

Risk Management in Practice

**Lecture Title:
Psychosocial Risks and Mental Health**

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**Undergraduate Diploma in
Occupational Health and Safety**

Welcome and Objectives

Summary

Explores psychosocial hazards and their impact on worker mental health and well being.

Learning objectives:

1. Define psychosocial risks
2. Assess mental health risks in the workplace
3. Implement supportive interventions and controls



Who Shares Responsibility for Mental Health at Work?

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1. Employers / Organizations

- **Primary duty of care** under health and safety laws.
- Responsible for **designing safe work environments**, managing workloads, and preventing psychosocial risks.

2. Managers & Supervisors

- Direct influence on **work organization, communication, and support**.
- Key role in **early identification of stress and fostering a positive culture**.

3. Employees

- Responsible for self-care and reporting concerns.
- Participate in well-being programs and respectful workplace practices.

4. Health & Safety Professionals

Develop and implement risk assessments and interventions.

Provide training and guidance on psychosocial risk management.

5. External Stakeholders

Regulators: Set standards and enforce compliance. Unions / Worker Representatives Advocate for safe and healthy conditions.



Psychosocial risks = Invisible hazards with real impact

1. Why They're Invisible:

- **No Physical Signs:** Unlike machinery hazards or chemical spills, psychosocial risks (stress, burnout, bullying) cannot be seen or touched.
- **Internal Experience:** They manifest in thoughts, emotions, and behaviors, which are not immediately observable.
- **Delayed Symptoms:** Effects like anxiety, depression, or fatigue often develop gradually, making them harder to detect early.



Psychosocial risks = Invisible hazards with real impact

2. Why They Have Real Impact:

- **Health Consequences:** Chronic stress can lead to cardiovascular disease, sleep disorders, and mental health conditions.
- **Organizational Costs:** Increased absenteeism, presenteeism, turnover, and reduced productivity.
- **Legal & Compliance Risks:** Many jurisdictions now require employers to manage psychosocial hazards under health and safety laws.



Why Mental Health is an Organizational Responsibility?

Why It's an Organizational Responsibility

1. Legal and Regulatory Obligations

- Employers have a duty of care under occupational health and safety laws.
- Many jurisdictions now require organizations to manage psychosocial risks proactively.

2. Workplace Factors Drive Mental Health

- Stress, burnout, and anxiety often stem from work design and culture:
- High workloads, Poor communication & Lack of support

These factors are within the employer's control, making it their responsibility.



Why Mental Health is an Organizational Responsibility?

3. Business Impact

- Poor mental health leads to:
- Absenteeism and presenteeism
- High turnover
- Reduced productivity
- Mental health issues can also increase accident risk.

4. Ethical and Social Responsibility

- Supporting mental health reflects corporate social responsibility (CSR).
- Builds trust, engagement, and a positive workplace culture.



Why Mental Health is an Organizational Responsibility?

5. Sustainability and Reputation

- Ignoring mental health risks can result in:
- Legal consequences, Brand damage & Loss of talent

Proactive management is now seen as a strategic advantage.

Mental health is shaped by the work environment.

Since organizations design and control the respective environment, they share responsibility for preventing harm and promoting well-being



What is meant by Psychosocial hazard?

Psychosocial risks arise from the interaction between

1. job content,
2. work organization, and
3. social context that can negatively affect mental health and well-being.

Key Elements:

1. Workload and job demands
2. Lack of control or autonomy
3. Poor social support
4. Bullying and harassment
5. Job insecurity

Psychosocial risks are rooted in the way **work** is **designed**, and the social environment employees operate in. **When these elements are poorly managed, they can negatively impact mental health and overall well-being.**



Why Risk Management Matters in Psychosocial hazard & mental health?

- 1. Protecting Worker Well-being:**
Psychosocial risks can lead to stress, anxiety, depression, and burnout.
- 2. Legal Compliance:**
Employers are legally obliged to manage psychosocial hazards
(Health and Safety at Work Act (Chapter 646))
- 3. Organizational Performance:**
Poor mental health increases absenteeism, turnover, and reduces productivity.
- 4. Financial Impact:**
EU estimates billions lost annually due to work-related stress.
- 5. Reputation & Culture:**
A proactive approach builds trust and a positive safety culture.



