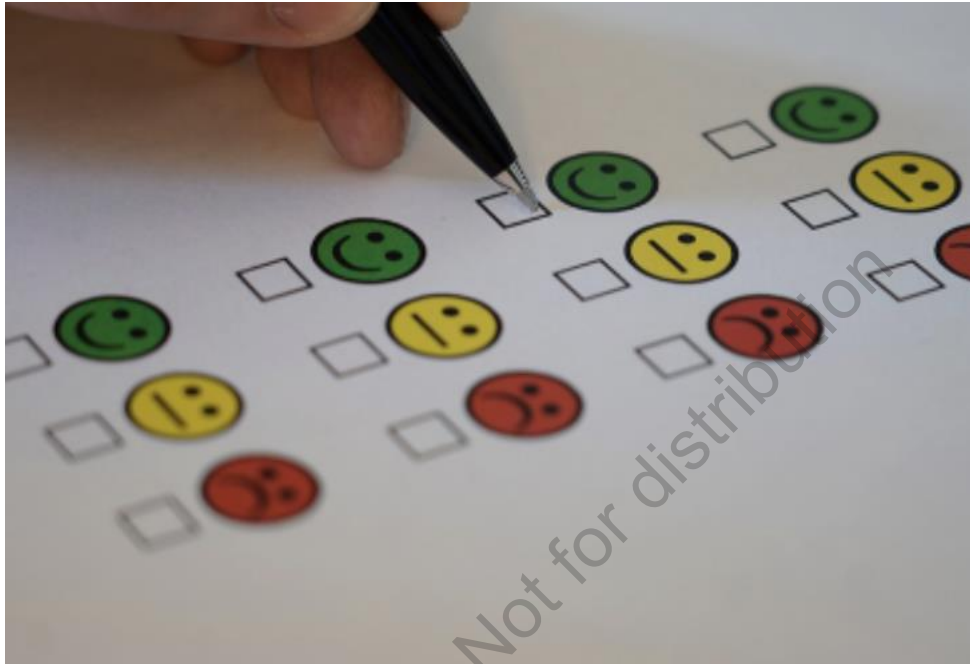


Offshore Industry Survey Results

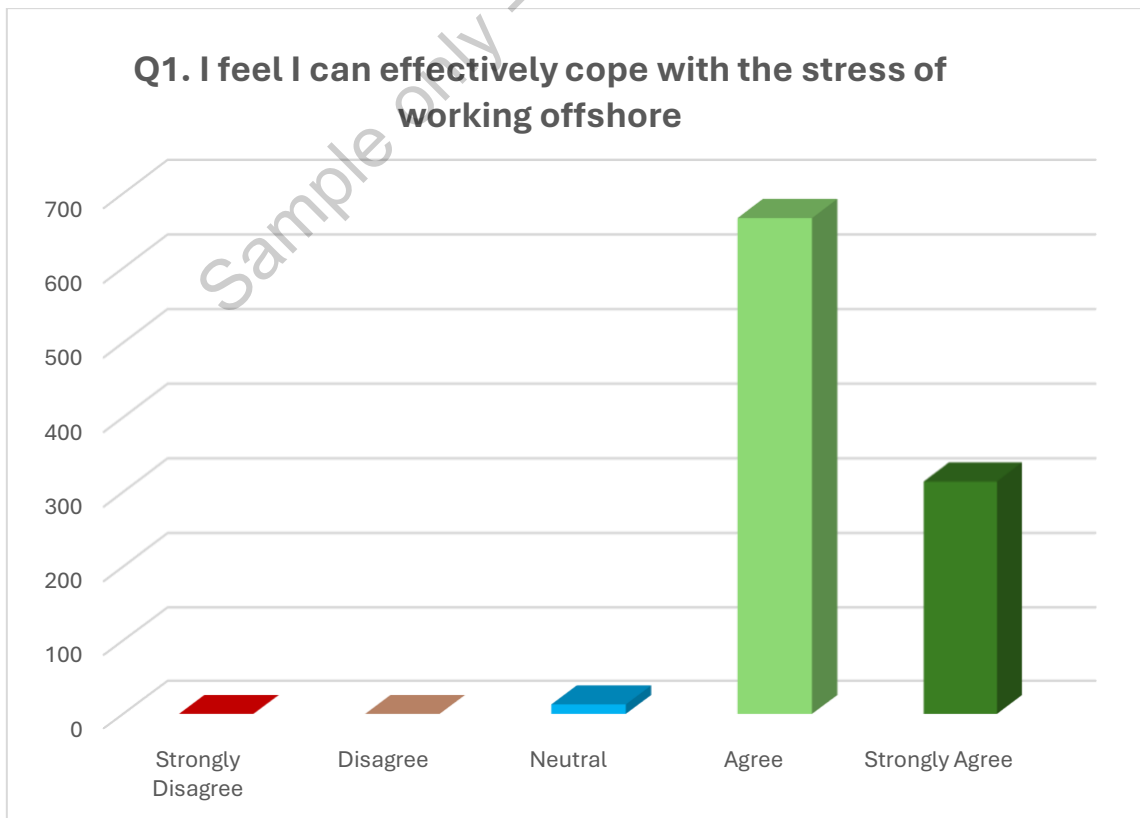


This report presents the findings of a Survey conducted on our eLearning platform for your organisation. The survey aimed to gather employee perspectives on various aspects of their mental well-being, including workplace stressors, access to mental health resources, and perceived support from management.

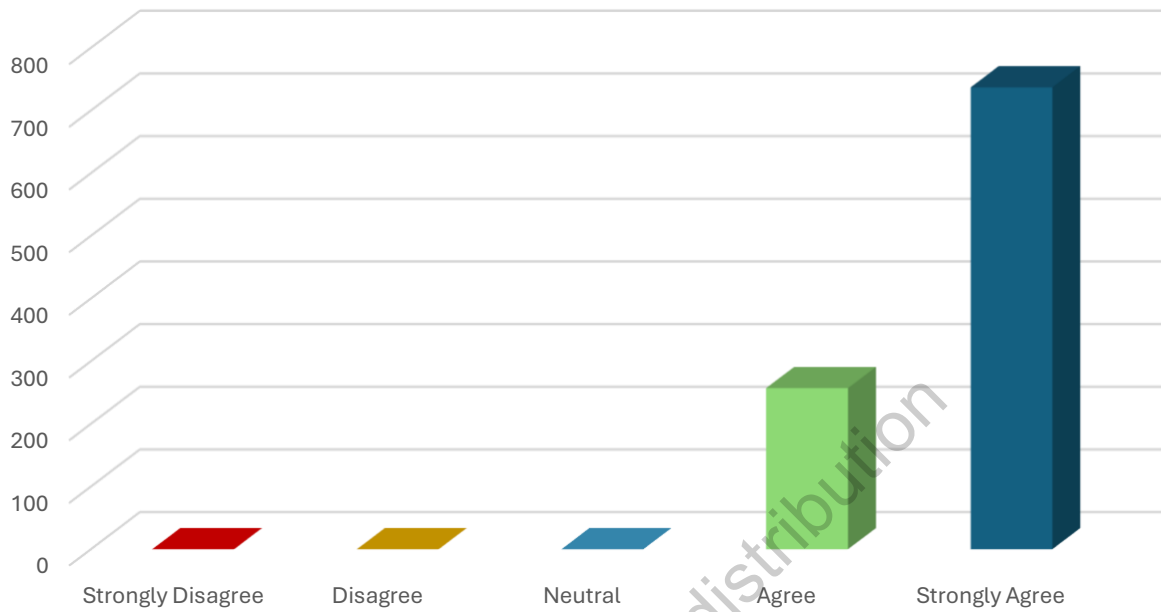
The purpose of this survey was to identify areas of strength and areas for improvement in supporting employee mental health. The survey comprised 25 questions covering 5 sections.

1. Coping with Stress

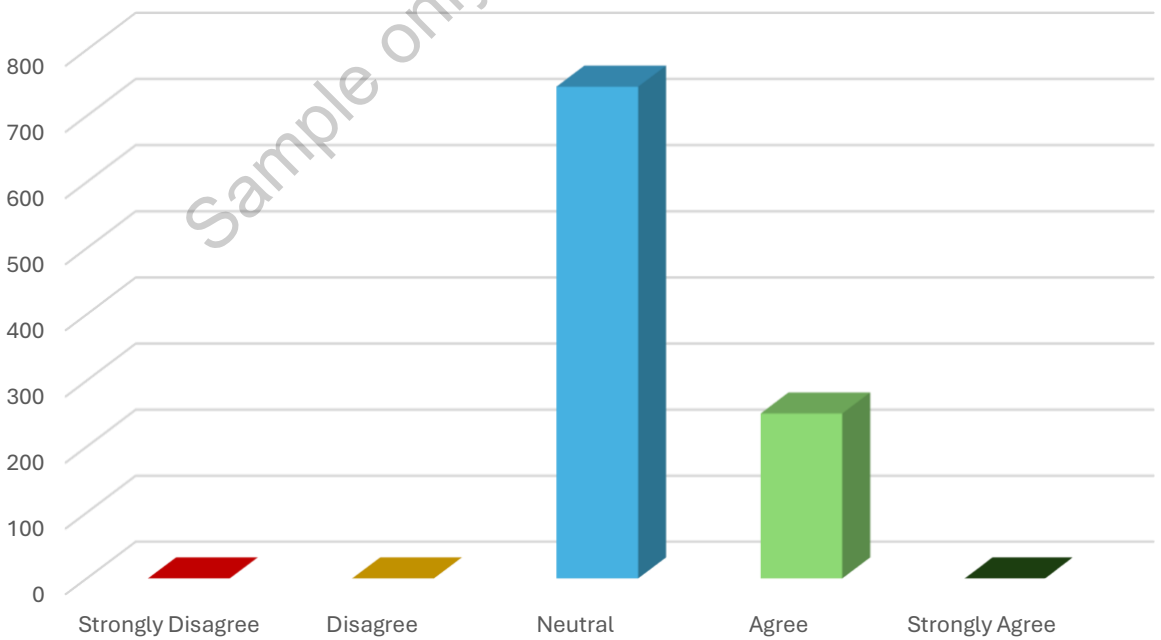
These questions aim to assess an individual's ability to manage stress while working offshore. Specifically, they explore: their perceived efficacy and effectiveness in dealing with job-related stress, their access to and utilization of support systems, the impact of their work schedule on their well-being, the manageability of job demands, and their adoption of healthy coping mechanisms. The goal is to gauge their overall resilience and ability to thrive in a potentially stressful offshore work environment.



