NOWACTUALLY
HUMAN RESOURCES

Fact Sheet: Identifying and Managing Psychosocial Risks in the Workplace

Psychosocial hazards can significantly impact employee well-being and business performance. Understanding and managing these risks is essential for fostering a positive workplace culture and ensuring compliance with Work Health and Safety (WHS) laws.

What are psychosocial hazards?

Psychosocial hazards arise from how work is organised, managed, and experienced. These include:

- **High Job Demands:** Excessive workload, unrealistic deadlines.
- **Low Job Control:** – Lack of autonomy, limited decision-making authority.
- **Poor Support:** Insufficient guidance from managers or colleagues.
- **Bullying & Harassment:** Verbal abuse, intimidation, exclusion.
- **Unclear Role Expectations:** Confusion about responsibilities.
- **Workplace Conflict:** Lack of teamwork, unresolved disputes.

The Impact of psychosocial risks

Ignoring these risks can lead to serious consequences, such as:

- Mental health issues: anxiety, burnout, stress-related disorders
- Physical health problems: fatigue, musculoskeletal disorders
- Reduced productivity: absenteeism, high turnover rates
- Legal & financial consequences

Your responsibilities as an employer

Under Australian WHS legislation and best practice, employers must proactively manage psychosocial risks by:

- Identifying and assessing risks in the workplace.
- Implementing strategies to reduce hazards.
- Providing training and mental health support.
- Encouraging open communication and consultation with employees.
- Establishing a Psychosocial Framework

Practical strategies for managing psychosocial risks

- **Promote a Positive Workplace Culture** – Encourage inclusivity and respect.
- **Set Clear Role Expectations** – Define tasks and responsibilities.
- **Ensure Reasonable Workloads** – Avoid excessive job demands.
- **Provide Support Systems** – Offer training, mentoring, and feedback.
- **Address Issues Early** – Regularly monitor and review workplace conditions.

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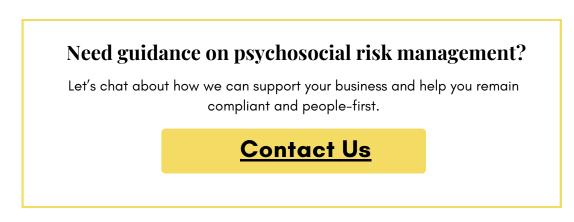# Fact Sheet: Identifying and Managing Psychosocial Risks in the Workplace

Now Actually can help

Developing a tailored Psychosocial Framework ensures that your business has a clear and structured plan to manage workplace risks effectively.

Now Actually specialises in creating frameworks that align with your specific business needs, helping you stay compliant while fostering a safe and supportive environment for your employees.

Take action today

Don't wait until workplace stress and conflict impact your business. At Now Actually, we specialise in helping businesses identify and mitigate psychosocial risks to create a healthier, more productive workforce.

Need guidance on psychosocial risk management?

Let's chat about how we can support your business and help you remain compliant and people-first.

Contact Us

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