Understanding Psychosocial Risks

1. Definition of Psychosocial Risks

Psychosocial risks arise from job content, organization, and social context affecting mental health and well-being.

2. Examples of Psychosocial Risks

Includes excessive workload, poor communication, lack of support, and organizational injustice causing harm

3. Impact on Individuals and Organizations

Psychosocial risks lead to absenteeism, presenteeism, reduced productivity, and affect overall organizational performance.

4. ISO 45003 Framework

ISO 45003 guides managing psychosocial risks with leadership, worker participation, and continuous improvement.



Categories of Psychosocial Hazards

Category	Description	Examples
Job Demands	Excessive workload and time pressure	Long hours, unrealistic deadlines
Lack of Autonomy	Limited control over tasks	No decision-making authority
Poor Social Support	Inadequate help from colleagues or supervisors	Lack of team collaboration
Role Ambiguity/Conflict	Unclear or conflicting responsibilities	Overlapping job roles
Organizational Injustice	Unfair treatment or lack of transparency	Inequitable promotions, biased policies



Overview of ISO 45003:2021

1. Psychosocial Risk Management

ISO 45003 provides guidelines to identify and manage psychosocial risks in the workplace effectively. Its purpose is to prevent work-related psychological harm, promote well-being, and improve organizational performance

2. Leadership and Participation

Leadership commitment and worker participation are essential for creating a psychologically safe work environment.

3. Continuous Improvement

Organizations must regularly review and improve strategies to address emerging psychosocial risks consistently.

4. Integration with ISO 45001

ISO 45003 integrates psychosocial risk management into the broader occupational health and safety system ISO 45001.



Health and Safety at Work Act (Chapter 646)

1. Legal Duty:

Employers must safeguard both **physical and psychological** well-being of workers, placing mental health on equal footing with physical health under Article 12.

2. Implications for Psychosocial Risk Management

Employers in Malta must include **psychosocial hazards** in risk assessments.

- Mental health policies and supportive interventions are not optional—they are a legal requirement.
- Failure to comply can lead to civil, administrative, and criminal liability.



Impact on Mental Health



Mental Health Outcomes

1. Workplace Stress Causes

Stress arises from excessive job demands, lack of control, and poor organizational support in the workplace.

2. Anxiety Triggers

Anxiety develops due to job insecurity, uncertainty, and hostile work environments.

3. Depression Factors

Depression may result from bullying, lack of recognition, and prolonged negative psychosocial conditions.

4. Burnout Effects

Burnout, caused by chronic stress and insufficient recovery, leads to emotional and physical exhaustion.



Physical Health Consequences

1. Cardiovascular Issues

Chronic stress can cause hypertension and heart disease due to prolonged bodily alertness and strain.

2. Sleep Disorders

Anxiety and burnout often lead to sleep problems, resulting in fatigue and lowered cognitive ability.

3. Weakened Immune System

Prolonged stress weakens immunity, increasing vulnerability to illnesses and infections.

4. Musculoskeletal and Digestive Issues

Stress-induced behaviors cause muscle pain, headaches, and gastrointestinal problems, impacting overall health.



Global EU Statistics

1. Global Mental Health Impact

Depression is the leading cause of disability worldwide, significantly affecting workers and economies globally.

