

PSYCHOSOCIAL HAZARDS: A SNAPSHOT GUIDE

Even the greatest jobs involve factors that can affect one's emotions, productivity, and overall well-being.

In today's dynamic work environment, psychosocial hazards are gaining attention. With the release of international standards like ISO's guidelines for managing psychosocial risks and legislation changes across the ditch mandating psychosocial risk reporting, it appears the landscape is changing for business owners.



Psychosocial hazards are defined as aspects of work design and management that can cause psychological or physical harm.

COMMON PSYCHOSOCIAL HAZARDS

!

Excessive demands
Hefty workloads
High levels of responsibility

!

Lack of job clarity
Vague work/personal life boundaries
Lack of control

!

Bullying and harassment
Unfair treatment
Insufficient support

WHY DO EMPLOYERS NEED TO CARE?

- ✓ **New Laws and Guidelines:** With evolving regulations, it's crucial for employers to manage psychosocial risks actively.
- ✓ **Mental Health and Productivity:** Addressing psychosocial hazards can help mitigate rising mental health concerns, reduce absenteeism, and improve productivity and engagement.
- ✓ **Staff Turnover:** It's easy to think it's a bad apple rather than a bad barrel problem, but changing a harmful work environment helps retain kaimahi (staff), boost morale and productivity, and avoid costly grievances or legal difficulties.



WHAT SHOULD AN EMPLOYER DO?

✓ Empathic leadership and inclusive policies set a good foundation

This includes knowing how to communicate well with kaimahi (staff), spot signs of concern, and signpost to the right supports when needed. You could consider MindMatters Clinic training for those in a leadership or management position.

✓ Incorporate psychosocial risk into your routine health and safety checks

For example, ask kaimahi (staff) whether they have any concerns about job clarity, lack of autonomy, bullying or harassment, workloads, or if there are other key factors at work impacting their wellbeing that you should be aware of.

✓ Update your Health and Safety policies and procedures to include identified psychological hazards and what you are doing about them.

If you can't remove the risk, consider how you can help to mitigate the impact. WorkSafe's website offers several helpful guidelines. MindMatters Clinic can assist businesses to run a pragmatic psychosocial risk assessment and plan targeted, cost-effective interventions that make sense for business.

By addressing psychosocial hazards, you not only comply with legal standards and guidelines but also encourage a healthier, more engaging and productive workplace. Recognising and mitigating psychosocial risks in your organization ensures a supportive and thriving environment for your team and the business.