Exposure to common psychosocial hazards impacting workplaces and their workers

Common controllable hazards → **Increased occurrences of** → **Leading to** → **Resulting in**

Low job control
little say on: what, how, when and where work is done

Role overload
excessive workloads, deadlines and complexity

Role conflict
competing instructions and requests

Poor organisation justice
Decision bias, inconsistent application of practices

Low recognition/reward
effort/reward imbalance, poor career advancement

Low role clarity
Uncertainty of work activity and responsibilities

Poor practical and emotional support (From supervisors/managers)

High or low emotional and cognitive demands

Isolated and remote work

Poor workplace relationships and conflicts

Poor organisational change management (including consultation)

Physically hazardous working environment, layout, equipment, noise

Workplace Bullying

Workplace harassment and sexual harassment

Work-related violence and aggression

Exposure to threatening, distressing and traumatic events

Increased
Stress
Fatigue
Burnout

Reduced
Engagement
Motivation

Psychological injuries and illness

Incidents, errors and business losses

Physical injuries and disorders

For more information visit: **worksafe.act.gov.au**

WORKSAFE ACT SAFE + HEALTHY WORKPLACES