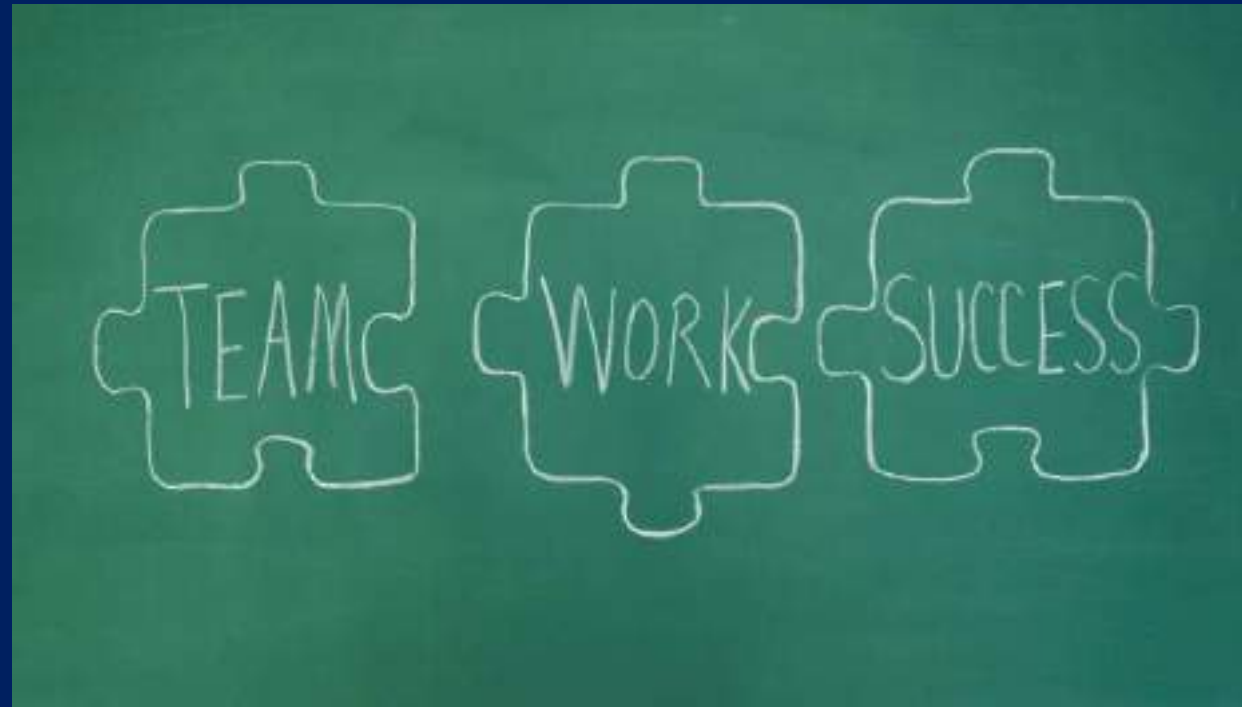
2. EU Workplace Stress Prevalence

Over 25% of European workers suffer from stress-related health issues, highlighting major occupational health challenges.

3. Economic Costs of Work Stress

Work-related stress causes billions in losses for EU businesses due to absenteeism and reduced productivity.





Risk Assessment for Psychosocial Hazards



Tools & Methods for Psychosocial Risk Assessment

1. Quantitative Assessment Tools

COPSOQ and HSE Stress Indicator provide standardized metrics for measuring workplace psychosocial risks.

2. Qualitative Data Collection

Interviews and focus groups capture detailed employee experiences and uncover hidden workplace stressors.

3. Observational and Feedback Methods

Observations and feedback mechanisms provide complementary insights for comprehensive psychosocial risk understanding.

4. Compliance and Prioritization

Combining tools helps organizations prioritize risks and comply with standards like ISO 45003.



What is COPSOQ?

1. COPSOQ stands for **Copenhagen Psychosocial Questionnaire**.

It is a validated tool designed to **measure psychosocial factors at work** that can influence employee health and well-being. *(Measures job demands, control, social support, and stress indicators)*

2. Why is it Used?

- To identify psychosocial risks in the workplace.
- To assess stress-related factors systematically.
- To support risk management and compliance with occupational health standards (e.g., ISO 45003).
- To benchmark organizational performance against psychosocial health indicators.



What is COPSOQ?

3. How is it Used?

○ Method:

Employees complete a structured questionnaire covering areas like:
Job demands, Job Resources, Social support and Role clarity

○ Process:

- ❖ Collect responses anonymously.
- ❖ Analyze results to identify high-risk areas.
- ❖ Integrate findings into risk assessment and action plans.



What is COPSOQ?

4. Benefits

- **Comprehensive:** Covers multiple psychosocial dimensions.
- **Evidence-based:** Validated internationally.
- **Action-oriented:** Results guide interventions.
- **Benchmarking:** Allows comparison across industries or countries.

5. Drawbacks

- **Time-consuming:** Requires planning and analysis.
- **Subjectivity:** Relies on self-reported data.
- **Cultural sensitivity:** Questions may need adaptation for local context.
- **Resource-intensive:** Needs expertise for interpretation.



It covers multiple psychosocial dimensions: it means that COPSOQ doesn't just look at ONE factor like stress or workload—it evaluates a wide range of aspects that influence mental health at work.