Q2. I have access to support when I experience stress or emotional difficulties

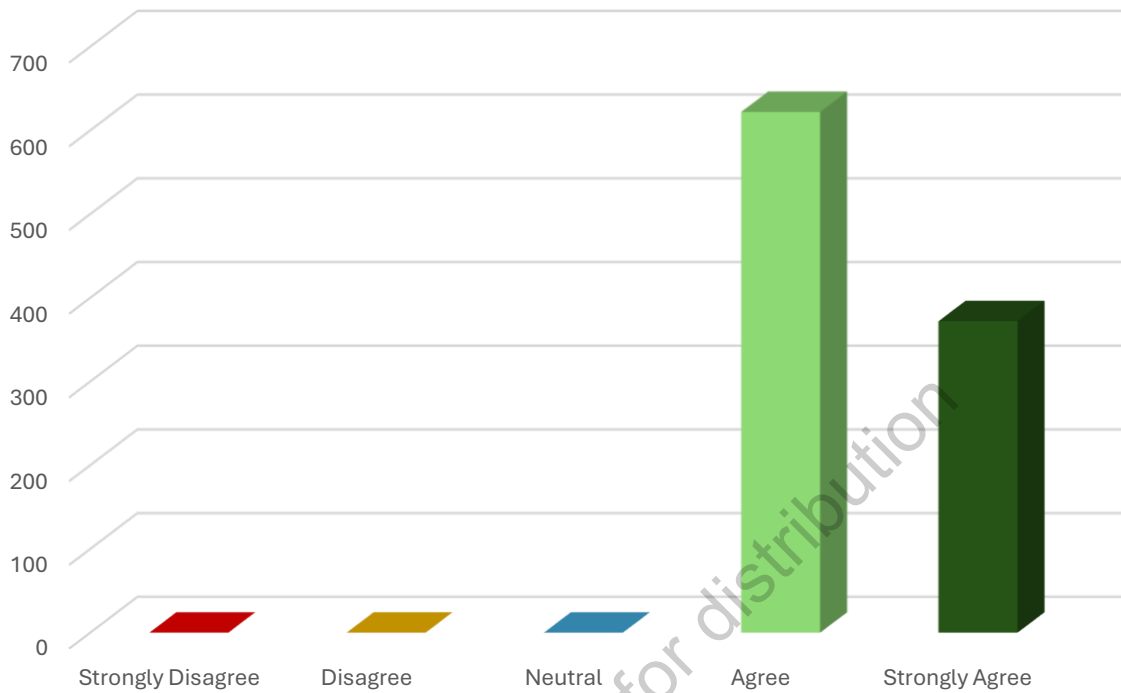


Q3. My work schedule allows for sufficient rest and recovery

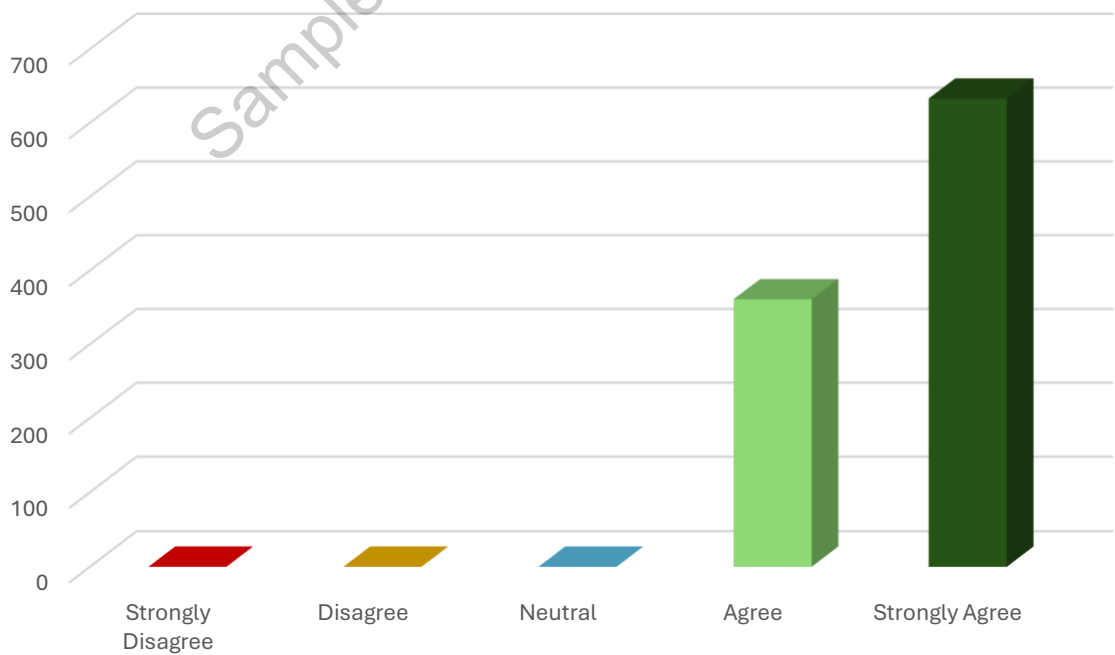


Q4. I am confident that the resources offered will help me in the future.

Q4. I feel that job demands offshore are manageable without excessive stress

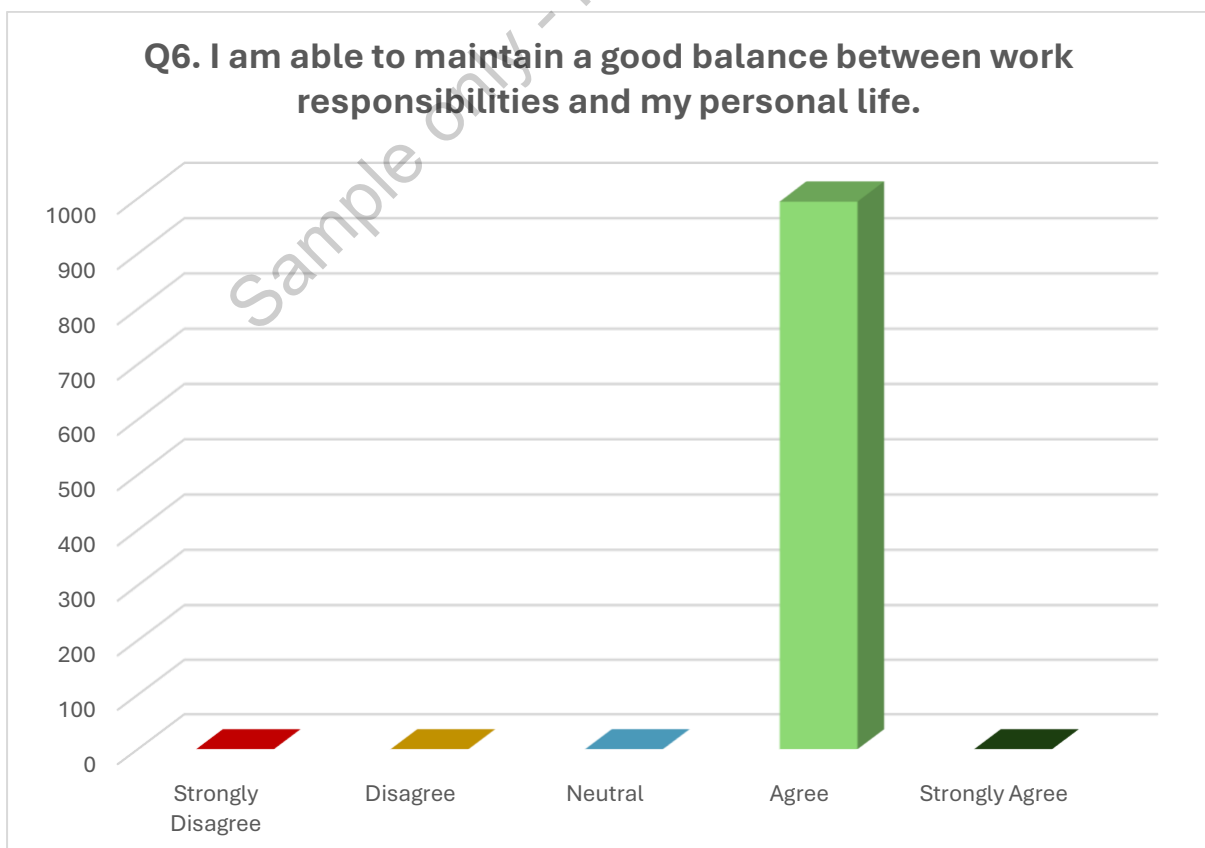


Q5. I use healthy coping strategies, such as exercise, communication, or relaxation techniques, when handling stress.

