



How to Manage Psychosocial Risk Factors

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Objectives

- Attendees will be exposed to a research-based definition of a psychosocial hazard and a standards-based definition of psychosocial risk.
- Attendees will be exposed to the primary sources of psychosocial hazard exposure and the associated risk.

Objectives

- Attendees will be exposed to descriptions of the types of harm associated with psychosocial hazards and risk.
- Attendees will be exposed to strategies that can aid in managing psychosocial hazards and risks.



Psychosocial Hazards

Core Elements of Risk Management

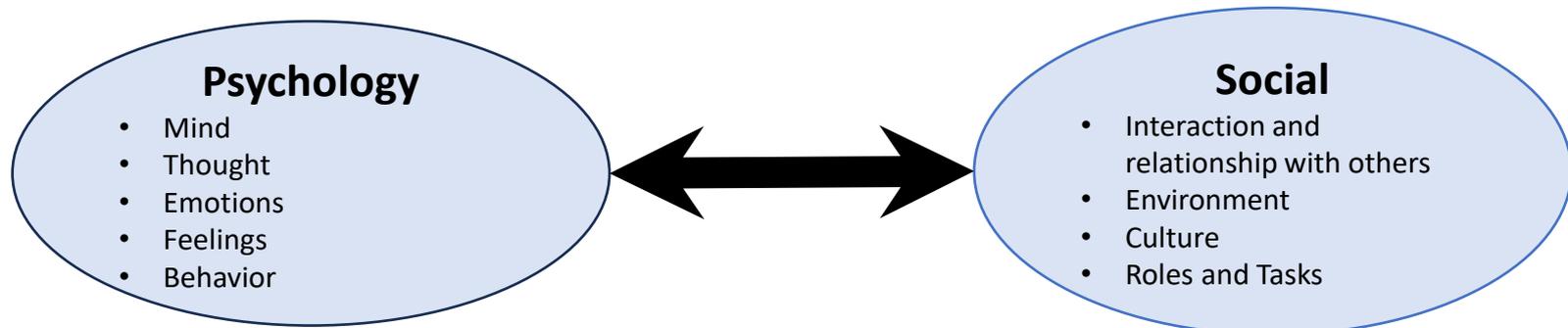


What is a Hazard?

- “A potential source of danger, injury, illness, or equipment damage or malfunction” (American Psychological Association, 2018).
- “Any source of potential damage, harm, or adverse health effects on something or someone” (Canadian Centre for Occupational Health and Safety, CCOHS, n.d.)

What Does **Psychosocial** Mean?

- An adjective that refers to the interaction between social and psychological factors.
- It can also mean the influence of social factors on an individual's mind or behavior.

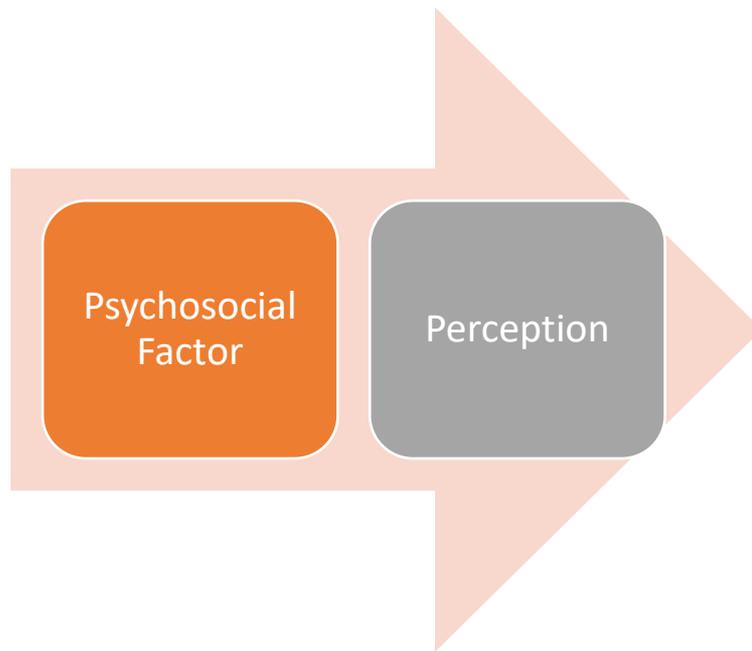


A Psychosocial Hazard Is...



