

WORKPLACE HAZARDS THAT AFFECT MENTAL HEALTH



Workplace hazards that affect mental health are anything in the design or management of work that increases the risk of work-related stress. Work-related stress, if prolonged and/or severe, can cause both psychological and physical harm. Common psychosocial hazards are included in this resource.

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HIGH AND LOW JOB DEMANDS



High and low job demands refers to the physical, mental, emotional, social or organisational aspects of the job that require sustained physical and/or psychological effort or skills. Examples include jobs with high and demanding workloads or highly repetitive or monotonous tasks with little variety.

JOB CONTROL



Low job control refers to having little control over aspects of work, including how or when a job is done. Examples include jobs where work is machine paced, work is tightly managed, and workers have little say in the way they do their work and when they can take breaks.

POOR SUPPORT



Poor support refers to tasks or jobs where workers have inadequate emotional and practical support from supervisors and co-workers; including inadequate training, tools, equipment or resources to do the job and support work performance.

POOR ORGANISATIONAL CHANGE MANAGEMENT



Poor organisational change management refers to workplaces with insufficient consideration of the potential WHS and/or performance impacts or inadequate consultation and communication with workers about major changes.

POOR ORGANISATIONAL JUSTICE



Poor organisational justice refers to processes or decisions that are perceived as unfair. Examples include inconsistent application of policies and procedures; unfairness or bias in decision making, or in the recruitment and selection or promotion of workers.

LOW RECOGNITION AND REWARD



Low recognition and reward refers to jobs where there is a lack of positive feedback; where there is an imbalance between workers' efforts and formal and informal recognition and rewards; or where workers' skills and experience are disregarded or underappreciated.

LOW ROLE CLARITY



Low role clarity refers to jobs where there is uncertainty about or frequent changes to tasks and work standards; where important task information is not available to workers; or where there are conflicting job roles, responsibilities or expectations in the workplace.

POOR WORKPLACE RELATIONSHIPS



Poor workplace relationships refers to jobs where there is work-related bullying, aggression, harassment, discrimination, conflict or other unreasonable behaviours by co-workers, supervisors, clients or others that workers are required to interact with.

POOR ENVIRONMENTAL CONDITIONS



Poor environmental conditions refers to exposure to poor quality or hazardous work environments. Examples include hazardous manual tasks, poor air quality, high noise levels, extreme temperatures or working near unsafe machinery.

REMOTE OR ISOLATED WORK



Remote or isolated work refers to work at locations where access to resources and communications is difficult and travel times may be lengthy. Examples include night shift operators or fly-in, fly-out (FIFO) workers.

VIOLENT OR TRAUMATIC EVENTS



A workplace incident involving exposure to abuse, the threat of, or actual harm that causes fear and distress. Examples include assault, being bitten, spat at, kicked, witnessing a fatality or investigating a serious injury in the workplace.