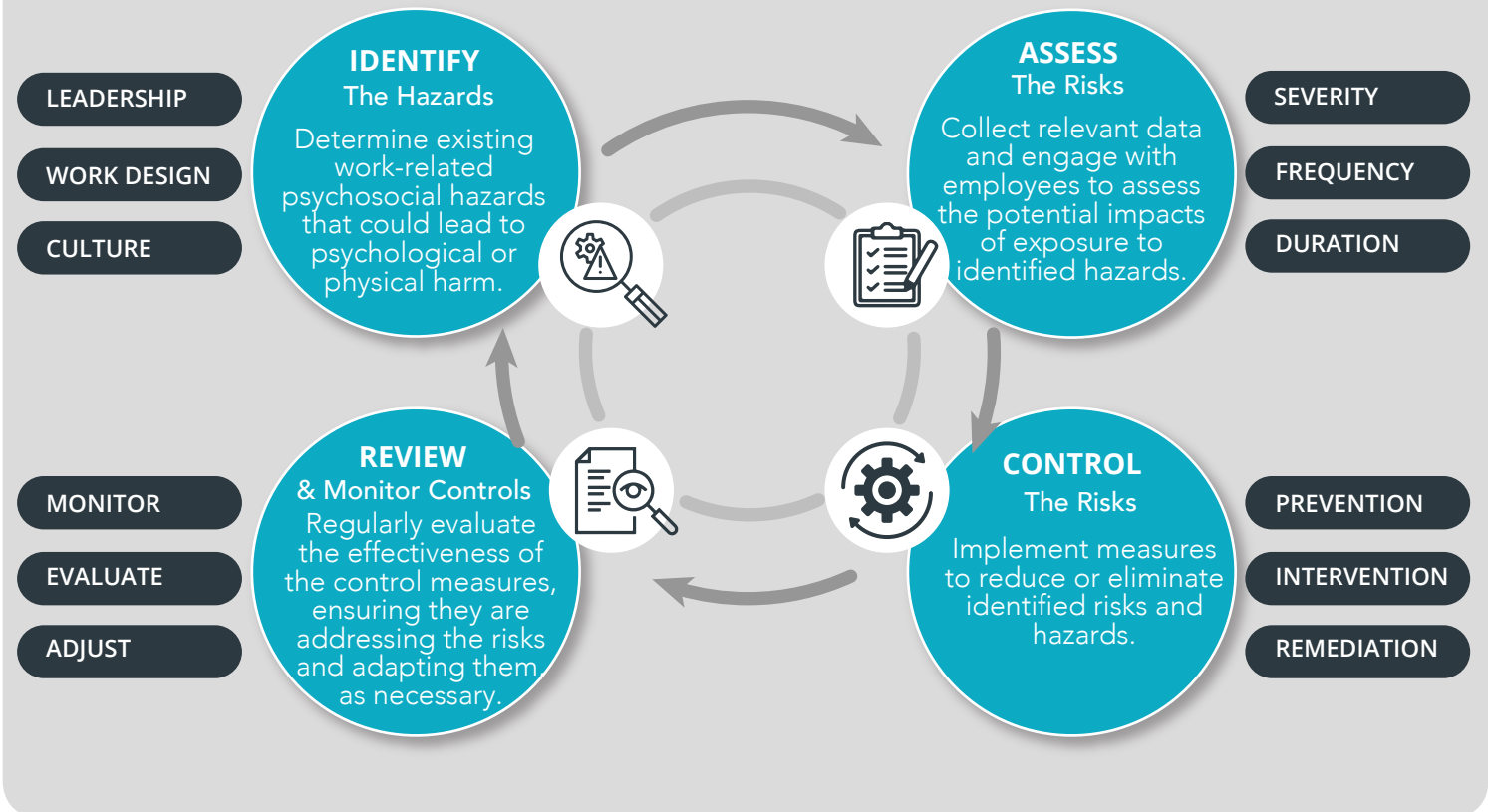


Psychosocial Risk in the Workplace

In this health and wellbeing era, there is an increased focus on ensuring that employee safety not only addresses physical concerns but also extends to health and wellbeing outcomes. The legislative context is rapidly evolving, placing greater expectations on employers and leaders to be proactive in managing the broader psychosocial context in which we work. At Coretex Group, we firmly believe that psychosocial safety in the workplace is just as crucial as physical safety. This guide aims to shed light on psychosocial hazards, their implications, and how we can support you in fostering a psychosocially safe climate in your workplace.