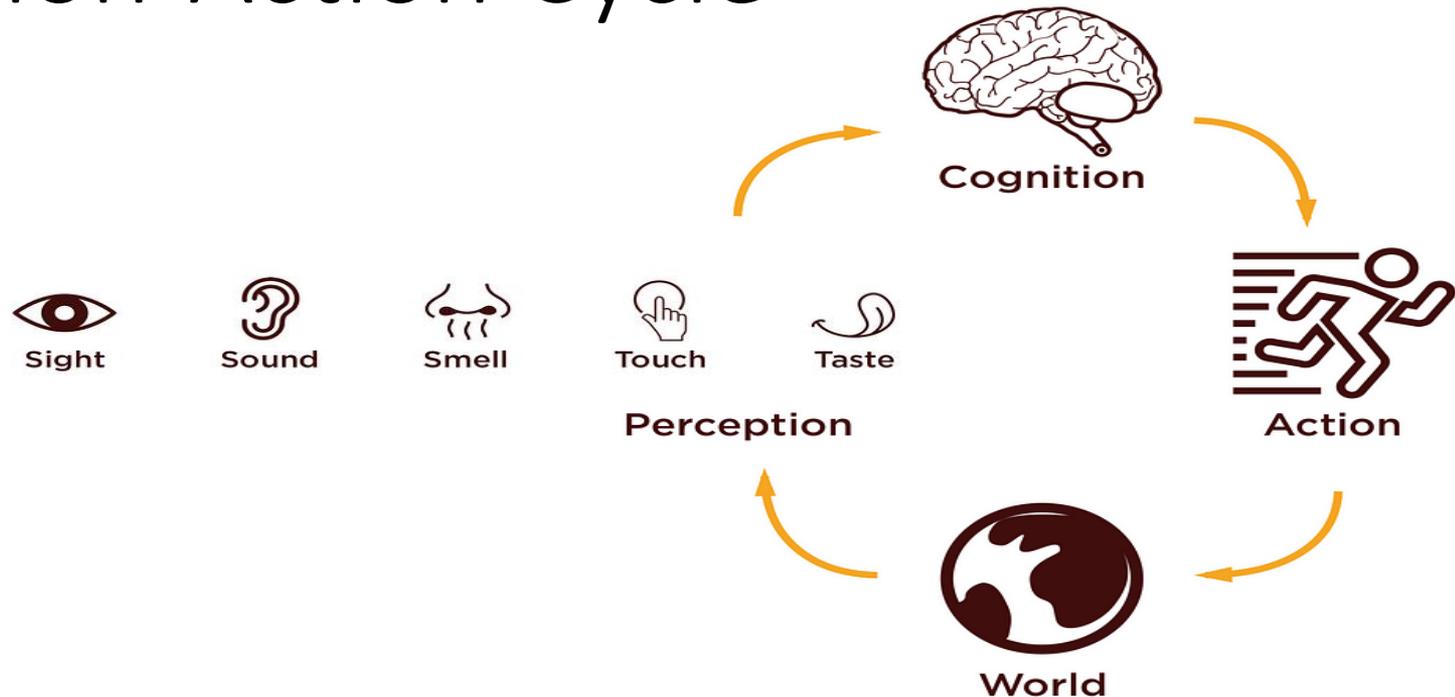
Any influence that arises from the interaction between psychological processes and the social environment, affecting how people think, feel, and behave.

A Psychosocial Hazard Is...