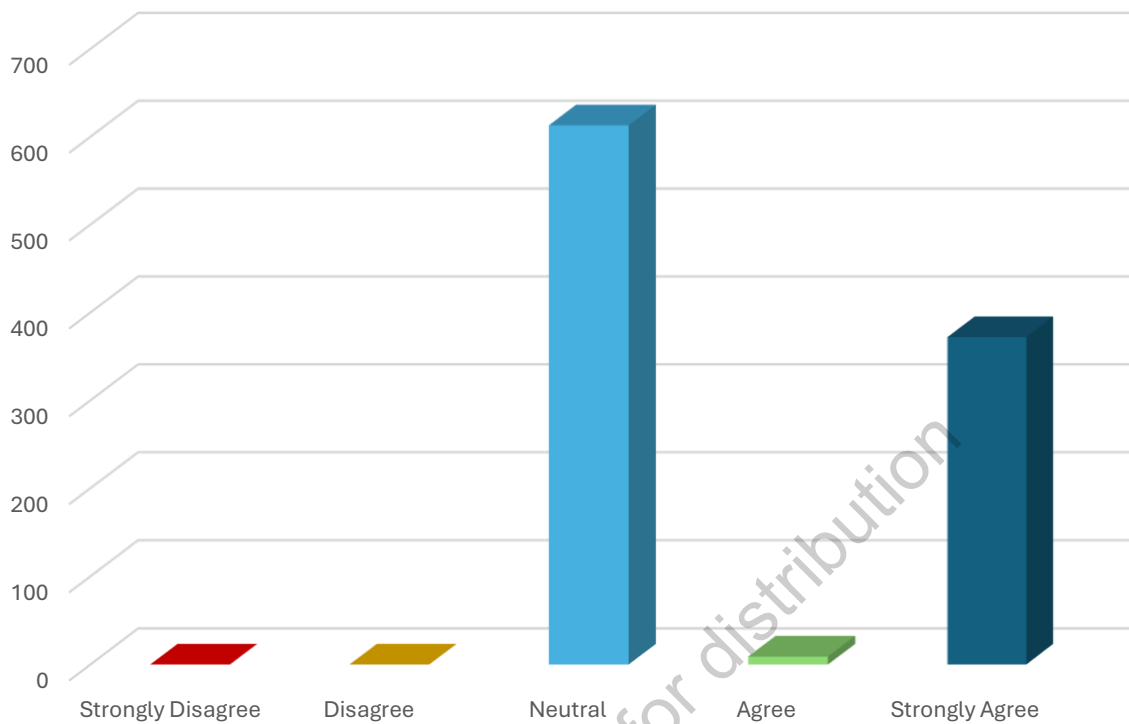


Work-Life Balance and Social Support

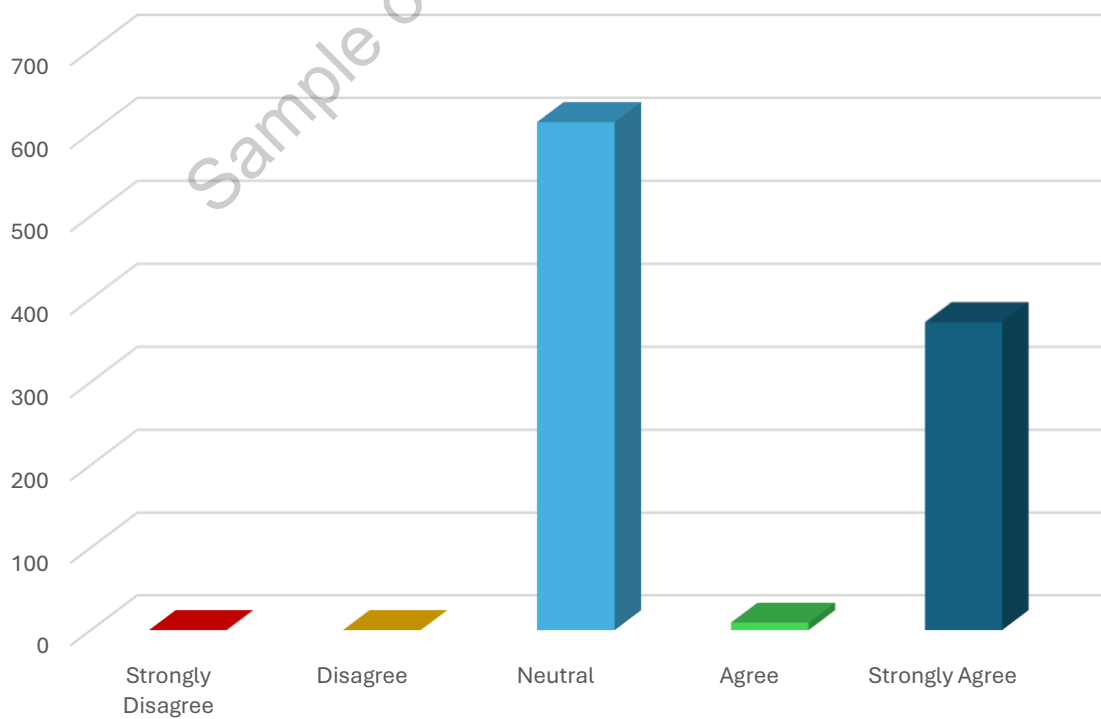
This section aims to assess an individual's work-life balance, the social support they receive, and the resources available to them while working offshore. It focuses on their perceived ability to integrate work and personal life, the strength of their support networks, the effectiveness of their time off for recovery, and whether the employer offers adequate support programs. Question 10 specifically gauges feelings of isolation, which is reverse-scored to highlight potential risks to well-being if experienced frequently. The section seeks to understand external and practical factors influencing their overall satisfaction and ability to sustain offshore employment.



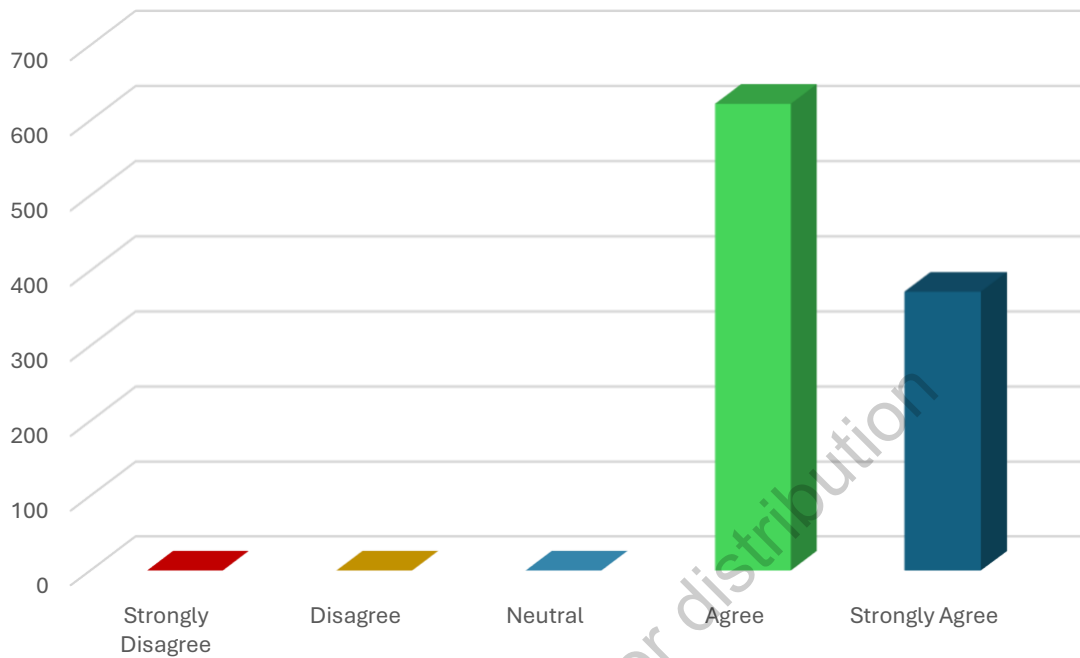
Q 7. I feel supported by my family or friends while working offshore.



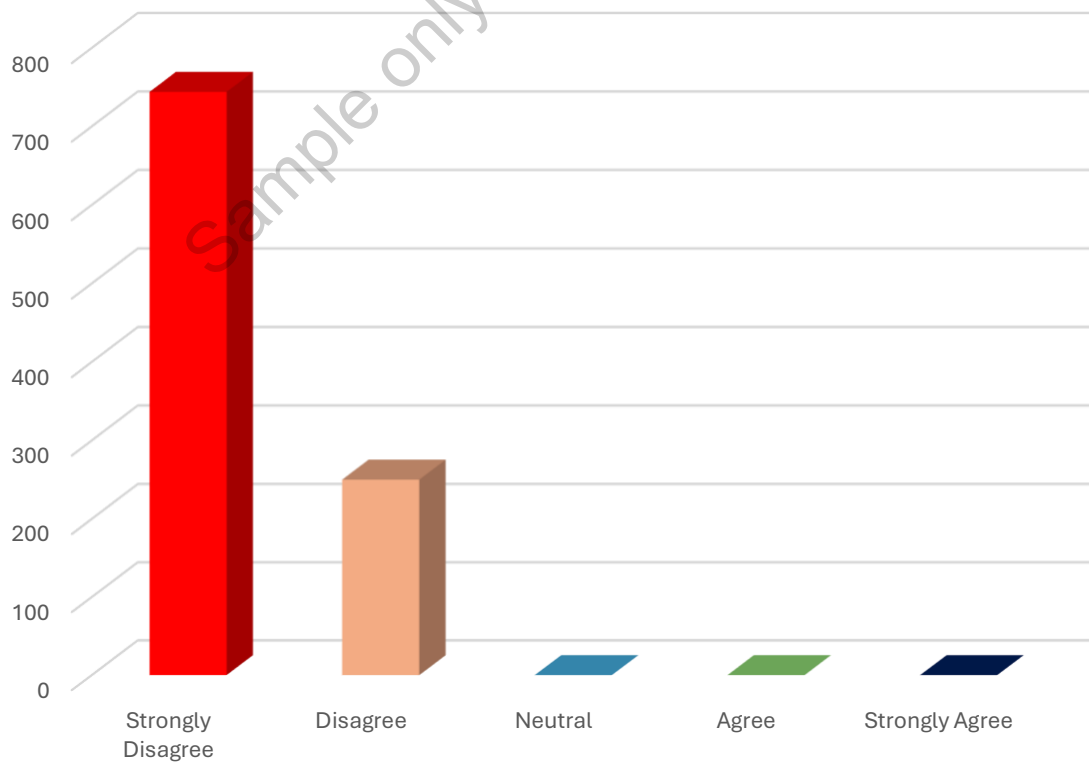
Q 8. My time off allows me to properly recover from my offshore rotation



Q9. My employer provides resources or programs to assist with the challenges of working away from home.

