

Psychosocial risk refers to the potential for adverse psychological and social outcomes that can arise in the workplace due to various factors. These risks are associated with the interaction between the work environment and individual psychological and social factors, impacting employees' mental and emotional well-being.

What can Psychosocial Hazards look like?

1



Work-related stress:

Excessive workloads, tight deadlines, high-pressure environments, and job insecurity can contribute to chronic stress, leading to adverse health effects and decreased job satisfaction.

2



Lack of support:

Insufficient support from colleagues, supervisors, or the organisation itself can contribute to feelings of isolation, low morale, and decreased motivation.

3



Poor work-life balance:

When there is an imbalance between work-related responsibilities and personal life, individuals may experience difficulties in managing their time, resulting in stress, fatigue, and strained personal relationships.

4



Bullying and harassment:

Workplace bullying, discrimination, and harassment create a hostile environment, leading to emotional distress, decreased job satisfaction, and adverse psychological outcomes.

5



Lack of control and participation:

When employees have limited control over their work processes, decision-making, and lack opportunities for meaningful participation, it can lead to a sense of disempowerment and reduced motivation.

6



Organisational change:

Poorly managed organisational changes such as restructuring, downsizing, or mergers can cause uncertainty, job insecurity, and increased stress among employees.

7



Role ambiguity and conflict:

Unclear job expectations, conflicting roles, and lack of role clarity can lead to confusion, frustration, and stress.

8



Violence and traumatic events:

Exposure to violence, traumatic incidents, or critical incidents in the workplace can have a significant impact on employees' psychological well-being and may result in conditions such as post-traumatic stress disorder (PTSD).

It's important for organisations to recognise and address psychosocial risks to create a supportive work environment and meet their legal obligations. This involves implementing strategies like developing policies and processes for psychosocial hazard management, training managers on psychological health, having good job design, setting clear expectations, providing adequate resources, fostering open communication, promoting work-life balance, providing adequate support systems, and developing policies that protect employees from bullying, harassment, and other harmful behaviours.

By proactively addressing psychosocial hazards, organisations can enhance employee wellbeing, job satisfaction, productivity, and overall organisational performance.