Psychosocial Dimensions in COPSOQ

1. Job Demands

Workload, time pressure, emotional demands.

2. Job Control / Autonomy

Ability to make decisions, influence work pace.

3. Social Support

Support from colleagues and supervisors.

4. Role Clarity & Conflict

Clear responsibilities vs conflicting expectations.

5. Organizational Justice

Fairness in procedures, rewards, & treatment.

6. Work-Life Balance

Ability to balance job and personal life.

7. Leadership Quality

Communication, trust, and management style.

8. Job Insecurity

Fear of losing employment or changes in role.



COPSOQ Template

Quantitative Demands	Is your workload unevenly distributed so it piles up?
	How often do you not have time to complete all your work tasks?
	Do you get behind with your work?
	Do you have enough time for your work tasks?
Work Pace	Do you have to work very fast?
	Do you work at a high pace throughout the day?
	Is it necessary to keep working at a high pace?
Cognitive Demands	Do you have to keep your eyes on lots of things while you work?
	Does your work require that you remember a lot of things?
	Does your work demand that you are good at coming up with new ideas?
	Does your work require you to make difficult decisions?
Emotional Demands	Does your work put you in emotionally disturbing situations?
	Do you have to deal with other people's personal problems as part of your work?
	Is your work emotionally demanding?
Demands for Hiding Emotions	Are you required to treat everyone equally, even if you do not feel like it?
	Does your work require that you hide your feelings?
	Are you required to be kind and open towards everyone – regardless of how they behave towards you?
	Does your work require that you do not state your opinion?
Influence at Work	Do you have a large degree of influence on the decisions concerning your work?
	Do you have a say in choosing who you work with?
	Can you influence the amount of work assigned to you?
	Do you have any influence on what you do at work?
	Can you influence how quickly you work?
Possibilities for Development	Do you have any influence on HOW you do your work?
	Do you have the possibility of learning new things through your work?

[COPSOQ-network-guidelines-an-questionnaire-COPSOQ-III-131119-signed.pdf](#)



Key Indicators for Psychosocial Risks

Organizational Indicators

High absenteeism, frequent staff turnover, and low engagement signal psychosocial issues at the organizational level.

Individual Indicators

Stress complaints, performance decline, and increased use of Employee Assistance Programs indicate individual psychosocial risks.

Health-Related Indicators

Reports of anxiety, depression, burnout, and stress-related illnesses affect both well-being and organizational productivity.



Indicators of Psychosocial Risks

1. Absenteeism as Stress Indicator

Frequent sick leaves often signal underlying stress or mental health challenges affecting employees.

2. Turnover and Dissatisfaction

High turnover rates reflect job dissatisfaction linked to poor work conditions and organizational culture.

3. Presenteeism Effects

Working while unwell highlights workload pressure and fear of job insecurity impacting employee health.

4. Performance and Relationships

Declining performance, more errors, and strained relationships signal worsening psychosocial risks.



Data Sources for Monitoring Indicators

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Employee Surveys

Anonymous surveys gather honest feedback on stress, job satisfaction, and mental health assessment.

HR Metrics

HR data on sick leave, absenteeism, and turnover reveal patterns linked to workplace stress and dissatisfaction.

Occupational Health Records

Health records highlight trends in stress-related illnesses, anxiety, and depression among employees.

Comprehensive Data Integration

Combining diverse data sources enables proactive risk identification and supports mental health program evaluation.



Importance of Indicators in Mental Health Management

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Early Detection and Intervention

Indicators enable early identification of mental health risks, allowing timely interventions to prevent severe problems.

Monitoring Employee Well-being

Tracking absenteeism, stress complaints, and engagement helps identify patterns signaling declining mental health.

Measuring Impact and Compliance

Indicators assess mental health initiatives' effectiveness and ensure compliance with occupational health standards.

Promoting Healthy Work Culture

Systematic indicator use fosters a culture of care, reducing costs and improving productivity.