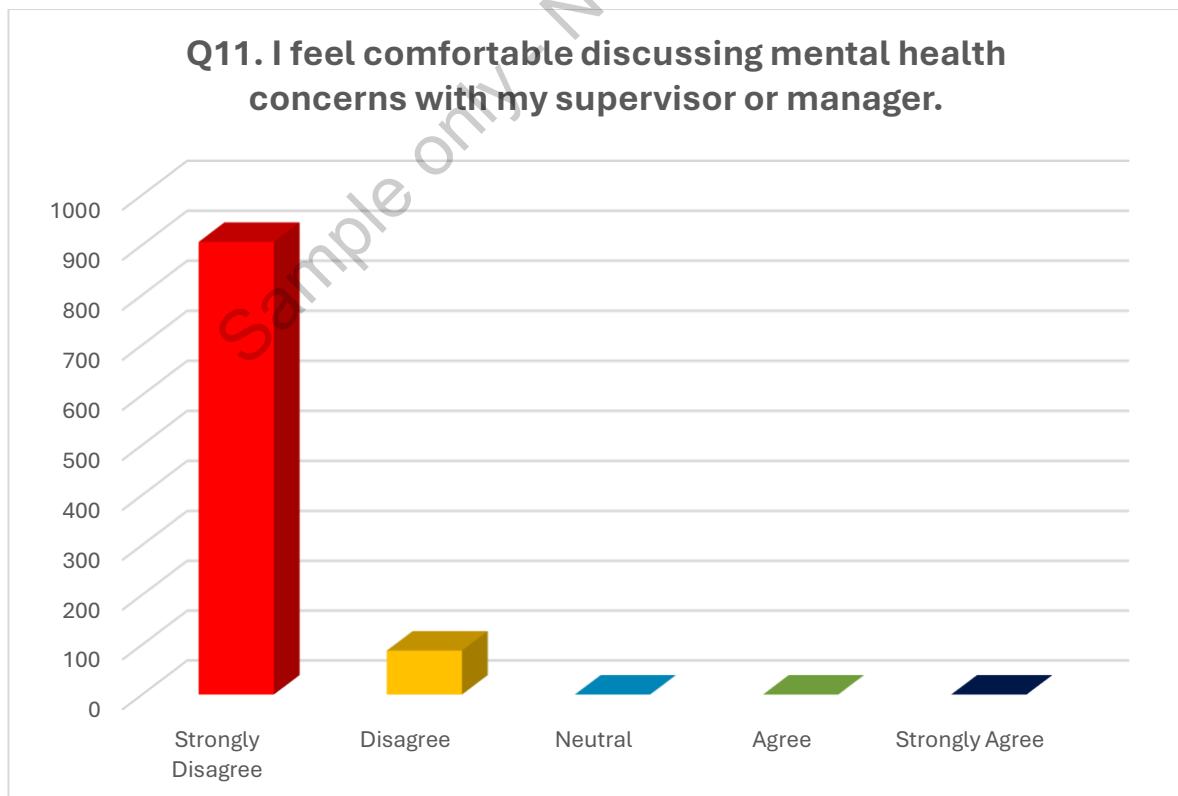


Question 10. I feel isolated while working offshore

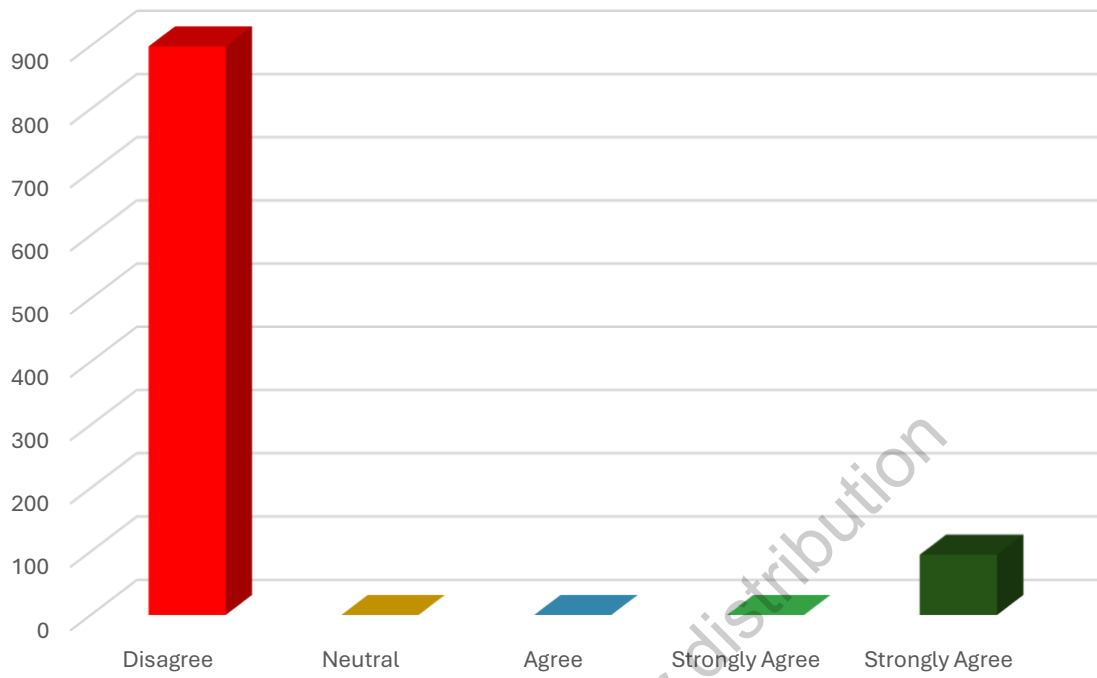


Section 3 Communication and Support from Management

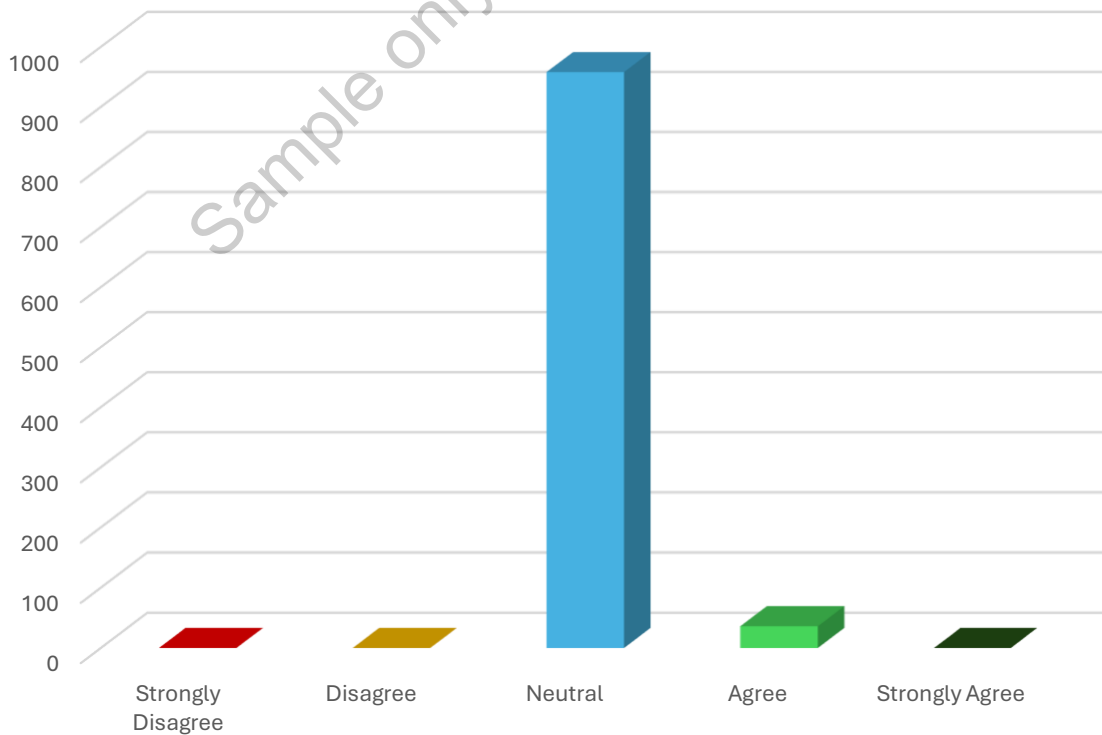
This section 3 delves into the quality of communication and the level of support provided by management regarding an offshore worker's mental well-being. Specifically, these questions investigate: comfort in communicating mental health concerns with superiors, the proactive approach of management to mental health issues, the clarity of communication about available resources, the perceived sincerity of management's concern for worker well-being, and the absence of fear of negative repercussions for expressing these concerns. The section aims to assess the organizational culture and how it facilitates a supportive environment for mental health within the offshore work context.



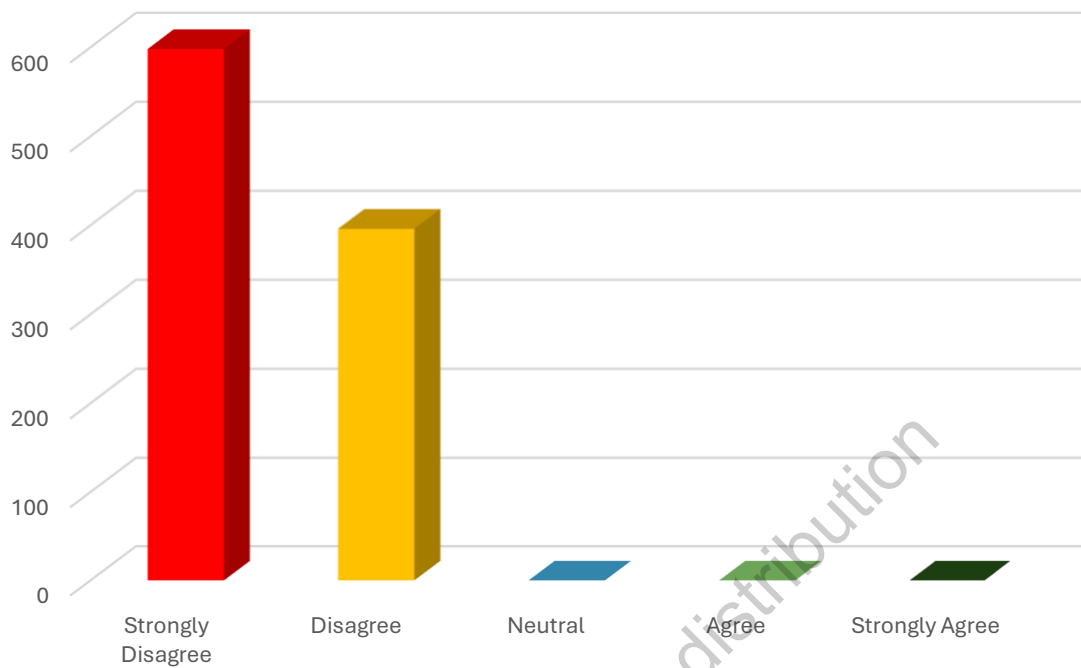
Q12. Management is proactive in addressing mental health and well-being offshore.