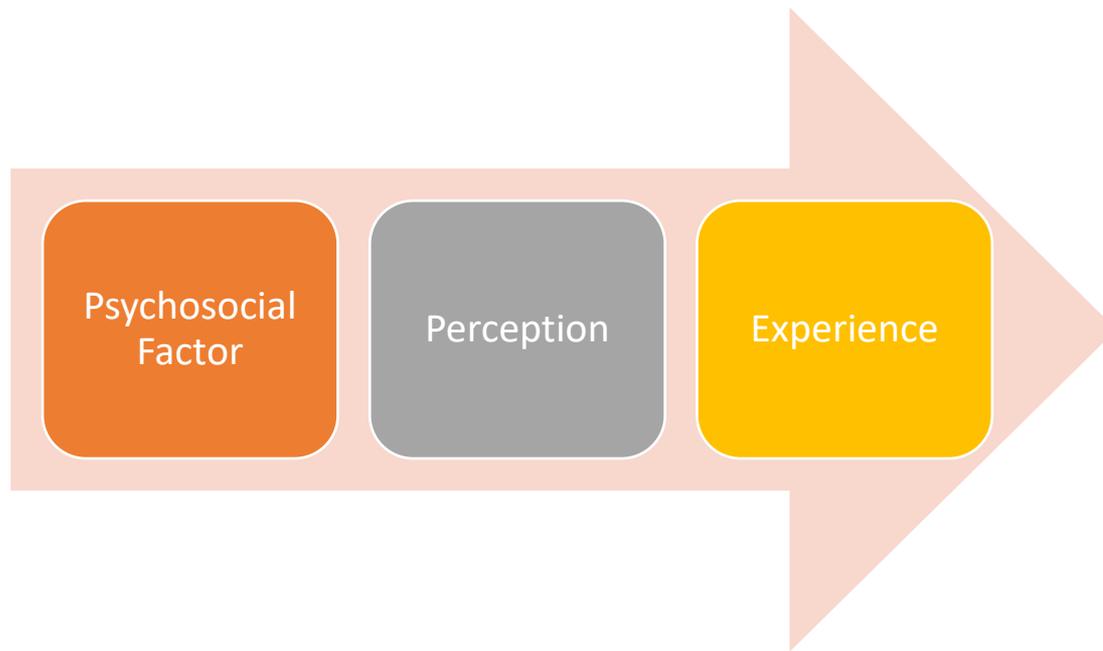
The process by which the brain interprets information from the environment and gives it meaning

Perception-Action Cycle



Cognition is “the mental action or process of acquiring knowledge and understanding through thought, experience, and the senses.”

A Psychosocial Hazard Is...



The accumulation of events, interactions, and conditions a person lives through, and the **meaning they make from them**

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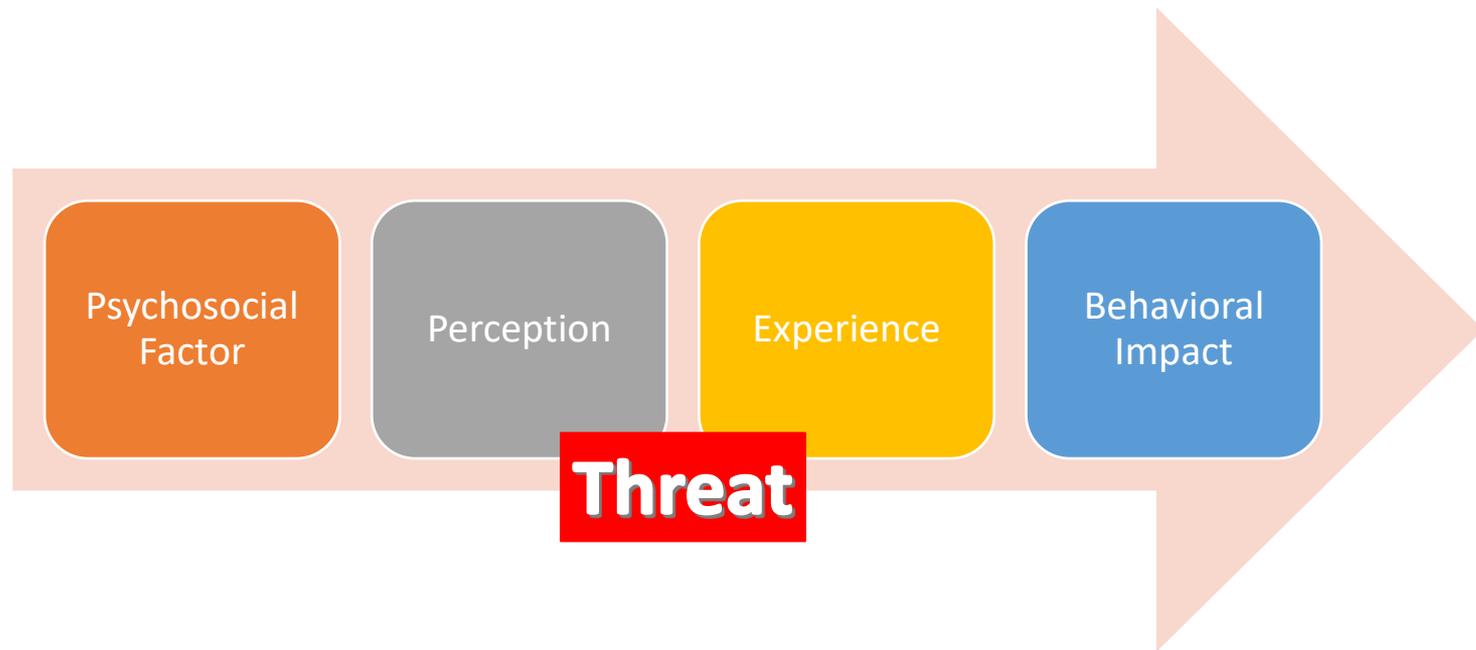


