Psychosocial Hazards at work:

Everyone at work has legal duties in preventing mental health conditions developing due to workplace factors. These workplace factors come under WHS regulations in Tasmania under the term "psychosocial hazards" and have been in place since December,2022. Psychosocial hazards at work are linked with psychological claims and also the risk of physical injuries.
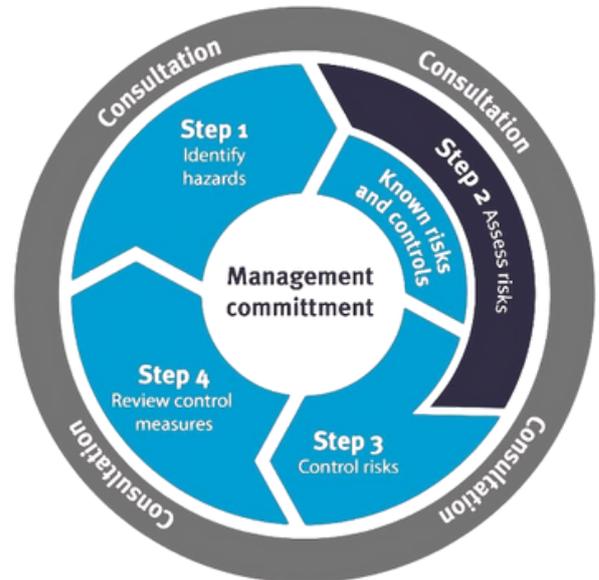
1.Identify: talk and listen to workers

Take note of how people interact

Use a survey tool to gather information from staff.

2.Assess: Does exposure to hazard cause injury or harm?

3.Control: Eliminate or mitigate the risk. Plan to prevent harm

4.Review: are the control measures working?

Employers need to check for any Psychosocial Hazards at Work. These Hazards are mentioned in Tasmania's safety regulations.
Source: WorkSafe Tasmania

- High or low job demands
- Low job control - "no say" or worker input
- Poor support
- Lack of clear role
- Change without preparation

- Low reward/recognition
- Poor justice - unfairness
- Traumatic events or material
- Isolated and remote work
- Poor physical environment

- Harassment, including sexual harassment
- Conflict, relationship tension
- Bullying
- Violence and Aggression

Go to www.worksafe.tas.gov.au for more information

24/7 NEED HELP NOW!

- Emergency Call **000**
- Lifeline Call: **13 11 14**
- Lifeline Text: **0477 131 114**
- Lifeline Chat: **lifeline.org.au**
- Access Mental Health: for anyone experiencing a mental health crisis in Tasmania: **1800 332 388**
- Suicide Call-Back Service **1300 659 467**
- Beyond Blue **1300 224 636**

EASY, FREE MEDICARE SERVICES

- Medicare Mental Health phone service: weekdays **1800 595 212**
- Launceston Mental Health Centre: **1800 595 212**
- Devonport Mental Health Centre: **1800 595 212**

VISIT YOUR FAMILY DOCTOR

Your family doctor or GP is an expert in mental health. Make an appointment with your GP, or find a GP at your local clinic.