Practical Checklist for Psychosocial Risk Assessment

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Job Demands and Workload	Autonomy and Decision-Making	Social Support and Communication	Role Clarity and Conflict	Organizational Justice	Documentation & Intervention
Identify excessive job demands and workload that cause employee stress and pressure	Assess employees' control over work decisions to reduce stress from lack of autonomy.	Evaluate team communication and social support to prevent isolation and promote collaboration	Examine role clarity to avoid confusion and conflicts that may cause burnout	Ensure fairness in policies and resource allocation to build trust and engagement.	Document findings and prioritize interventions based on severity and feasibility effectively

	Questions	Strongly Disagree	Disagree	Neutral	Agree	Strongly agree	Not applicable
1	I have achievable deadlines?	2	1	9	14	14	0
2	If work gets difficult, my colleagues will help me?	0	2	10	10	28	0
3	I am given supportive feedback on the work I do?	0	1	4	13	22	0
4	I do not require to work very intensively?	4	4	11	11	10	0
5	I have a say in my own work speed?	1	3	4	15	17	0
6	I am clear what my duties and responsibilities are?	1	3	3	10	23	0
7	I must neglect some tasks because I have too much to do?	5	11	9	5	2	0
8	I am clear about the goals and objectives for my department?	0	3	4	12	19	0
9	I work well between colleagues?	0	0	0	13	9	0
10	I have a choice in deciding how I do my work?	0	3	5	16	18	0
11	I can take enough breaks?	0	4	7	15	14	0
12	I understand how my work fits into the overall aim of the organization?	0	0	0	13	27	0
13	Lighting levels are sufficient at the place of work?	0	1	2	11	26	0
14	Noise levels in my work area sufficient?	2	0	3	17	18	0
15	I do not require to lift heavy loads?	1	2	4	12	21	0
16	I have sufficient space to carry out the task safely?	0	0	0	8	32	0
17	I feel that safety standards are well implemented?	0	0	2	9	30	0
18	Welfare facilities are sufficient?	0	0	0	12	27	1
19	I feel that I am not bullied at work?	0	0	4	9	27	0
20	Temperature levels are adequate at work?	0	2	6	8	24	0
21	My working hours are sufficient?	2	5	2	12	19	0
22	Ergonomic issues are identified, and furniture is comfortable?	0	0	5	13	22	0
23	My overall training is sufficient?	0	0	6	9	25	0
24	I work well between my supervisor?	0	0	0	9	31	0
25	I feel that I am able to report a safety issue freely to my Manager/ Supervisor?	0	0	0	8	32	0
26	P.P.E. provided does not create discomfort?	0	1	4	13	20	1

Assessment Challenges

Challenges include subjectivity and confidentiality concerns when conducting psychosocial risk assessments.

Control Measures & Interventions



Strategies for Prevention and Support



Primary Interventions

Focus on eliminating psychosocial hazards through job redesign and workload management to prevent risks proactively.



Secondary Interventions

Early detection and management of stress using training, counseling, and resilience-building programs.



Tertiary Interventions

Rehabilitation and ongoing support for employees affected by psychosocial risks including return-to-work programs.



Why Start with Primary Interventions?

1. Primary = Prevention

These interventions target the **source of the hazard**, not just the symptoms.

- Job Redesign
 - ✓ *Balance workload and resources.*
 - ✓ *Increase autonomy and decision-making power.*
- Clear Roles & Communication
 - ✓ *Reduce role ambiguity and conflict.*
- Work-Life Balance Policies
 - ✓ *Flexible schedules, remote work options*



Secondary Interventions (Individual Level)

Secondary = Mitigation

Helps employees cope with stress that cannot be fully eliminated.

(e.g., Stress management training,
Time management, Relaxation techniques)



Tertiary Interventions

Tertiary = Recovery

Supports employees already affected by psychosocial risks.

- Rehabilitation Programs
 - ✓ *Gradual return-to-work plans.*
- Occupational Health Services
 - ✓ *Access to mental health professionals.*
- Monitoring & Follow-Up
 - ✓ *Ensure recovery and prevent relapse.*



Organizational vs Individual Strategies

Psychosocial risk management requires actions at two levels:

- 1. Organizational Level:** These are system-wide changes that improve the work environment and culture.
 - Examples: Leadership training to promote supportive management. Policy development for fair treatment and clear roles. Workload balancing to prevent excessive stress.
- 2. Individual Level:** These are personal support measures to help employees cope with stress.
 - Examples: Coping skills and resilience training. Access to Employee Assistance Programs (EAPs) for counseling.



