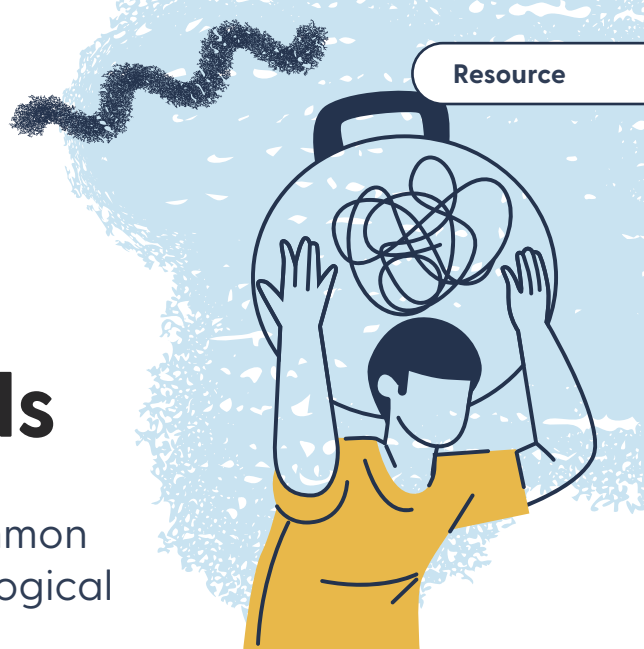




Step 1: Understand

Psychosocial Hazards

See the table below for an overview of common workplace factors that can impact psychological health and wellbeing.



Hazard	Description	Example
Job demands	When workers are given jobs that involve too much, too little, or the wrong type of work. This includes high physical, mental or emotional effort, not enough recovery time, short deadlines, or not enough meaningful work or activity to stay engaged	Sarah works part-time but is regularly given a full-time workload with tight deadlines and no time to take breaks
Low job control	When workers have limited control over what they do, how they do it, or when they do it	Tom must follow strict scripts and timing set by his workplace, even when a situation clearly needs a different approach
Poor support	When workers don't get the help, training or resources they need to do their job properly	Tess has just started a new job and is expected to handle complex tasks without training or someone to ask for help
Lack of role clarity	When it's not clear what a worker is supposed to do, or they get mixed messages about priorities or expectations	Priya gets different instructions from 2 managers and doesn't know which ones to follow



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Hazard	Description	Example
Poor organisational change management	When changes in the workplace are not well planned, explained, or supported. This leaves workers confused and uncertain	Staff are told about a restructure but aren't given clear information about how their roles will change
Inadequate recognition and reward	When workers' efforts are not acknowledged or valued, or when there is an imbalance between how much effort they put in and the appreciation or reward they receive	Jake consistently does extra work and meets targets but receives no feedback or recognition
Poor organisational justice	When decisions at work are seen as unfair or inconsistent	Promotions are given without a clear process, making staff feel decisions are unfair and not based on their skills and effort
Traumatic events or material	When workers are exposed to distressing events or content, either directly or through their work	A social worker regularly reads or hears about serious injuries or traumatic incidents as part of their job
Remote or isolated work	Working in places where it's hard to get help or support, or stay connected with others	Cam travels alone to remote locations with limited phone reception for work
Poor physical environment	When a workplace is uncomfortable, unsafe, or poorly set up	Marissa works in a noisy, overcrowded office with poor lighting and no quiet space
Violence and aggression	When workers receive threats, abuse or physical harm from colleagues or other people they interact with at work	At Kai's workplace, patients regularly yell at him and threaten him with violence
Bullying	Repeated unreasonable behaviour that creates a risk to health and safety, such as putting someone down, deliberately excluding someone, or spreading rumours	A manager repeatedly criticises and humiliates a worker in front of others

Hazard	Description	Example
Harassment	Unwanted behaviour that makes a worker feel uncomfortable, offended, or unsafe, including sexual or discriminatory behaviour	Chris receives ongoing inappropriate comments about their appearance from a colleague
Workplace conflict	When there is ongoing tension, poor communication, or exclusion between workers	Two team members are in constant conflict, affecting the whole team's ability to work together

The **Minds Matter Toolkit** has information and resources on how to support your workers if they are exposed to any of these hazards at work.



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