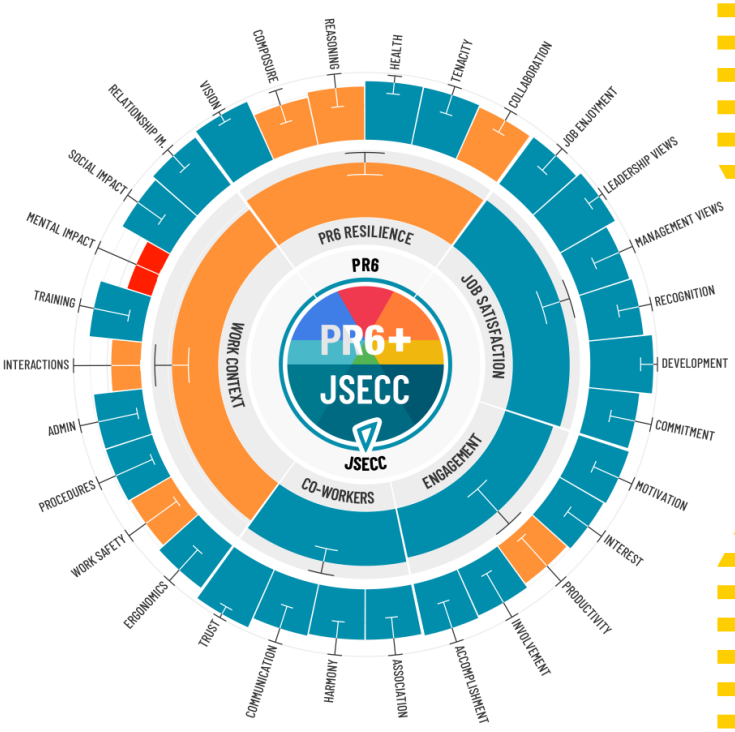
JSECC
PSYCHOSOCIAL SURVEY

All-in-one Work Survey

Workplaces today must not only support employee well-being but also comply with evolving psychosocial hazard legislation, such as the Work Health and Safety (Managing Psychosocial Hazards at Work) Code of Practice in Australia.

The **Job Satisfaction, Engagement, Co-worker Connection Quality, and Work Context (JSECC)** survey provides a comprehensive, all-in-one solution for workplaces to:

- Understand employee experiences of their work environment
- Measure **25 sub-factors** of workplace satisfaction, engagement, connection, and context
- Assess **17 legislated psychosocial hazards**, aligned with the latest standards
- Provide both **individual insights** and **group-level compliance reporting**



PURE - Psychosocial Hazard Compliance

JSECC integrates Driven's **Protect, Unite, Respect, Empower (PURE) Framework** to **measure 17 psychosocial hazards** required under law.

Each of the 17 hazards are scored to indicate whether they are:

- **High Risk** – Needs urgent attention.
- **Moderate Risk** – Further action needed.
- **Managed** – Indicates good hazard management.

This framework helps organisations both improve culture and provide **evidence for compliance**.

JSECC group reports produced through the Driven Pro system automatically include the PURE Psychosocial Hazard Review section, setting out the 17 hazards and management ratings for each through 5 additional pages.

Reassessment reports enable clear quantification of progress and evidence of hazard management.

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Tammie Horton
Workforce Resilience Architect

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What **JSECC** Measures

A comprehensive, all-in-one work factors survey to get a detailed insight into how staff experience the work environment.

JOB SATISFACTION

Explores how people feel about their role and organisation:

1. **Job Enjoyment** – Enjoyment of work overall, regardless of other factors
2. **Leadership Views** – Support for the organisation's top leaders and their vision for the future
3. **Management Views** – Whether immediate managers or supervisors give the support needed to succeed
4. **Development Opportunities** – Perception of having sufficient chances to learn and grow at work
5. **Recognition** – Receiving appropriate appreciation and recognition for contributions
6. **Commitment** – Intention to stay with, or potentially leave, an organisation

ENGAGEMENT

Examines motivation and involvement in work:

1. **Motivation** – The drive and initiative brought into work tasks
2. **Interest** – The level of attention and involvement given to work
3. **Productivity** – How consistently tasks are completed and output is maintained
4. **Involvement** – The extent of contribution and participation with co-workers
5. **Accomplishment** – The sense of satisfaction and achievement felt when completing tasks