“Life is empty and meaningless, and we spend our entire existence making meaning of life.”

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A Psychosocial Hazard Is...



“...Psychosocial factors that are perceived or experienced as threatening, and influence behavior.”



Sources of Exposure



ISO 45003

- International standard on “Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks”
- Complimentary to ISO 45001

Sources of Psychosocial Hazards Based on ISO 45003

Work, Environment
and Tasks

- (5) Hazards

How Work is
Organized

- (8) Subcategories
- (42) Hazards

Social Factors

- (12) Subcategories
- (41) Hazards

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Sources of Psychosocial Hazards: Work Environment, Equipment & Tasks



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Work Environment, Equipment & Tasks

- Inadequate equipment availability, suitability, reliability, maintenance, or repair



Work Environment, Equipment & Tasks

- Poor workplace conditions such as lack of space, poor lighting and excessive noise



Work Environment, Equipment & Tasks

- Lack of the necessary tools, equipment, or other resources to complete work tasks



Work Environment, Equipment & Tasks

- Working in extreme conditions or situations, such as very high or low temperatures, or at height



Work Environment, Equipment & Tasks

- Working in unstable environments such as conflict zones



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Sources of Psychosocial Hazards: How Work is Organized



How Work is Organized

- Roles and expectations
- Job Control or Autonomy
- Job Demands
- Organizational Change Management



How Work is Organized

- Remote and isolated work
- Workload and pace
- Working hours and schedule
- Job Insecurity and Precarious Work



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Sources of Psychosocial Hazards: Social Factors at Work



Social Factors at Work

- Interpersonal relationships
- Leadership
- Organizational/
- Workgroup Culture
- Recognition and reward



Social Factors at Work

- Career Development
- Support
- Supervisions
- Civility and respect
- Work/Life Balance (Harmony)