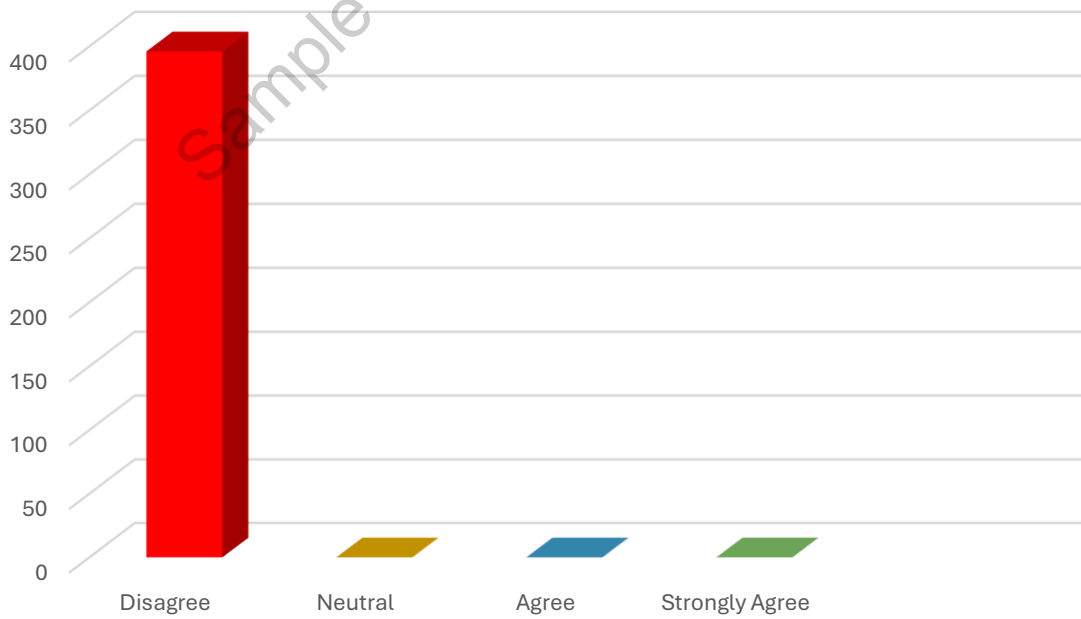
Q13. I receive clear communication from leadership about mental health resources.



Q14. I believe that management genuinely cares about the mental well-being of offshore workers.

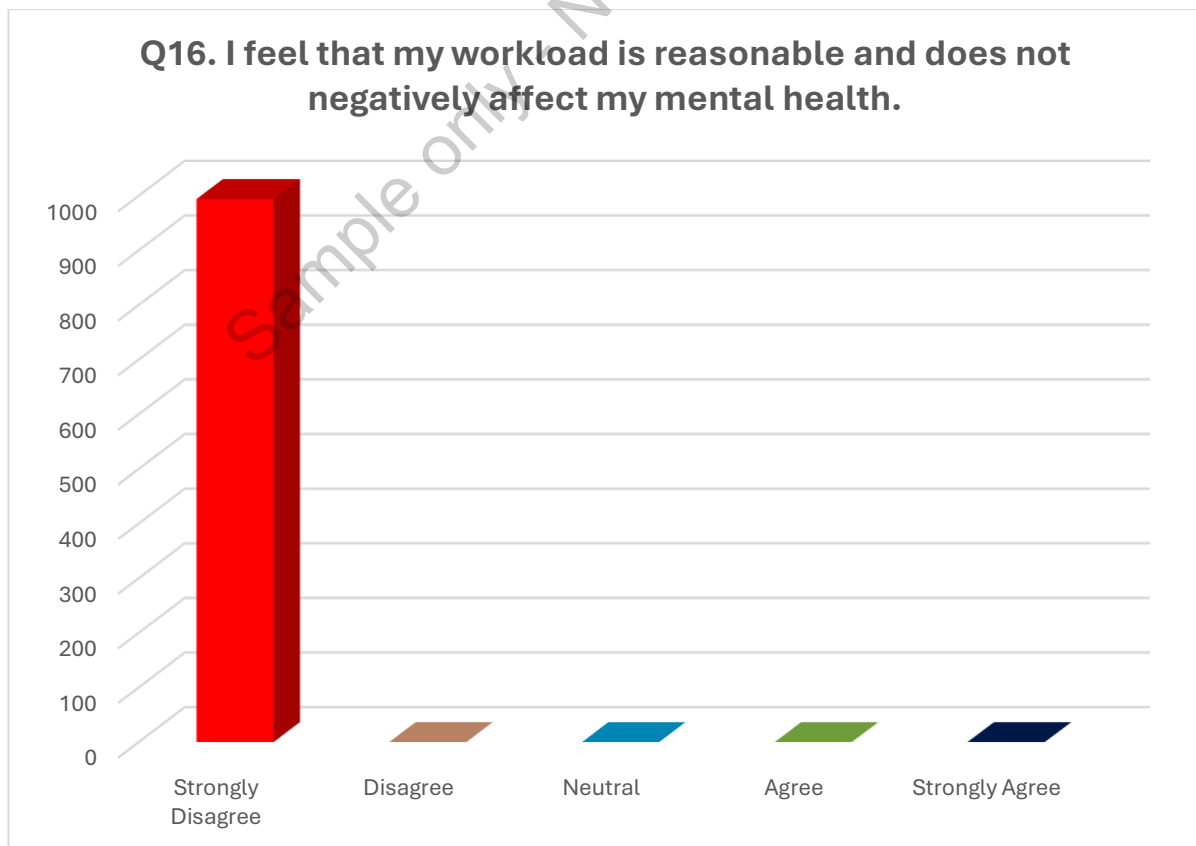
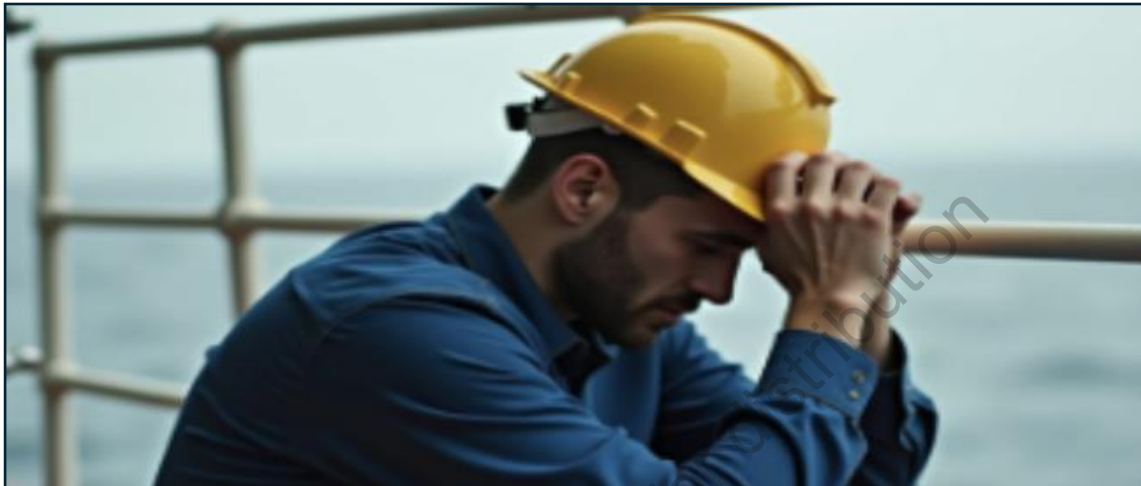


Q15. I feel there are avenues to express concerns about mental health without fear of negative consequences