Psychosocial Risk Management Framework



4 Organisational Principles to ensure a proactive and responsive psychosocially safe workplace culture



Management Commitment

Direct and proactive participation by senior managers to prevent hazards



Management Priority

Prioritising employee health and safety as the first organisational objective



Organisational Communication

Establishing safe communication channels to raise and respond to employee concerns



Organisational Participation

Active participation and promotion of employees' mental health and safety by all levels of the organisation

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Psychosocial Risk in the Workplace

15 Common Types of Psychosocial Hazards ⁽¹⁾

High and/or Low Job Demands

A job might pose high and/or low demands physically, mentally, or emotionally, risking workers' health and safety.

Tip: Balance is key. Employers should ensure jobs are designed to not overburden or underutilise an employee's skills.

Low Job Control

Workers often thrive when they have a sense of autonomy over their tasks. Lack of control can be detrimental to their mental well-being.

Tip: Balance is key. Employers should ensure jobs are designed to not overburden or underutilise an employee's skills.

Poor Support

Everyone needs a robust support system at work. Whether it's help with tasks or emotional support, a lack of it can negatively impact performance and mental health.

Tip: Implement mentorship programs and ensure that supervisors are approachable. Ensure leaders are providing regular check-ins and supporting work with the appropriate tools and resources.

Low Role Clarity

Uncertainty can be a major stressor. When employees are unsure of their responsibilities, it can lead to decreased productivity and job satisfaction.

Tip: Clear job descriptions, regular performance reviews, and open communication channels can ensure that everyone knows their role.

Poor Organisational Change Management

Change is inevitable. But when it's poorly managed, it can lead to anxiety, confusion, and even job insecurity among employees.

Tip: Always communicate changes transparently. Offering training and support during transitions can also alleviate concerns.

Low Reward and Recognition

Being overlooked or underappreciated can be disheartening. A fair reward system is integral for motivation.

Tip: Apart from fair compensation, consider implementing recognition programs, both formal and informal, to show appreciation.

Poor Organisational Justice

Fairness is fundamental. When employees feel they are treated unjustly, it can lead to dissatisfaction, disengagement, and even disputes.

Tip: Have clear policies and ensure that they are consistently applied. Open dialogue and grievance mechanisms can also promote fairness.

Poor Workplace Relationships and Interpersonal Conflict

A toxic work environment can be harmful to both mental well-being and overall productivity.

Tip: Foster a culture of respect. Team-building exercises, workshops on conflict resolution, and open communication can mitigate interpersonal issues.

Remote or Isolated Work

While remote work offers flexibility, it can sometimes lead to feelings of isolation and disconnect.

Tip: Regular check-ins, virtual team activities, and ensuring access to collaboration tools can help remote workers feel more connected.

Poor Environmental Conditions

A hostile or uncomfortable environment can be a significant stressor, impacting both physical and mental well-being.

Tip: Regular audits to identify and address environmental issues are crucial. Ensure adequate monitoring of hazardous environmental conditions.

Traumatic Events

Being exposed to trauma, directly or indirectly, can have long-term psychological effects.

Tip: Offer counselling services or support groups. Encourage employees to take breaks if they're dealing with traumatic content.

Violence and Aggression

A safe workplace is a basic right. Any form of aggression can have severe consequences.

Tip: Security measures, clear policies against violence, and training on how to handle aggressive situations are essential.

Bullying

Workplace bullying is detrimental to the workers and the overall work environment.

Tip: Zero-tolerance policies and awareness training can help avoid bullying. A confidential reporting mechanism can also encourage early intervention.

Harassment (including Sexual Harassment)

Every individual deserves respect and dignity.

Tip: Ensure your workforce understands what constitutes harassment. Provide channels for people to proactively report harassment in the workplace.

Fatigue

Consistent fatigue can lead to decreased productivity, errors, and even accidents.

Tip: Encourage breaks, ensure reasonable working hours, and promote a culture where employees feel comfortable communicating if they are too tired to work effectively.

[1] Safe Work Australia's (2022) Model Code of Practice: Managing Psychosocial Hazards at Work

Psychosocial Risk in the Workplace

How Coretex Group Can Help

Survey Analysis



Coretex Group can conduct comprehensive surveys across your organisation to identify your current psychosocial and safety hazards and climate.

Insights and Interpretations



Through interviews and surveys, Coretex Group can collect data to identify prevalent hazards within your organisation.

Communication Strategy



Coretex Group can co-design your strategy to increase organisational awareness of psychosocial hazards and their prevention.

Risk Assessment



Coretex Group can facilitate risk assessments to identify the severity, duration, and frequency of identified hazards.

Controlled Measures



Coretex Group can recommend effective strategies to address and mitigate hazards based on evidence.

Actionable Roadmaps



Coretex Group can co-design action plans to prevent, intervene, and remediate the impact of hazards.

Reviewing and Monitoring



Coretex Group can tailor a process to regularly review the effectiveness of control measures, ensuring their efficacy.

Leadership Training



Coretex Group can equip your leaders to identify, understand, and manage psychosocial safety hazards.

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