Social Factors at Work

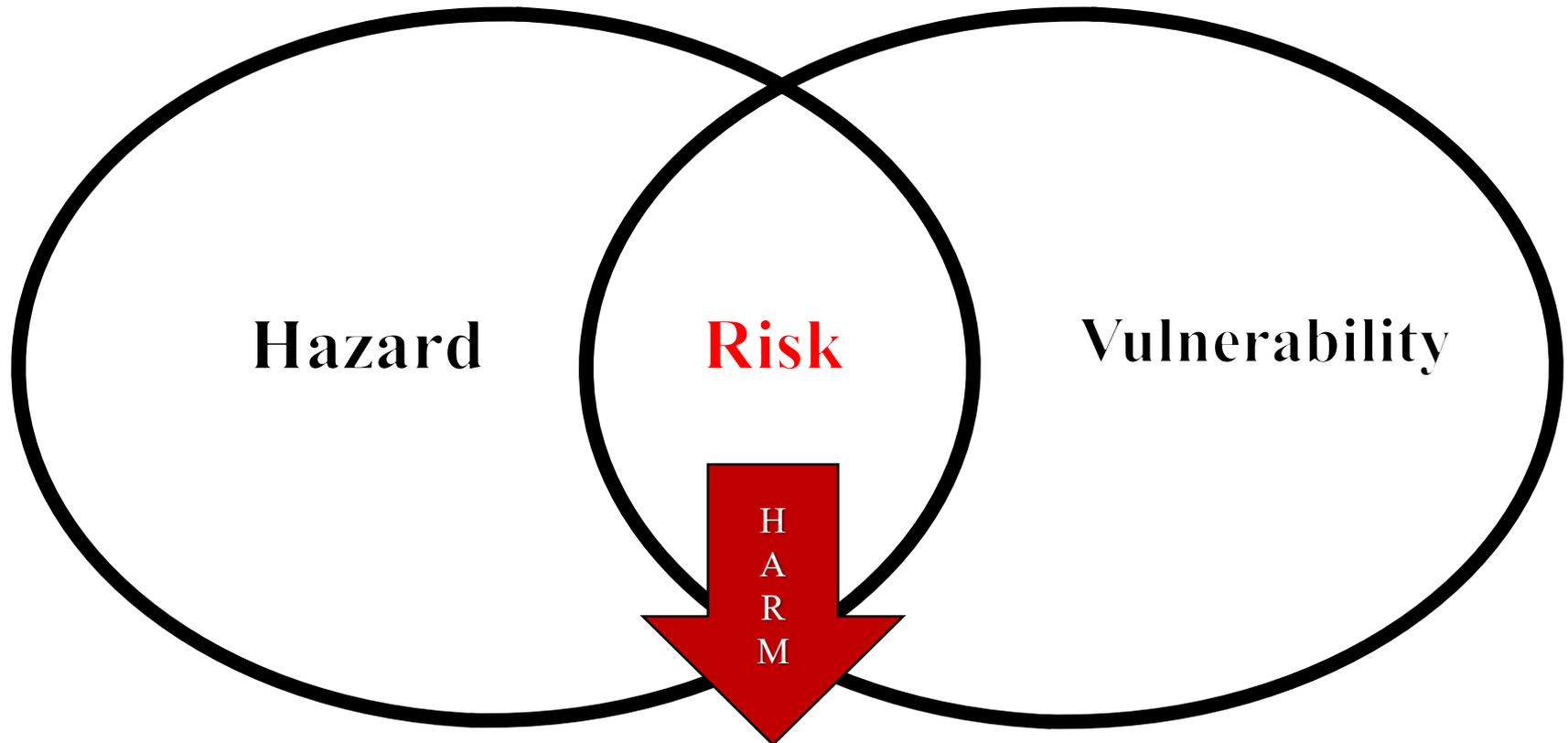
- Bullying and Victimization
- Harassment
- Violence





