

Psychosocial Hazards in the Workplace Template

In our industry there is a strong focus on compliance and risk management. Hazards are identified and controls put in place to mitigate these risks.

Psychosocial risk factors exist just the same as physical and mechanical risks. While a hazard may be an event or a situation that has the potential to cause harm – a psychosocial hazard is any workplace condition or factor that could harm an employee's psychological health and safety (mental health or wellbeing).

Psychosocial hazards may be anything (someone or something) within the workplace. Below is a list of common psychosocial hazards and some suggested controls.

[Psychosocial Hazards Table next page.](#)

Psychosocial Hazards Table

Psychosocial hazards	Control	Smarter Work Design	Build Leadership Capability	Build Better Workplace Culture	Early intervention	Build Resilience and Coping Skills	Increase Awareness	Support Recovery
Lack of role clarity	<ul style="list-style-type: none"> Clearly outline the role and requirements Review roles regularly and modify as needed Provide job descriptions 							
Unreasonable work demands	<ul style="list-style-type: none"> Have regular conversations about expectations, workloads and deadlines Implement individual action plans Rotate workers through different tasks and roster fairly 							
Low levels of job control	<ul style="list-style-type: none"> Consult with staff regularly about the design and scope of their work Match level of autonomy required to individual skills and experience Plan deadlines, performance targets and work allocations in consultation with staff 							
Low levels of recognition and reward	<ul style="list-style-type: none"> Celebrate and communicate team and individual achievements Introduce a transparent and fair rewards and recognition program Develop leaders' ability to provide feedback and recognise good performance 							
Poorly managed change	<ul style="list-style-type: none"> Ensure staff involvement in the change process (before, during and ongoing monitoring/evaluation) Recognise when staff are struggling to adapt to workplace changes and provide support Provide transparent information to staff including reasons for change 							
Poor organisational justice	<ul style="list-style-type: none"> Provide ways for staff to report issues, raise concerns or appeal decisions Ensure staff understand expectations and performance targets Design and implement unbiased and transparent workplace policies and procedures which staff have access to 							
Poor support from supervisors or managers	<ul style="list-style-type: none"> Hold regular meetings and provide available time and space for meaningful conversations to happen Give fair feedback (avoid surprises in performance appraisals) Look out for changes in behaviour which may indicate someone is struggling and offer support where needed 							
Poorly managed relationships	<ul style="list-style-type: none"> Set model and enforceable, acceptable behaviour standards for all staff in the workplace Provide training on managing workplace conflict Provide regular, respectful performance feedback 							
Bullying and harassment	<ul style="list-style-type: none"> Ensure staff are aware they can speak up about behaviours without fear or judgement Support staff who have been exposed to bullying and harassment Implement workplace policies and systems to identify workplace values and behaviours and hold people to account for acting outside those values and behaviours 							
Discrimination	<ul style="list-style-type: none"> Ensure staff are aware they can speak up about discriminatory behaviours without fear or judgement Support staff who have been exposed to discrimination Implement workplace policies and systems to identify workplace values and behaviours and hold people to account for acting outside those values and behaviours 							
Exposure to traumatic events	<ul style="list-style-type: none"> Provide guidelines and procedures for dealing with incidents Create a safe space for staff to report traumatic or distressing events Support staff who have been exposed to traumatic events or materials 							
Violence and aggression	<ul style="list-style-type: none"> Ensure the physical environment has appropriate security Communicate to staff and customers that violence and aggression is not tolerated (e.g. through policies and role modelling) Support staff who have been exposed to violence and aggression through early intervention 							
Remote or isolated work	<ul style="list-style-type: none"> Have regular communication with staff Provide easy access for staff to support Create and implement a buddy system 							
Poor physical environment	<ul style="list-style-type: none"> Minimise or eliminate physical hazards in line with WHS laws 							