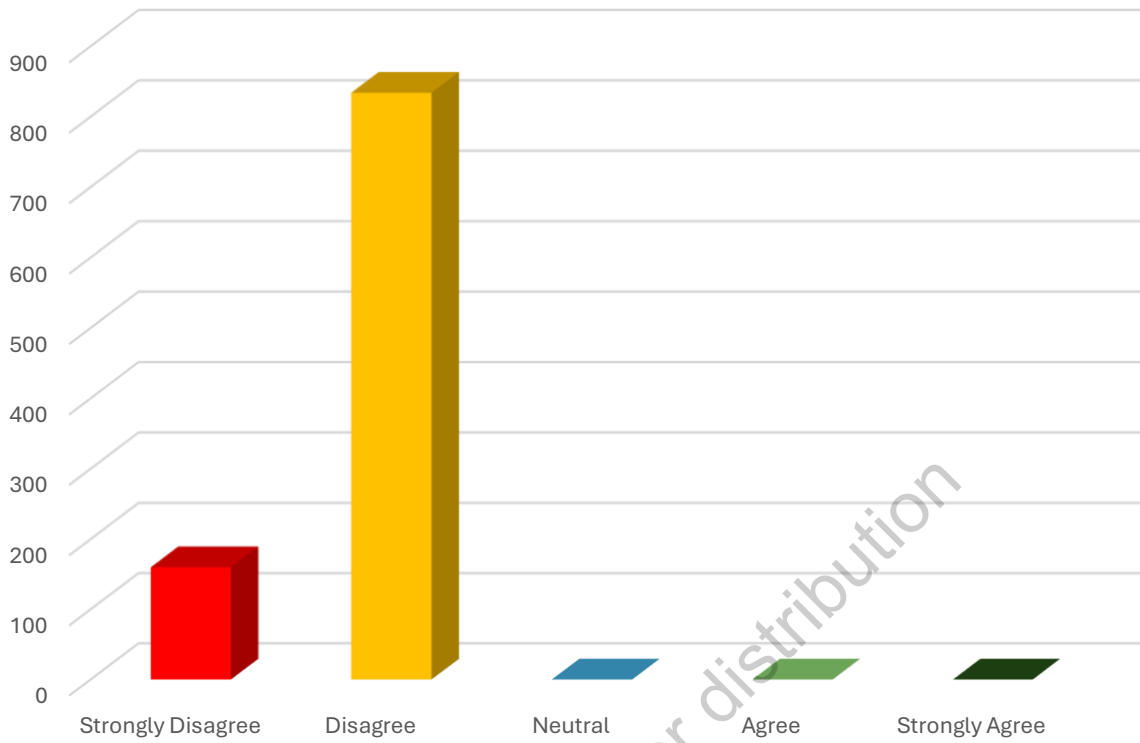


Section 4 Job Demands and Workload

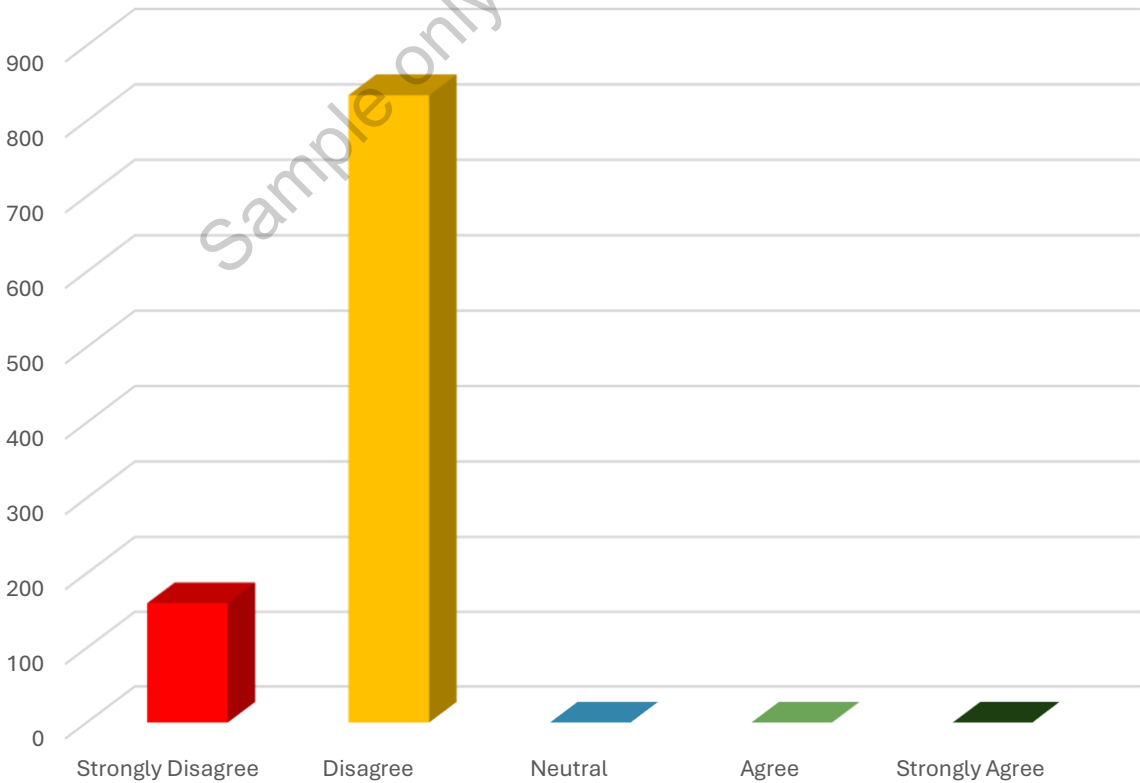
This section focuses on the specific aspects of job demands and workload that affect mental well-being in the offshore environment. The questions explore: the reasonableness of the workload and its impact on mental health, the provision of adequate rest breaks, the influence of the work schedule on both physical and mental well-being, the sustainability of job demands over time, and the fair distribution of responsibilities within the team. This section aims to assess whether the workload and schedule contribute to or detract from the worker's ability to cope with the demands of offshore work.



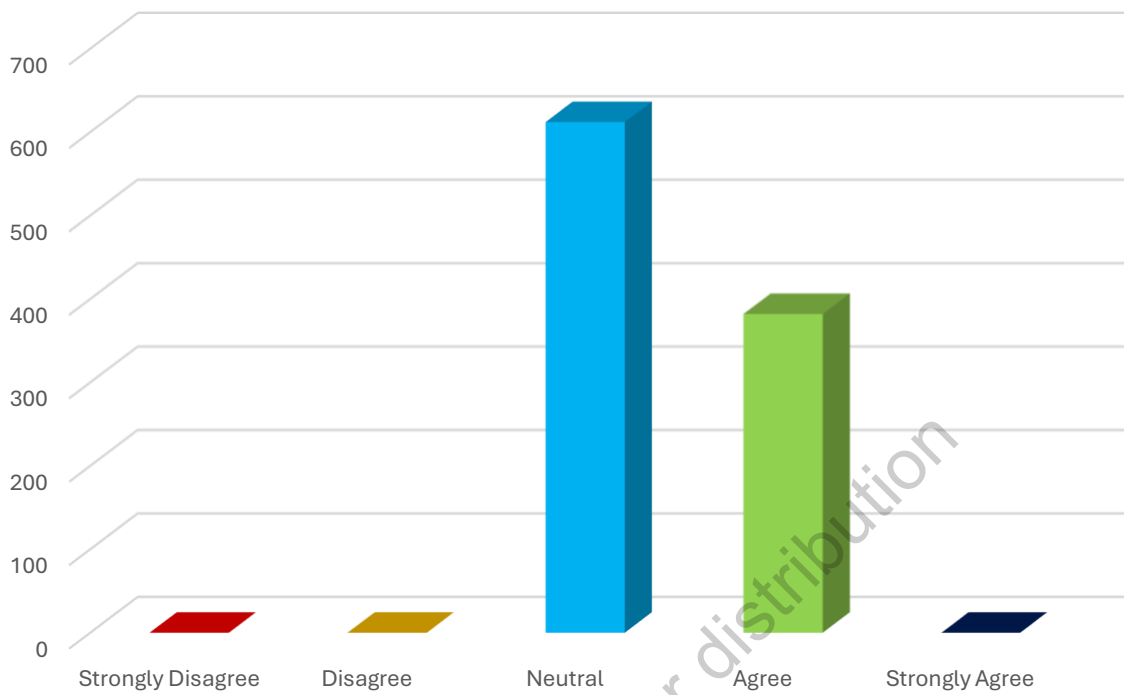
Q17. I receive adequate rest breaks during my shifts



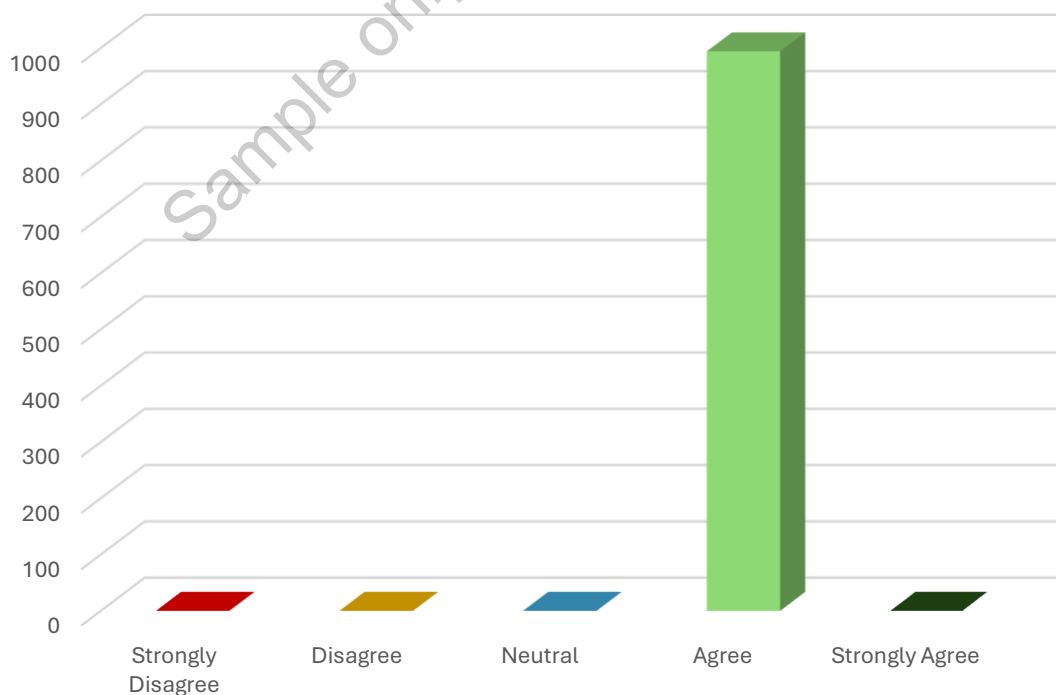
Q18. The offshore work schedule allows me to maintain good physical and mental well-being.