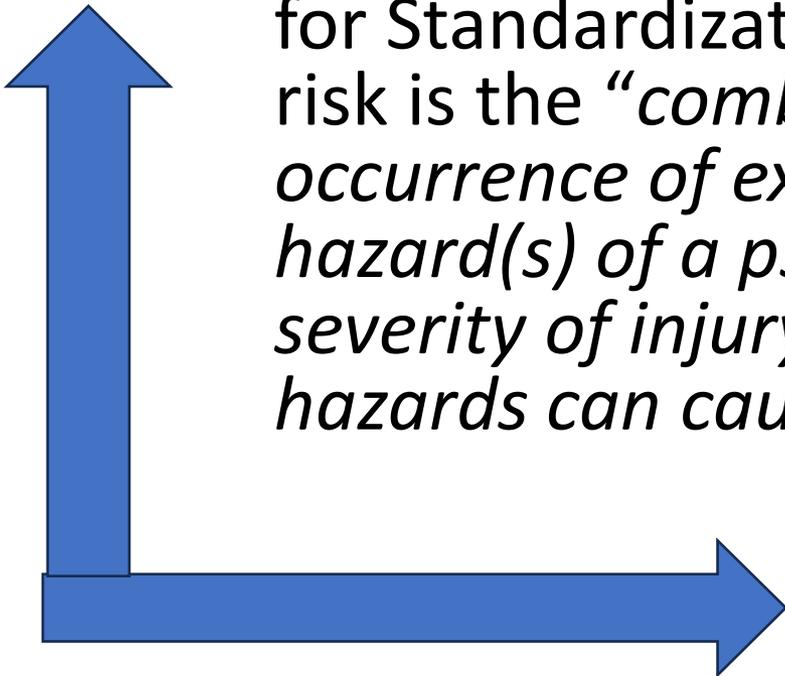
Types of Harm

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Psychosocial Risk

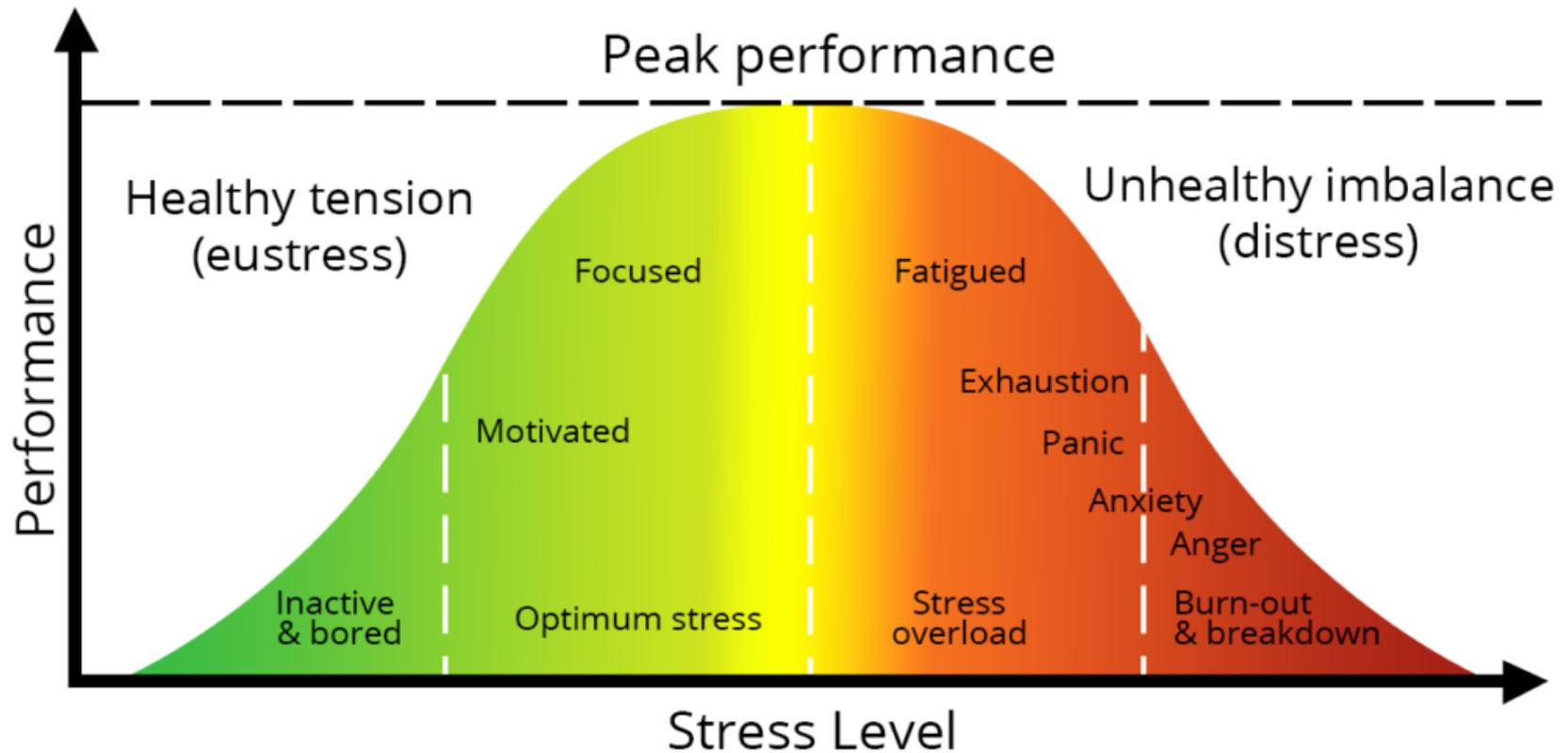
- According to the International Organization for Standardization (2021), a psychosocial risk is the “*combination of the likelihood of occurrence of exposure to the work-related hazard(s) of a psychosocial nature and the severity of injury and ill-health that these hazards can cause*” (p. 1).



Psychosocial Harm

- **Psychosocial harm** can manifest in various ways, depending on the individual and the circumstances; however, a prevalent type of injury occurs in the form of **work-related stress**.

Exposure to Stress



Moral Injury

- Moral injury is the psychological, emotional, and spiritual harm that occurs when a person is exposed to, participates in, or is forced to endure actions that violate their deeply held moral beliefs, values, or sense of what is right.



Occupational Stress Injury (OSI)

- An occupational stress injury (OSI) is an overarching term referring to any persistent psychological difficulty resulting from high-stress or traumatic experiences while performing work-related duties.



