



Step 1: Understand

Psychosocial Hazards Survey

About this survey

This survey helps highlight areas of work that may be creating stress or increasing the risk of mental health harm. It is not a comprehensive assessment. Rather, it is a starting point to identify where your workplace may need to improve to meet legal requirements and protect workers.

You can use this survey by itself, but it is recommended that you use it with the WorkSafe Tasmania Psychosocial Hazards Survey – Worker Version. That way you can compare your responses with workers' responses, see where you agree, and spot any issues that may need attention.



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An initiative of the WorkCover Board Tasmania, delivered by WorkSafe Tasmania



If using the Worker Version, collect responses anonymously and keep them confidential so workers feel comfortable answering honestly.

How to complete the survey

For each statement, tick the option that best reflects your workplace most of the time. The response scale is the same for all statements:

- Never
- Occasionally
- Sometimes
- Often



Scoring guide

Step 1. Review your responses and identify any items rated Sometimes or Often

If an item is rated Sometimes, this indicates a possible concern.

If an item is rated Often, this indicates a likely concern.

Step 2. Identify your priority areas

You can't work on all areas at once, so use the responses to decide which areas you want to focus on first.

Step 3. Compare your responses with your workers

If you are using both the Employer Version and Worker Version of the survey, compare responses for each hazard.

- If both you and your workers rate a hazard as Often, this is a clear priority for action.
- If there are differences between your rating and your workers' ratings, this may indicate a gap in awareness that you might like to discuss with your workers.

Step 4. Use your results

This survey is only a starting point. Use it to help identify possible psychosocial hazards that you can discuss with your workers and **create an action plan**.

Refer to our *Psychosocial Hazard Actions* for a list of ideas you can use to minimise the risk of harm posed by each of the identified hazards.

Psychosocial Hazards Survey – Employer Version

Consider how often each of these situations occurs in your workplace and tick the most appropriate box

Hazard		Never	Occasionally	Sometimes	Often
Job demands	Workers have more work than can be completed in their normal hours	☐	☐	☐	☐
	Workers are required to work at a fast pace or take minimal breaks to get work done	☐	☐	☐	☐
	Workers are required to meet tight and challenging deadlines	☐	☐	☐	☐
	Tasks and responsibilities can interfere with workers' lives outside of work	☐	☐	☐	☐
Low job control	Workers must follow strict procedures or schedules, and they have little flexibility in how they carry out their tasks	☐	☐	☐	☐
	Workers have little opportunity to influence decisions about how work is performed	☐	☐	☐	☐
Poor support	Workers do not receive supervisor support when they need it	☐	☐	☐	☐
	New or challenging tasks are completed by workers without supervision or extra support	☐	☐	☐	☐
Lack of role clarity	Roles and responsibilities are not clearly defined	☐	☐	☐	☐

Hazard		Never	Occasionally	Sometimes	Often
Poor change management	Workers experience changes at work that are unclear, not planned carefully, unexpected, or not communicated clearly beforehand	☐	☐	☐	☐
	Workers are exposed to changes in job roles or work hours as part of their work	☐	☐	☐	☐
Inadequate recognition and reward	Workers are not consistently recognised or rewarded for their efforts and good work	☐	☐	☐	☐
Poor organisational justice	Workplace decisions are not applied consistently across people or situations	☐	☐	☐	☐
Traumatic events or material	Workers are exposed to distressing, confronting or emotional situations at work	☐	☐	☐	☐
Remote/isolated work	Some workers are alone or work remotely for extended periods of time	☐	☐	☐	☐
Poor physical work environment	Workers are exposed to physical working conditions such as noise, lighting, temperature, or workspace layout that are difficult to control or avoid	☐	☐	☐	☐
Violence/aggression	Workers can encounter aggressive or threatening clients, customers, or members of the public while working	☐	☐	☐	☐
Bullying/harassment	There are instances of bullying, harassment, or unreasonable behaviour in the workplace	☐	☐	☐	☐
Workplace conflict	There are regular or ongoing instances of tension or conflict between workers	☐	☐	☐	☐

Use this section to summarise your results. Tick the hazards that were rated as Often or Sometimes. This will help you quickly identify areas that may need attention.

- ☐ Job demands
- ☐ Low job control
- ☐ Poor support
- ☐ Lack of role clarity
- ☐ Poor change management
- ☐ Inadequate recognition and reward
- ☐ Poor organisational justice
- ☐ Traumatic events or material
- ☐ Remote/isolated work
- ☐ Poor physical work environment
- ☐ Violence/aggression
- ☐ Bullying/harassment
- ☐ Workplace conflict





Step 1: Understand

Psychosocial Hazards Survey – Worker Version

About this survey

This survey helps identify psychosocial hazards – things about work design and the work environment that can impact mental health. It is not a comprehensive assessment. Rather, it is a starting point to identify where your workplace may need to improve to meet legal requirements and protect workers.

How to complete the survey

Please tick the option that best describes your experience at work over the past 3 months. The response scale is the same for all statements:

- Never
- Occasionally
- Sometimes
- Often



Psychosocial Hazards Survey – Worker Version

Think about your work over the past 3 months and tick the option that best fits your agreement with each statement

Hazard		Never	Occasionally	Sometimes	Often
Job demands	I have more work than I can complete in the time I have	☐	☐	☐	☐
	I need to work at a fast pace or skip breaks to get my work done	☐	☐	☐	☐
	I have to meet tight and difficult deadlines	☐	☐	☐	☐
	My work interferes with my life outside of work	☐	☐	☐	☐
Low job control	My work involves following set steps, schedules or methods that mean I have little flexibility in how I complete tasks	☐	☐	☐	☐
	Decisions about my work are made without much input from me	☐	☐	☐	☐
Poor support	I do not receive support from my supervisor when I need it	☐	☐	☐	☐
	I am expected to take on new or challenging tasks without enough guidance, or support	☐	☐	☐	☐
Lack of role clarity	I am unclear about what is expected of me at work	☐	☐	☐	☐
Poor change management	Changes happen at work that are unclear, poorly communicated, or unexpected	☐	☐	☐	☐
	I feel uncertain about my job security or future work hours	☐	☐	☐	☐

Hazard		Never	Occasionally	Sometimes	Often
Inadequate recognition and reward	My efforts and good work go unrecognised	☐	☐	☐	☐
Poor organisational justice	Rules, or decisions at work are not applied consistently to everyone	☐	☐	☐	☐
Traumatic events or material	My work involves distressing, or confronting materials or situations	☐	☐	☐	☐
Remote/isolated work	I work alone, or remotely for extended periods of time	☐	☐	☐	☐
Poor physical work environment	The physical work environment (e.g. noise, lighting, temperature, workspace) causes me stress or discomfort	☐	☐	☐	☐
Violence/aggression	I come into contact with aggressive, or threatening clients, customers, or members of the public	☐	☐	☐	☐
Bullying/harassment	Bullying, harassment, or unreasonable behaviour occur in my workplace	☐	☐	☐	☐
Workplace conflict	There is conflict, or tension between people at work	☐	☐	☐	☐



For more information and guidance, please see www.worksafe.tas.gov.au/mindsmatter