Q19. The physical and mental demands of my job are sustainable in the long term

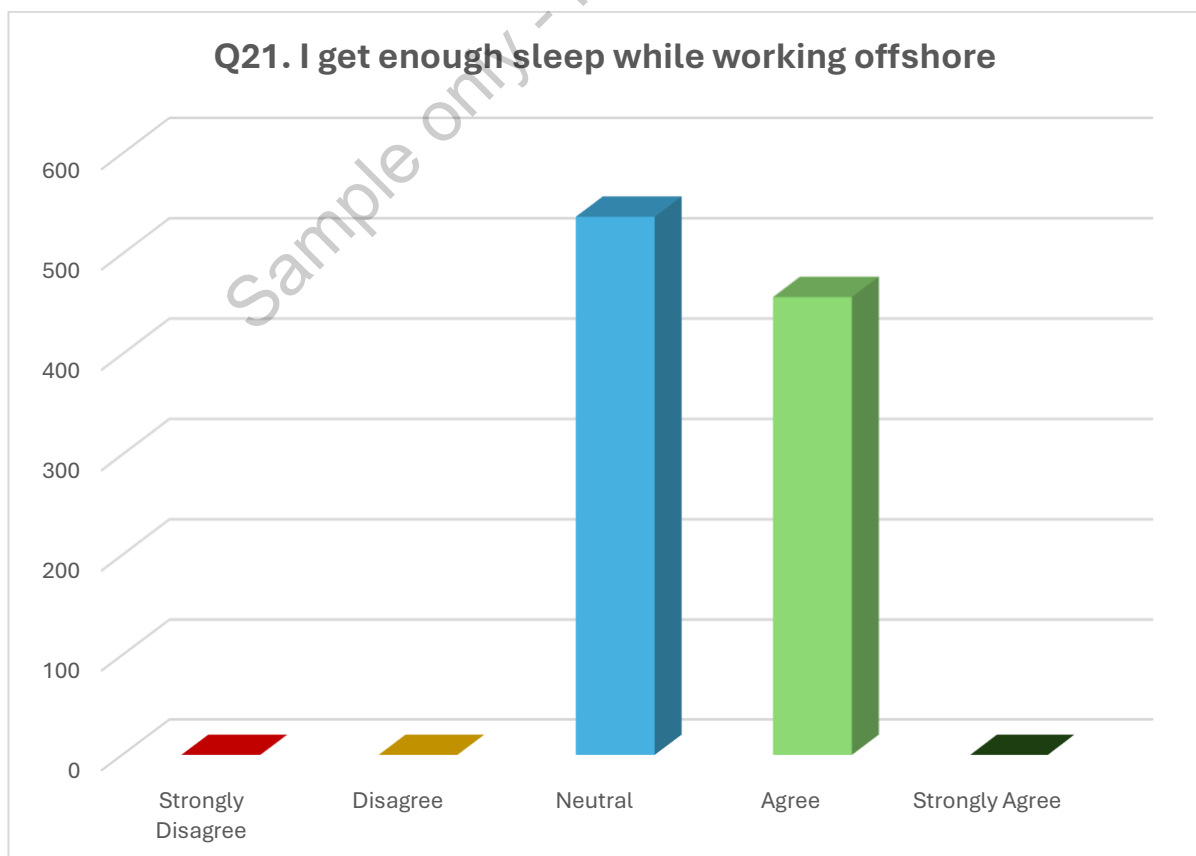
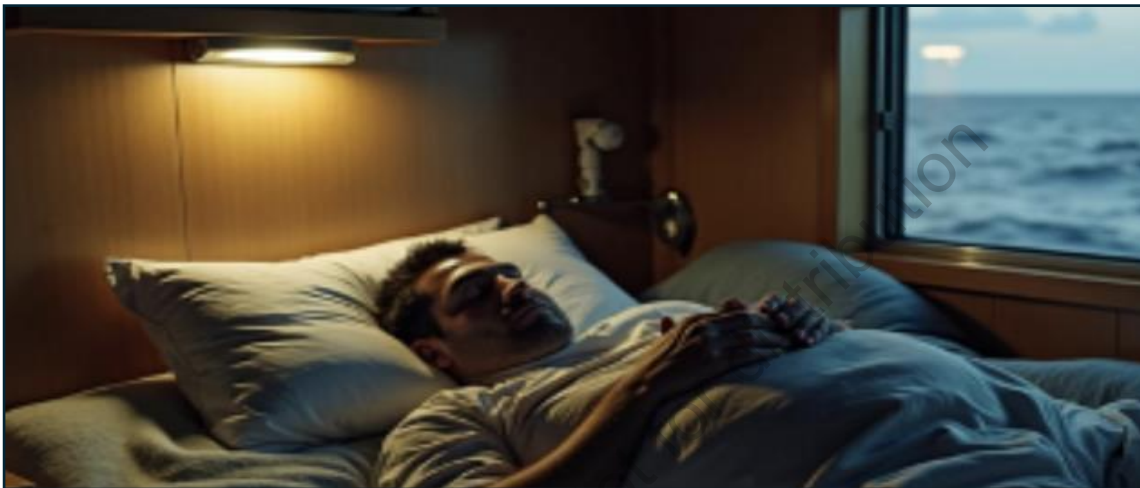


Q20. I feel that my work responsibilities are fairly distributed among my team

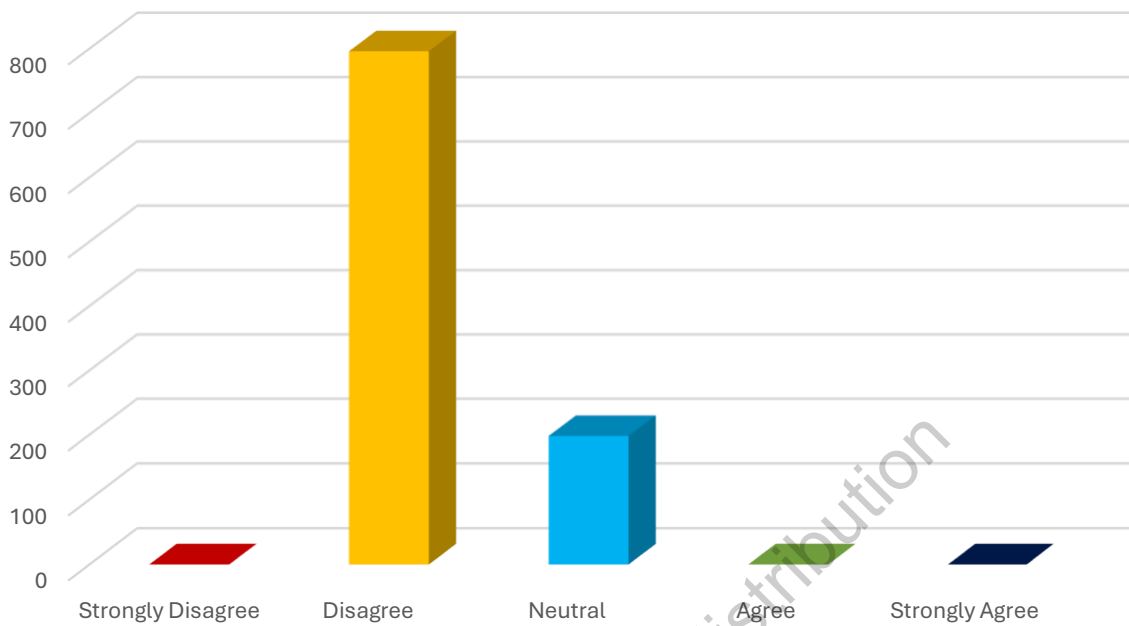


Section 5 Sleep, Fatigue, and Well-being

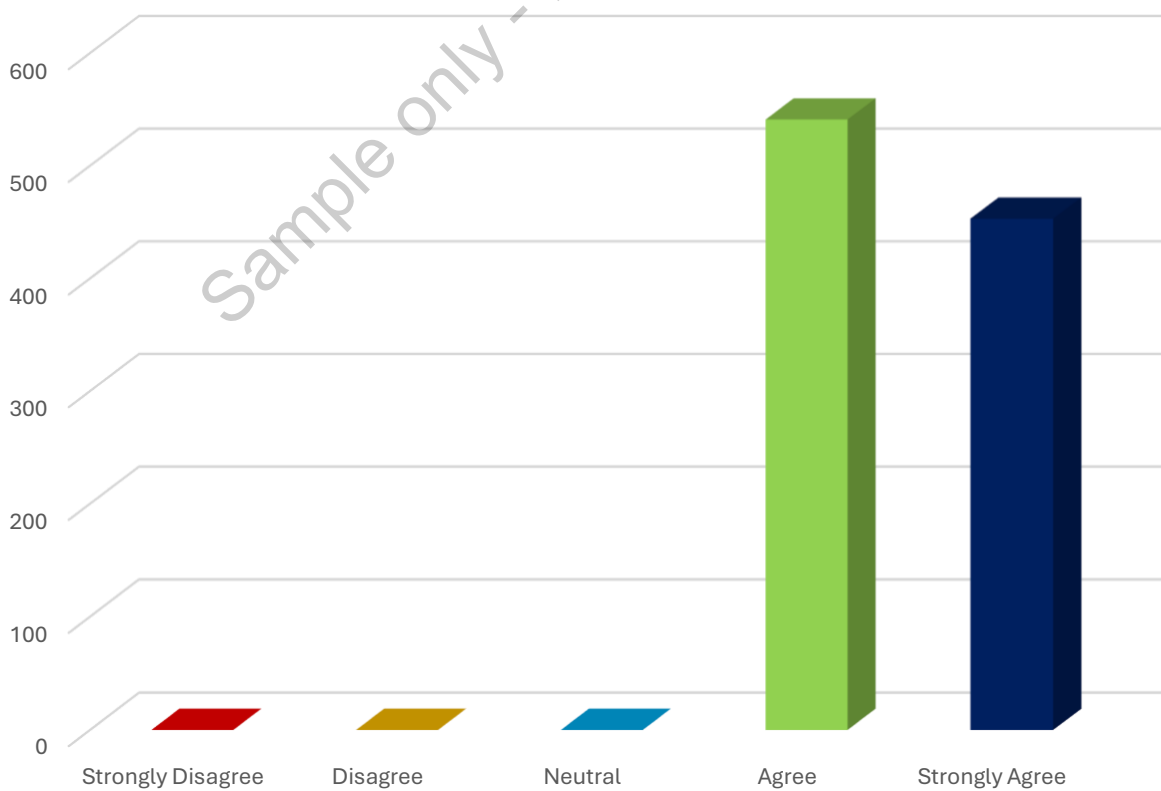
This section concentrates on the crucial factors of sleep, fatigue, and overall well-being of offshore workers. It examines if they are getting sufficient sleep and whether their shift patterns support a healthy sleep routine. Question 23 directly assesses fatigue levels, with higher scores indicating a potential risk due to the reverse-scoring method. In addition it examines how well they are feeling refreshed and rested at the start of their shifts and if their employer provides sleep-promoting accommodations. This section seeks to determine how sleep-related factors might affect overall mental health and performance in the offshore environment.



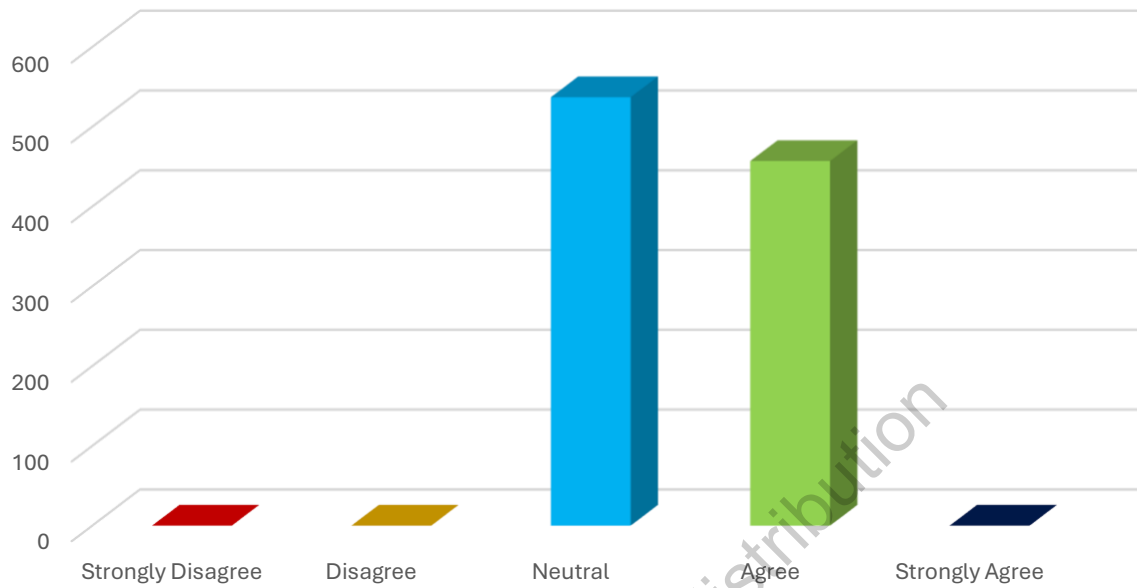
Question 22. Shift patterns offshore allow me to maintain a healthy sleep routine.