CO-WORKER CONNECTION

Assesses team dynamics and trust:

1. **Association** – The closeness of working relationships and friendships at work
2. **Harmony** – The degree to which conflict is low, or effectively resolved when it arises
3. **Communication** – How well co-workers share information, collaborate, and coordinate tasks
4. **Trust** – Confidence in co-workers to be reliable and open when discussing challenges

WORK CONTEXT

Reviews the environment, safety, and impact of work:

1. **Ergonomics** – Whether the workspace is designed to be comfortable and adaptable to needs
2. **Work Safety** – How physically safe people are at work, including protection from injury or harm
3. **Policies and Procedures** – The clarity and fairness of rules that guide how work is done
4. **Administrative Work** – The degree to which paperwork and admin tasks are manageable or burdensome
5. **Public Interactions** – How challenging or easy interactions with the public are
6. **Training Regimes** – The quality and manageability of training provided
7. **Work Mental Impact** – The emotional and mental demands of the work
8. **Work Social Impact** – How well people can maintain a social life alongside work pressures
9. **Work Relationship Impact** – The impact of the work on the existence or quality of romantic relationships

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PURE PSYCHOSOCIAL HAZARD REVIEW

The **Protect, Unite, Respect, Empower (PURE) Framework** measures **17 psychosocial hazards**.

PROTECT

Focuses on hazards that compromise safety and security in the workplace.

1. **Job Insecurity** – When employees feel uncertain about the stability of their employment
2. **Traumatic Events and Materials** – Exposure to distressing events or materials that create significant emotional or psychological strain
3. **Remote or Isolated Work** – Working in locations or conditions that reduce access to social support or emergency help
4. **Poor Physical Environment** – Unsafe or hazardous work settings that risk physical health or wellbeing
5. **Intrusive Surveillance** – Excessive or invasive monitoring of workers that undermines trust and autonomy

RESPECT

Covers hazards linked to fairness, acknowledgement, and organisational justice.

1. **Inadequate Reward and Recognition** – A lack of acknowledgement for effort, few opportunities for growth, or unfair career advancement
2. **Poor Organisational Justice** – Unfair or inconsistent policies, decision-making, or resource allocation that create feelings of injustice

UNITE

Addresses hazards that stem from harmful workplace culture and interpersonal conflict.

1. **Violence and Aggression** – Experiencing or witnessing acts of aggression or violence at work
2. **Bullying** – Repeated or severe negative behaviour from others that creates a hostile work environment
3. **Harassment (Including Sexual Harassment)** – Single or repeated incidents of inappropriate or discriminatory behaviour that create a toxic environment
4. **Conflict or Poor Workplace Relationships** – Frequent clashes or negative interactions between workers that escalate if left unresolved
5. **Poor Support** – Inadequate access to resources, information, or management support needed to work effectively

EMPOWER

Relates to hazards connected with workload, clarity, and autonomy.

1. **Lack of Role Clarity** – When responsibilities and expectations are unclear or conflicting, leading to stress
2. **Poor Organisational Change Management** – Insufficient consultation, communication, or support during workplace changes
3. **High/Low Job Demands** – Workloads that are either excessive or not challenging enough, creating stress and dissatisfaction
4. **Fatigue** – Physical or mental exhaustion that reduces the ability to work safely and effectively
5. **Low Job Control** – Limited autonomy or decision-making power in how and when work is done

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How JSECC Works

JSECC can easily be administered with an individual or organisation through a **single registration link**. This link can be emailed to all participants who can then register and complete the assessments.

From there, participants receive **individual reports** for personal insight and **aggregated & de-identified group reports** are automatically generated.

Choose your preferred version based on insights desired:

- **Standard PR6+JSECC** – This **67**-question version creates insights into resilience, work factors, and psychosocial hazards
- **JSECC Standalone** – This **51**-question version does not include the resilience assessment, and only investigates work factors and psychosocial hazard insights

Your Licenced JSECC Practitioner

Contact me to discuss applying the JSECC in your workplace.

TAMMIE HORTON

- Founder of Phynix Initiative and creator of The PHYNIX Effect™
- Resilience & Wellbeing Programs including PR6E report, RFAST, PRE, RFA, HART, Mental Health First Aid, Motivation Maps, and Identity Alchemy coaching — for individuals, teams, and leaders.
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