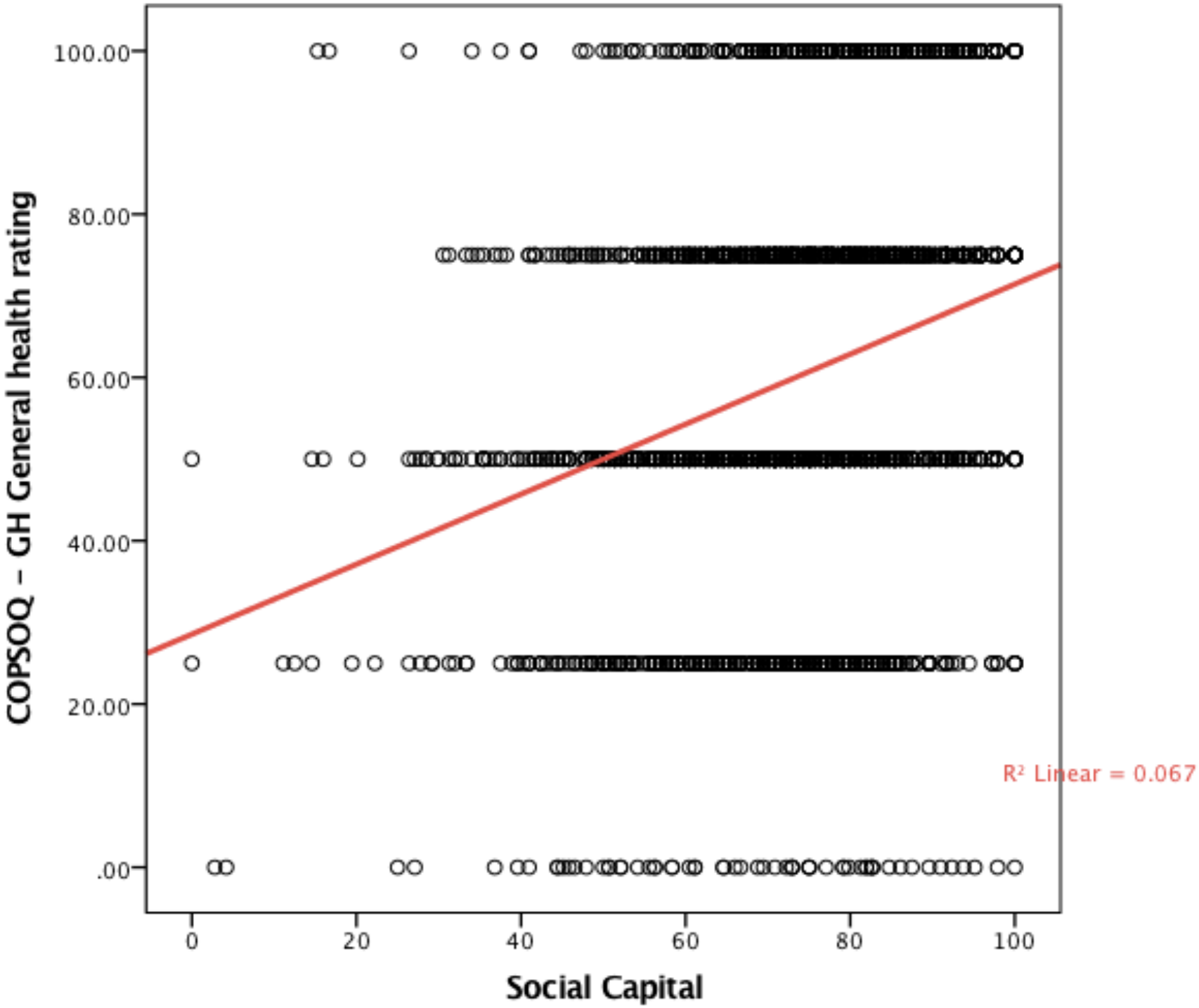
Social Community at Work