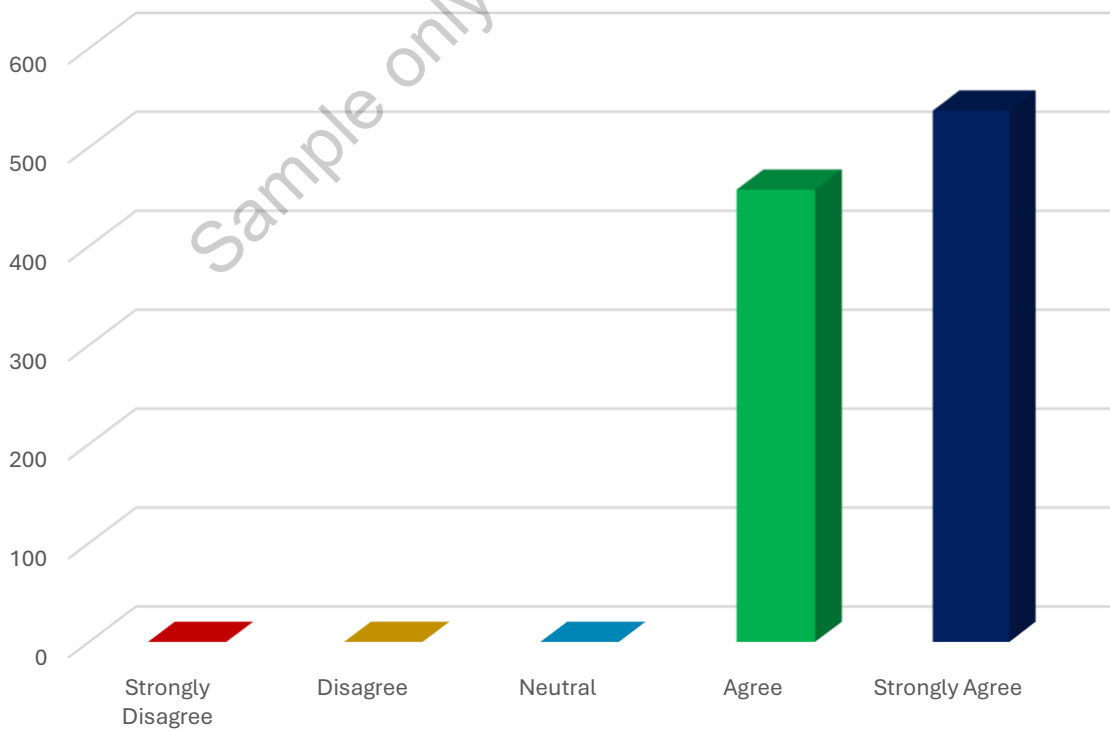
Q23. Fatigue is a major concern in my day-to-day work



Q24. I feel refreshed and well-rested at the start of my shifts.



Q25. My employer provides adequate accommodations to promote restful sleep offshore



Question 26. How would you describe the effectiveness of your company's approach to supporting mental health, and what improvements do you believe are needed

They are taking steps in the right direction. Some more frequent team meetings or a peer support program could help to build solidarity/support. life balance.

Long rotations are tough. Offering opportunities for short breaks and communication with family would alleviate a lot of stress. Further consideration extended to work schedules and realistic workloads are necessary too

The resources exist, but sometimes reaching them offshore is a challenge. Improve our access to high-speed internet and allow for privacy will help. A direct line to someone who understands the unique pressures of our work would be a good start.

Management's attitude is key. If the supervisors and managers are genuinely supportive and knowledgeable, it makes a huge difference. More leadership engagement and follow-up on initiatives will help

There's some effort, like posters with helpline numbers, but it's not very proactive. A more integrated approach with mental health awareness as part of the overall safety culture would be beneficial and lead to more openness amongst individuals.

"I've been impressed. The supervisors are now trained to look out for signs of stress and the company provided us with access to a therapist offshore. More open discussion around the effects of the work on mental health could further improve this

I think the company's started well, offering a hotline and some online resources. However, awareness campaigns and regular mental health training for supervisors would significantly improve things.

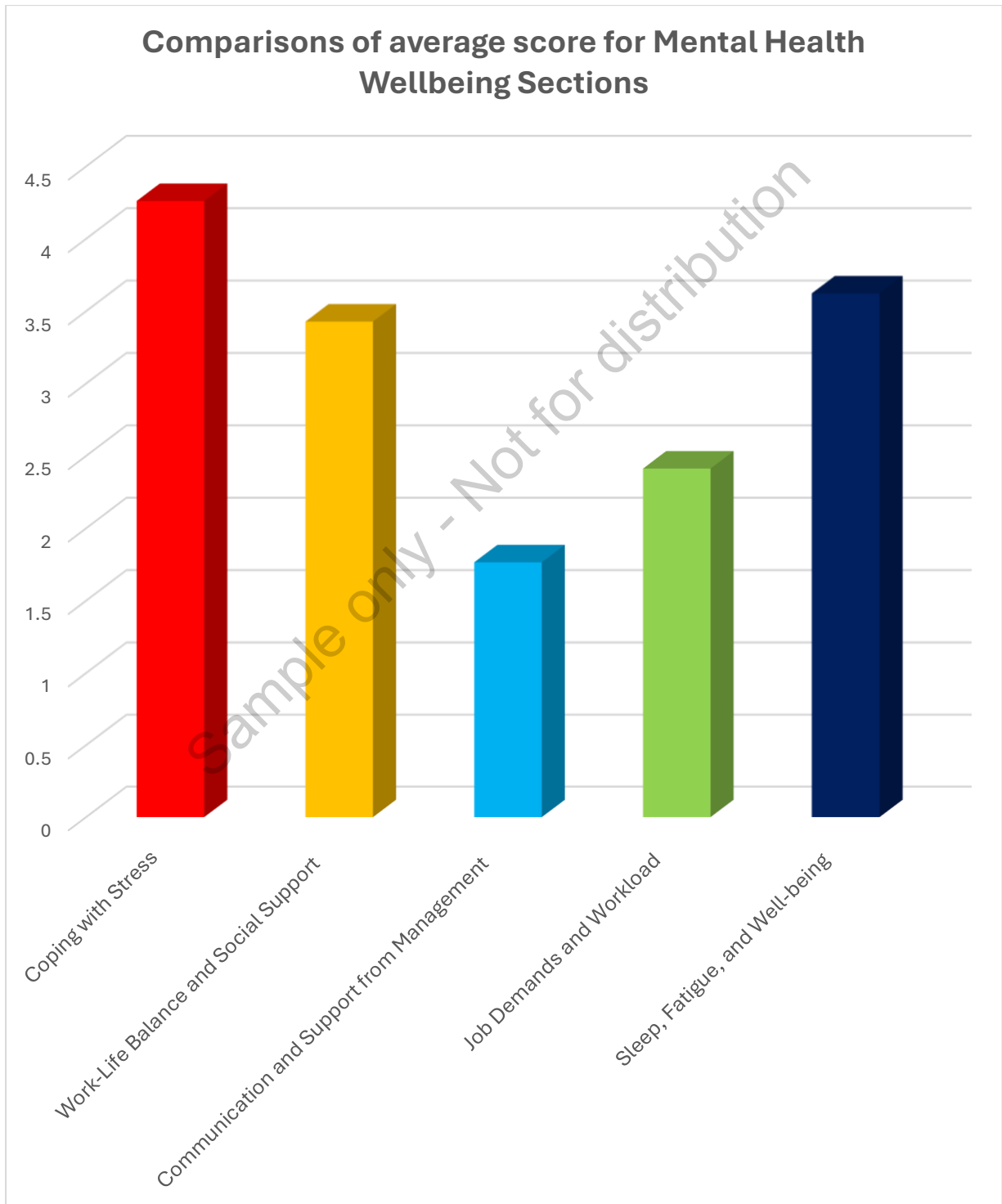
The EAP (Employee Assistance Program) is a good first step, but it's not always easy to access remotely and the confidentiality aspects need clarifying. improvement.

The supervisors are now trained to look out for signs of stress and the company provided us with access to a therapist offshore. More open discussion around the effects of the work on mental health could further improve this

Guidance for Managers Based on Results.

Identifying Areas for Improvement:

- Scores of 1-2: This suggests a significant concern in this area. Immediate action should be taken to implement better resources, training, or policies.
- Scores of 3: Indicates a neutral or mixed response. This suggests that improvements may be needed, but the issue may not be critical. Further investigation is recommended.
- Scores of 4-5: Generally positive responses suggest the workers feel supported, but continuous engagement and evaluation should continue.



Analysis of the survey results reveals areas of strength and significant concern for offshore workers. Section 1, "Coping with Stress," shows a relatively positive average of 4.26, indicating that, on average, workers feel reasonably equipped to handle the stress of their jobs. However, the lower scores of the other sections highlight areas demanding urgent attention from management. "Work-Life Balance and Social Support" (3.43), "Sleep, Fatigue, and Well-being" (3.62) show clear areas for improvement. The most alarming figures are in "Communication and Support from Management" (1.77) and "Job Demands and Workload" (2.41), demonstrating a critical need for management intervention.

To address these findings, management should prioritise several key actions: Immediately enhance communication and support. This includes frequent, open dialogue about mental health and well-being, and by providing specific resources such as access to mental health professionals and awareness and training programs. Addressing "Job Demands and Workload" requires a re-evaluation of work schedules. Implementing realistic schedules and prioritising breaks will ensure that staff can recharge and avoid burnout. Management must demonstrate this in practice, and by providing better accommodations. Finally, these initiatives should be coupled with robust monitoring and regular feedback collection to ensure these changes are impactful and that staff can share any concerns with no reprisal.

Sample only - Not for distribution