



Psychosocial Hazards

The Work Health and Safety Act 2011, advises that health refers to both physical and psychological health. Therefore, a Mentally Healthy Workplace is important and according to Workplace Health and Safety Queensland, a mentally healthy workplace:

- Promotes workplace practices that support positive mental health
- Eliminates and minimises psychological health and safety risks through the identification and assessment of psychosocial hazards
- Builds the knowledge, skills and capability of workers to be resilient and thrive at work
- Is free of stigma and discrimination
- Supports the recovery of workers returning after a physical or psychological injury

Psychosocial Hazard

We know that safety is everyone's responsibility. Psychosocial hazards are one way of identifying hazards or factors in the design or management of work that increases the risk of work-related stress. Remember though, stress itself does not constitute a physical or psychological injury and a psychosocial hazard should be reported as you would for a physical hazard.





| Hazard | Brief Description |
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| High Job Demand | High job demand refers to the physical, mental, emotional, social or organisational aspects of the job that requires sustained physical and or psychological effort or skills. Low job demand refers to sustained low levels of physical, mental or emotional effort required to do the job. |
| Low Job Control | Low job control refers to having little control over aspects of the work including how or when a job is done. |
| Poor Support | Poor support refers to tasks or jobs where workers have inadequate emotional and practical support from supervisors and co-workers. |
| Low Role Clarity | Low role clarity refers to jobs where there is uncertainty about or frequent changes to tasks and work standards. |
| Poor Organisational Change Management | Poor organisational change management refers to workplaces where there is insufficient consideration of the potential work health and safety and or performance impacts during downsizing or relocations. |
| Poor Workplace Relationships | Poor workplace relationships refer to jobs where there is work-related bullying, aggression, harassment, discrimination or other unreasonable behaviours. |
| Poor Organisational Justice | Poor organisational justice refers to processes or decisions that are perceived as unfair. |
| Reward and Recognition | Low reward and recognition refer to jobs where there is a lack of positive feedback. |
| Violent or Traumatic Incidents | Violent or traumatic incidents refer to a workplace incident involving exposure to abuse, threat of or actual harm that causes fear and distress. |
| Remote Work or Isolated Work | Remote work refers to work at locations where access to resources and communications is difficult and travel times may be lengthy. Isolated work refers to work where there are no or few people around. |
| Poor Environmental Conditions | Poor environment conditions refer to exposure to poor quality or hazardous work environments. |

N.B. This information is for guidance only. The psychosocial hazards descriptions are brief descriptions only. Always refer to your Manager, WHS Manager, HSE Manager or HR Manager.

Reference: Safe Work Australia 92019) Work-related psychological health and safety.
A Systematic Approach to Meeting Your Duties. National Guidance Material.