Hierarchy of controls adapted for psychosocial risks

Elimination of Stressors	Substitution with Healthier Practices	Engineering Controls for Comfort	Administrative and Supportive Policies	Personal Protective Equipment Equivalent
Elimination involves removing stress sources like <u>unrealistic deadlines</u> and <u>excessive workloads</u> to reduce psychosocial risks.	Substitution replaces harmful work practices with healthier options such as <u>flexible scheduling</u> or <u>job rotation</u> .	Engineering controls <u>improve workspace design</u> to <u>enhance comfort</u> and reduce workplace stress.	Administrative controls include <u>policies</u> , <u>communication protocols</u> , and <u>supportive management</u> to <u>manage</u> psychosocial risks.	Resilience training and mental health resources act as PPE equivalents for psychosocial risk management.

Role of Leadership & Organizational Culture

1. Leadership's Influence

Leaders set workplace behavior tone and influence mental health prioritization through empathy and clear communication.

2. Organizational Culture Support

Culture promotes openness, fairness, and mental health awareness to encourage speaking up without fear of stigma.

3. Creating Safe Environments

- Strong leadership and culture together minimize psychosocial risks and help employees feel valued and protected.



Emerging Trends & Future Risks



New Challenges in Modern Workplaces

1. Remote Work Challenges

2. Gig Economy Risks

labor market characterized by short-term, flexible jobs. Workers are independent contractors or freelancers. Jobs are often task-based (e.g., ride-sharing, food delivery, freelance digital work).

3. AI Workplace Stress

4. Other Emerging Risks



Remote Work Challenges

New Challenges:

1. Isolation and lack of social support.
2. Blurred boundaries between work and personal life → risk of burnout.
3. Digital overload and constant connectivity.

Risk Management Implications:

1. Need for virtual team-building and mental health resources.
2. Clear policies on working hours and availability



Gig Economy Risks

New Challenges:

1. Job insecurity and unstable income.
2. Limited access to health and safety protections.
3. Lack of organizational belonging → increased stress.

Risk Management Implications:

1. Extend psychosocial risk frameworks to non-traditional workers.
2. Advocate for fair contracts and mental health support.



AI Workplace Stress

New Challenges:

1. Fear of job displacement → anxiety.
2. Increased monitoring and performance tracking → stress. Can lead to feelings of surveillance and pressure
3. Skills obsolescence → pressure for continuous learning. Rapid tech changes make existing skills outdated. Employees feel constant pressure to upskill or reskill.

Risk Management Implications:

1. Transparent communication about AI use.
2. Training programs to upskill employees.
3. Ethical guidelines for AI monitoring.



Other Emerging Risks

1. Hyper-connectivity: **Always-on** culture.
2. Global crises: Economic uncertainty, pandemics.
3. Diversity & Inclusion pressures: Managing psychosocial risks in multicultural teams



Hyper-connectivity: Always-on Culture

Definition of Hyper-connectivity

Hyper-connectivity means constant digital connectivity creates pressure to be always available to work communications.

Impact on Employee Well-being

Always-on culture leads to stress, fatigue, burnout, and blurred boundaries between work and personal life.

Organizational Solutions

Clear policies, digital detox, and respect for personal boundaries help combat negative effects of hyper-connectivity.



Global crises: Economic uncertainty, pandemics

Psychosocial Risks in Workplace

Economic downturns and pandemics increase anxiety, stress, and uncertainty about job security and health safety.

Challenges During Pandemics

Remote work adaptation, social isolation, and fear of illness add to employees' mental health challenges.

Proactive Organizational Responses

Employers should offer transparent communication, mental health support, and flexible work arrangements.



Diversity & Inclusion pressures: Managing psychosocial risks in multicultural teams

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1. Benefits of Workplace Diversity

Diversity fosters innovation and brings broader perspectives to organizational decision-making and creativity.

2. Psychosocial Challenges

Discrimination, bias, and cultural misunderstandings create stress and isolation for minority employees.

3. Strategies for Inclusion

Organizations should implement diversity training, inclusive policies, and foster psychological safety.

4. Creating Respectful Environments

Respecting and valuing differences reduces psychosocial hazards and improves organizational performance.



Controls and Monitoring in Psychosocial Risk Management



Regular Risk Assessments

Comprehensive Risk Focus

Risk assessments must include both physical hazards and psychosocial factors like workload and job control.

