Risk factors to include in a psychosocial risk assessment

A practical step that business owners can take to minimise the harm of psychosocial risks is to complete a risk assessment.

The first step involved in a risk assessment is to identify and assess the risks. This involves an evaluation of the likelihood and consequence of the risks occurring in your workplace. Once risks have been identified steps should be taken to eliminate these where possible. If this is not possible, it is important to implement control strategies to minimise the risk and then monitor and review these controls over time to ensure the risk strategy is appropriate. Below are some of the common risks you may find on a psychosocial risk assessment, but each work environment is different, so it is important to identify and assess the risks that are relevant to your business and to your employees.

1. **Job Demands**: are your employees' workloads reasonable, or are they expected to complete an excessive amount of work in a short amount of time? Do they have the necessary resources to complete their tasks? Are there conflicting demands placed on them, or are they expected to multitask?

2. **Job Control**: do your employees have control over their work and how they perform it? Do they have autonomy in decision-making? Are they given clear instructions and feedback on their performance?

3. **Social Support**: are your employees given adequate support from their colleagues and supervisors? Is there a culture of support and collaboration in the workplace? Do employees feel isolated or unsupported in their work?

4. **Organisational Change**: have there been recent changes in the workplace, such as restructuring or downsizing? Have these changes affected employees' job security, workload, or job satisfaction?

5. **Bullying and Harassment**: are there policies and procedures in place to prevent bullying and harassment in the workplace? Are employees educated on these policies and procedures? Have any incidents of bullying and harassment been reported in the workplace?
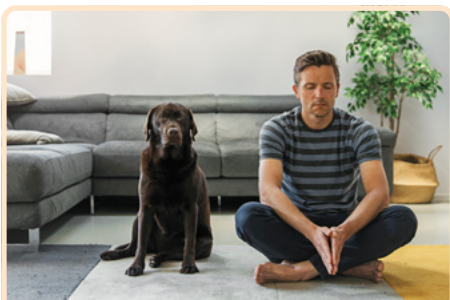
6. **Work-Life Balance**: are employees expected to work long hours or weekends regularly? Are they given adequate time off and opportunities to recharge? Do they have flexibility in their schedules to accommodate personal or family obligations?

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