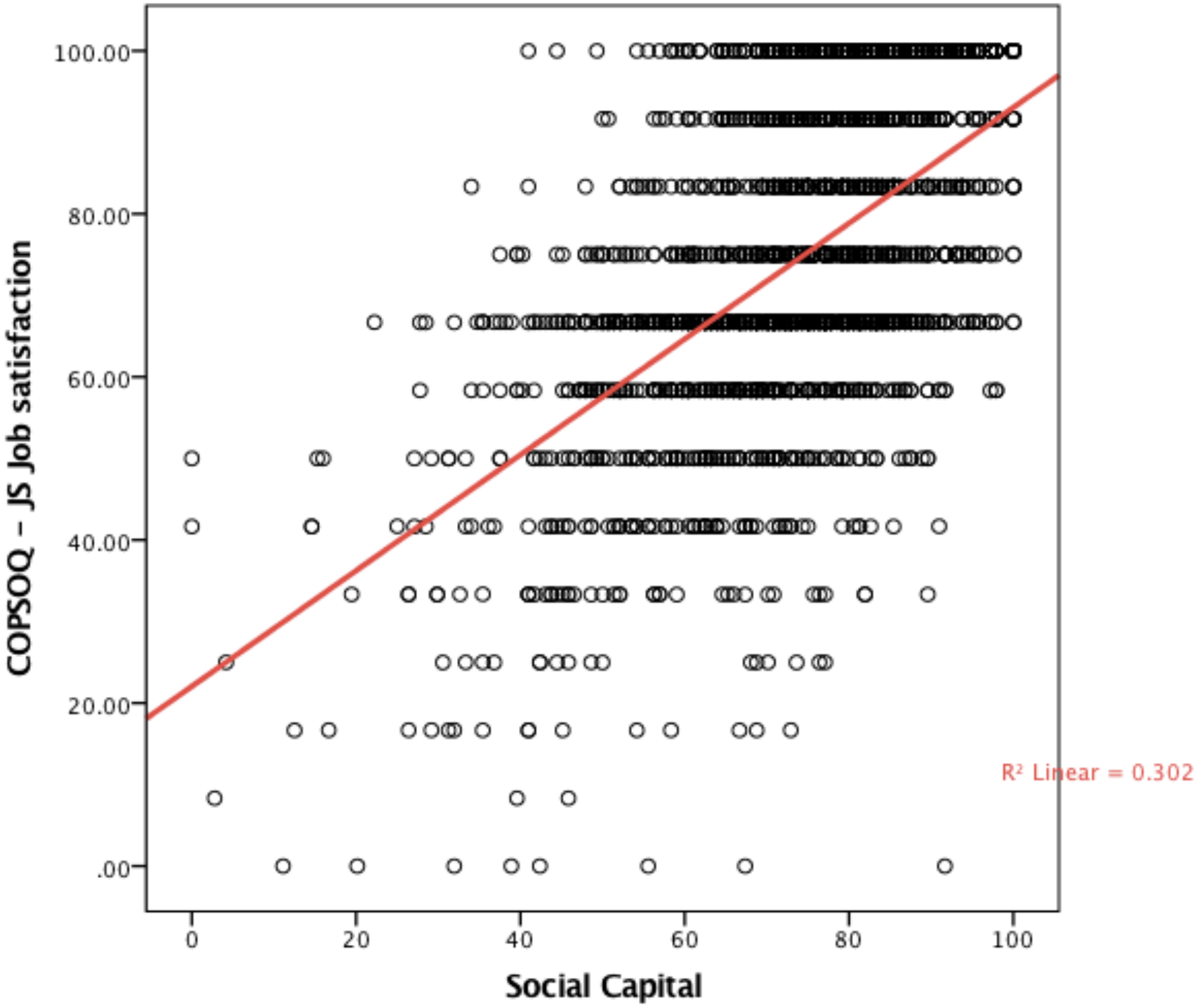
(also known as Horizontal Trust)