Validated Assessment Tools

Tools such as COPSQ and stress indicator surveys help gather reliable data on employee mental well-being.

Early Detection and Compliance

Regular assessments enable early risk detection, prioritization of interventions, and legal compliance.

Benefits of Proactive Management

Preventing stress-related illnesses reduces absenteeism and promotes a healthier work environment.



Feedback Mechanisms

Anonymous Reporting Channels

Anonymous channels let employees share concerns safely without fear of retaliation, fostering trust and openness.

Encouraging Open Communication

Effective feedback systems promote transparency and reveal hidden issues beyond formal assessments.

Acting on Feedback

Prompt action on feedback shows commitment to employee well-being and builds organizational trust.

Integrating Feedback into Risk Management

Using feedback trends helps identify systemic problems and fosters a culture of psychological safety.



Continuous Improvement

Regular Review and Adaptation

Continuous improvement requires regular review of interventions and adapting policies based on data and employee feedback.

Assessment and Monitoring Cycle

Establishing a cycle of assessment, action, monitoring, and refinement ensures effectiveness of risk management measures.

Alignment with ISO 45003

Continuous improvement aligns with ISO 45003 principles emphasizing proactive and iterative psychosocial risk management.

Enhancing Resilience and Well-being

Embedding continuous improvement fosters resilience, improves employee well-being, and strengthens organizational performance.



Case Study: Psychosocial Risk in Healthcare

Scenario: A busy hospital ward faces staff shortages, leading to excessive workloads and emotional strain among nurses.

Key Psychosocial Hazards:

1. High job demands and time pressure
2. Emotional demands from patient care
3. Lack of managerial support

Observed Indicators:

1. Increased absenteeism and sick leave
2. Reports of burnout and stress
3. Decline in patient care quality

Recommended Interventions:

1. Hire temporary staff to reduce workload
2. Provide stress management workshops
3. Enhance supervisory support and communication



Case Study: Psychosocial Risk in Gig Economy

Scenario: A food delivery rider works long hours with unpredictable income and no formal support system.

Key Psychosocial Hazards:

1. Job insecurity and unstable income
2. Isolation and lack of social support
3. Pressure to meet tight deadlines

Observed Indicators:

1. High stress levels reported
2. Frequent fatigue and burnout symptoms
3. Low job satisfaction

Recommended Interventions:

1. Advocate for fair contracts and minimum income guarantees
2. Provide access to mental health resources
3. Create peer support networks



Case Study: Psychosocial Risk in Construction

Scenario: Construction workers face tight deadlines, hazardous conditions, and job insecurity during project-based work.

Key Psychosocial Hazards:

1. High physical and mental workload
2. Job insecurity between projects
3. Exposure to bullying or harassment on site

Observed Indicators:

1. Increased absenteeism
2. Reports of stress and anxiety
3. Decline in safety compliance

Recommended Interventions:

1. Implement stress management programs
2. Ensure clear communication and fair treatment
3. Offer job continuity plans and counseling



1. What does “psychosocial risk” mean to you?
2. Can stress be considered a workplace hazard?
Why or why not?
3. Name one psychosocial hazard you’ve seen in a workplace.
4. Why do you think mental health is part of occupational health and safety?



5. What's the difference between job demands and job control?
6. Does Malta's Health and Safety law cover mental health?
7. Which ISO standard focuses on psychosocial risks?
8. What does ISO 45001 require regarding psychosocial hazards?



9. Why is compliance with psychosocial risk management important for employers?
10. What's one key obligation under Malta's Chapter 646 of 2024?
11. Name one tool used to assess psychosocial risks.
12. What indicator might suggest mental health risks in a workplace?



13. Why use both surveys and interviews in risk assessment?
14. What does presenteeism mean?
15. Why is early detection of psychosocial risks important?
16. Give an example of a primary intervention for psychosocial risks.



17. What's a secondary intervention?
18. What's a tertiary intervention?
19. Why involve employees in psychosocial risk management?
20. What's one benefit of managing psychosocial risks effectively?



Next: Lecture 10: Emergency Preparedness and Response Planning

Summary

Covers planning and implementation of emergency response procedures in occupational settings

Learning objectives:

- Develop emergency preparedness plans
- Coordinate response efforts effectively
- Evaluate emergency drills and simulations