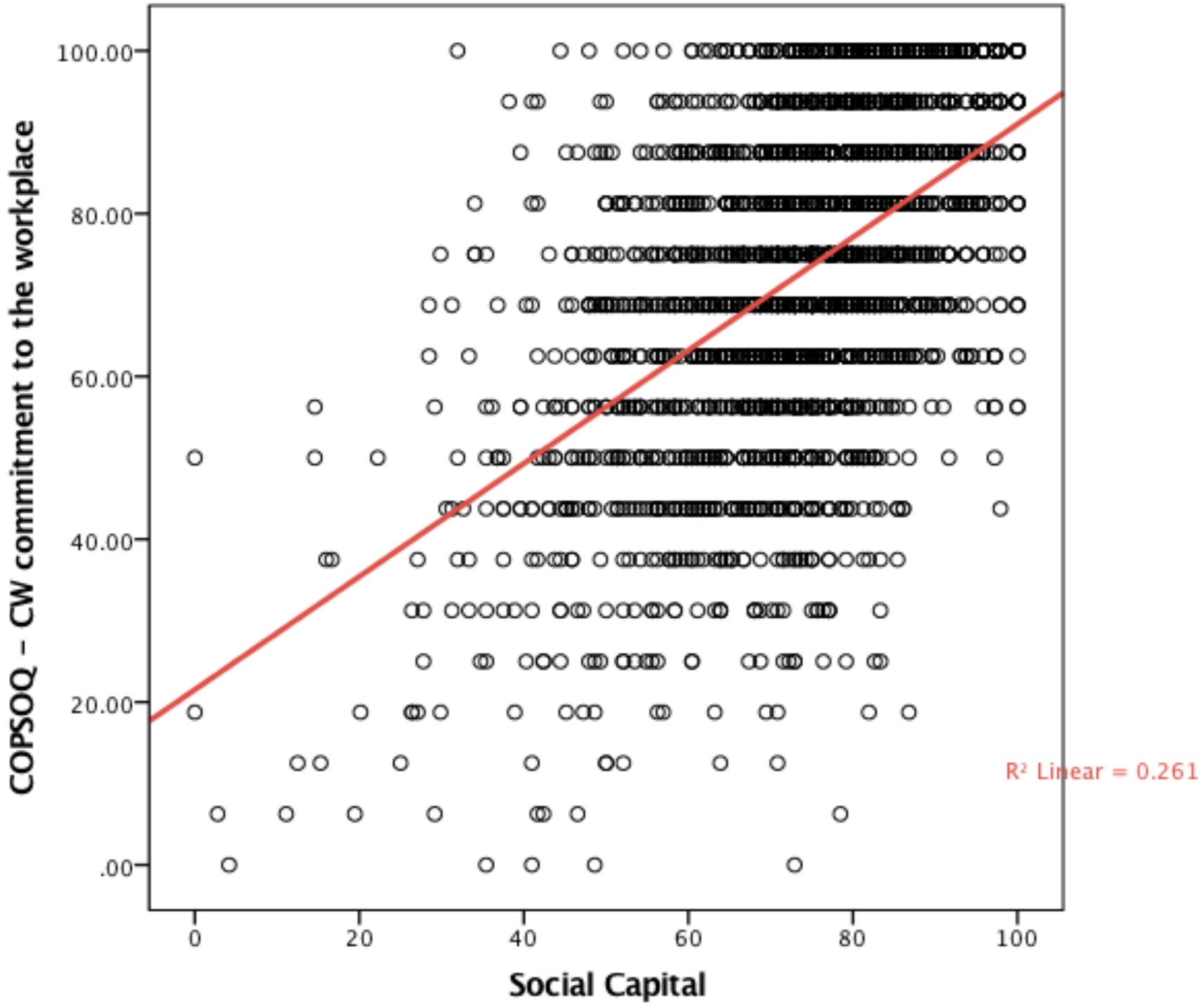
Justice

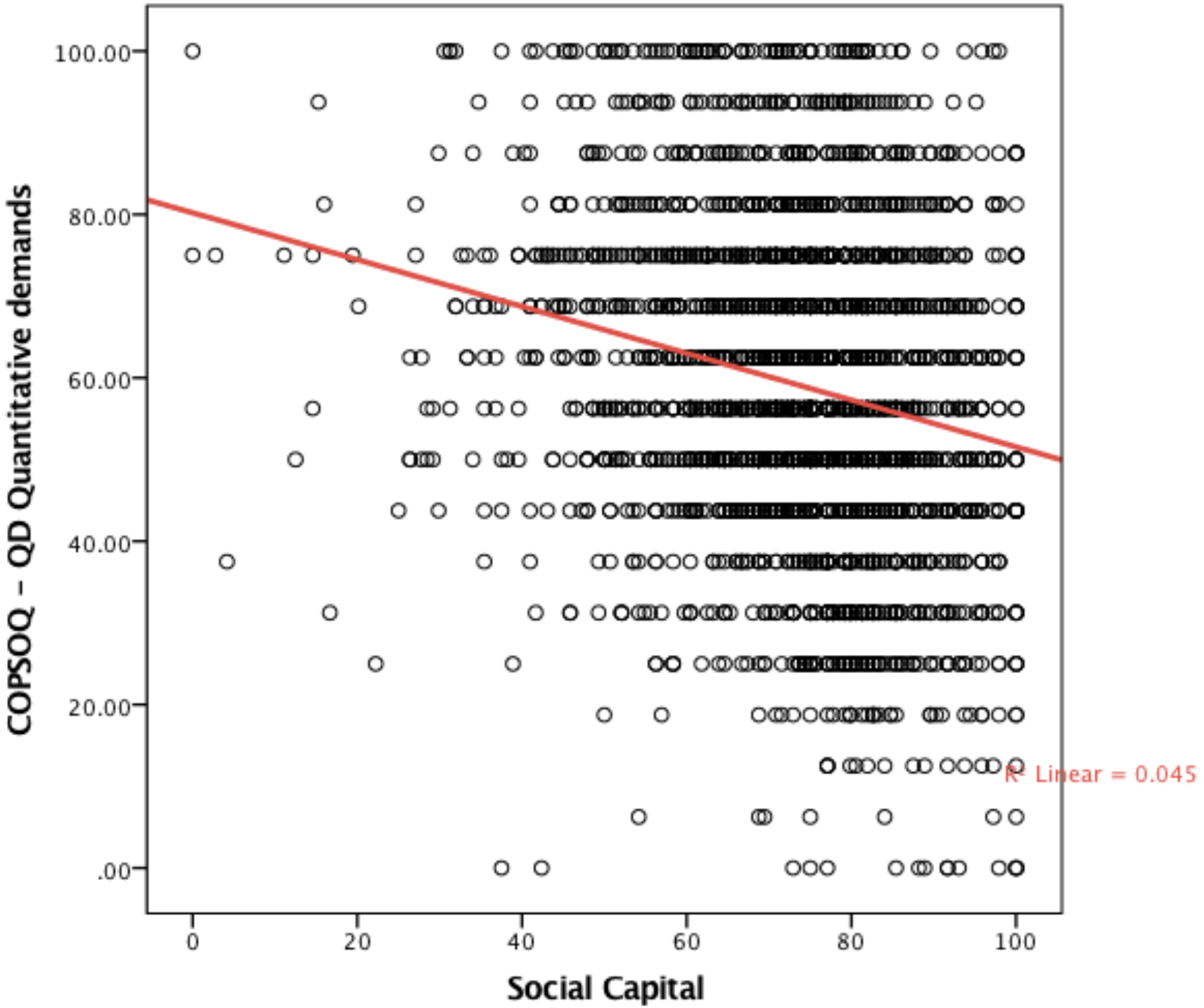

Social Capital 2011-2016
90
80
70
60
50
40
30
20
10
0
2011
2012
2013
2014
2015
2016


AQoL8D total score – psychometric scoring
100.00
80.00
60.00
40.00
0
20
40
60
80
100
Social Capital
R² Linear = 0.179


COPSOQ - GH General health rating
100.00
80.00
60.00
40.00
20.00
.00
0
20
40
60
80
100
Social Capital
R² Linear = 0.067


100.00
80.00
60.00
40.00
20.00
.00
COPSOQ – JS Job satisfaction
0
20
40
60
80
100
Social Capital
R² Linear = 0.302


COPSOQ – CW commitment to the workplace
100.00
80.00
60.00
40.00
20.00
.00
0
20
40
60
80
100
Social Capital
R² Linear = 0.261


COPSOQ – QD Quantitative demands
100.00
80.00
60.00
40.00
20.00
.00
0
20
40
60
80
100
Social Capital
R² Linear = 0.045

Summary

Job Demands have remained very high or increased slightly during the last 6 years.
Sources of Stress Large increases: Mental Health Issues of both staff and students.
Job Resources increases job satisfaction, influence, possibilities for development, variation, meaning of work, commitment to the workplace, and self-efficacy

Positive Trends reduction in work hours during holidays
Negative Trends Offensive Behaviour Rates, Decreasing Social support, Decreasing Social Capital

Health and Wellbeing Outcomes Self-rated health, a very robust measure of future health, in decline over time is of great concern

Recommendations

1. Improving the wellbeing of principals and deputy/assistant principals through Professional Support
2. Professional Learning
3. Review the work practices of Principals and deputy/assistant principals in light of the Job Demands-Resources Model of organizational health
4. Address Bullying and Violence

PRINCIPAL
HEALTH & WELLBEING SURVEY

Thank you for your support.

www.principalhealth.org