Psychological Injury



- A psychological injury is a psychological or psychiatric condition that developed as a result of a traumatic event.
- The condition is severe enough to impact the suffering individual's ability to perform routine personal and work tasks.

Trauma

- Trauma is an emotional response to a terrible event like an accident, rape, or natural disaster.
- Longer-term reactions include unpredictable emotions, flashbacks, strained relationships, and even physical symptoms like headaches or nausea.

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Total Worker Health

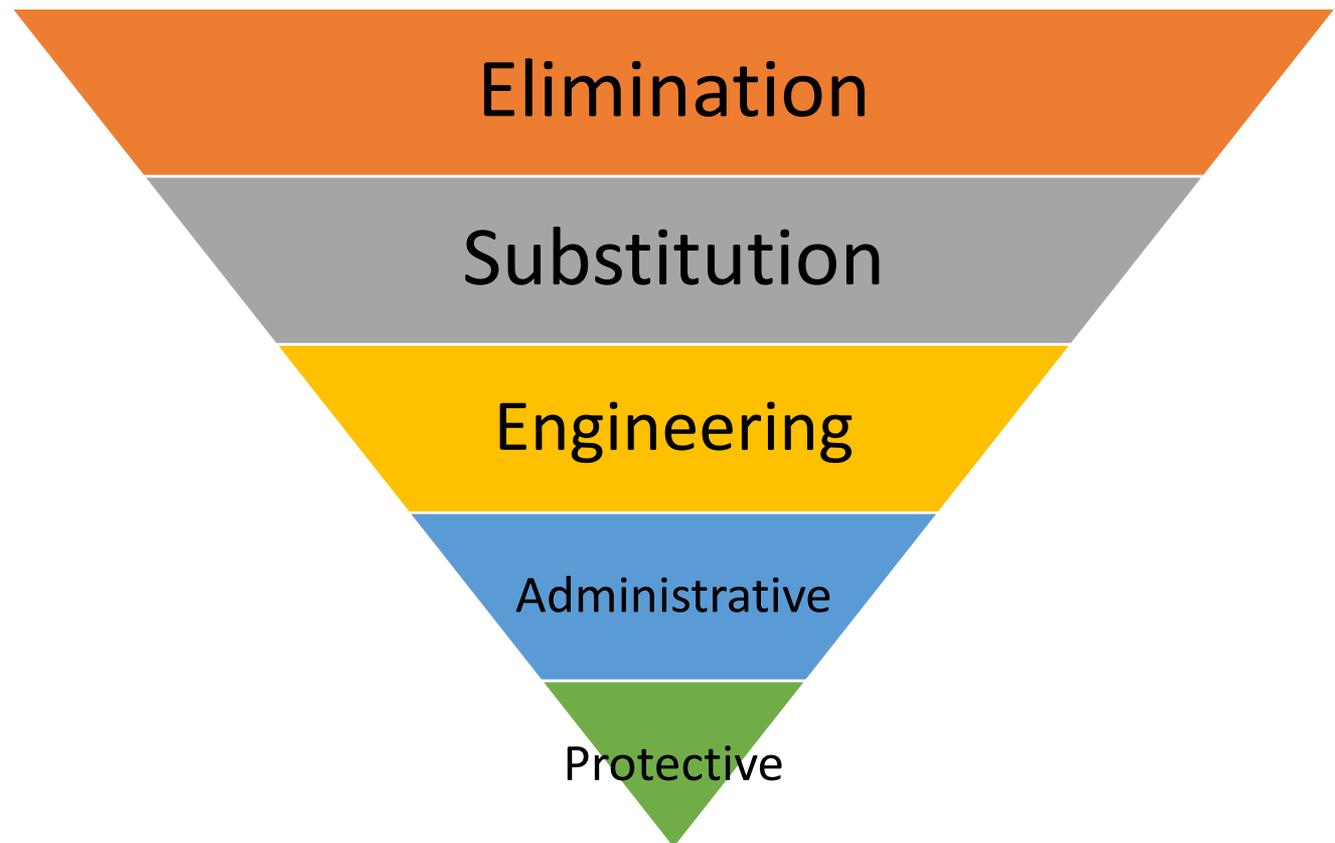
Fundamentals of
Total Worker Health® Approaches
Essential Elements for Advancing
Worker Safety, Health, and Well-Being



DEPARTMENT OF HEALTH AND HUMAN SERVICES
Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health



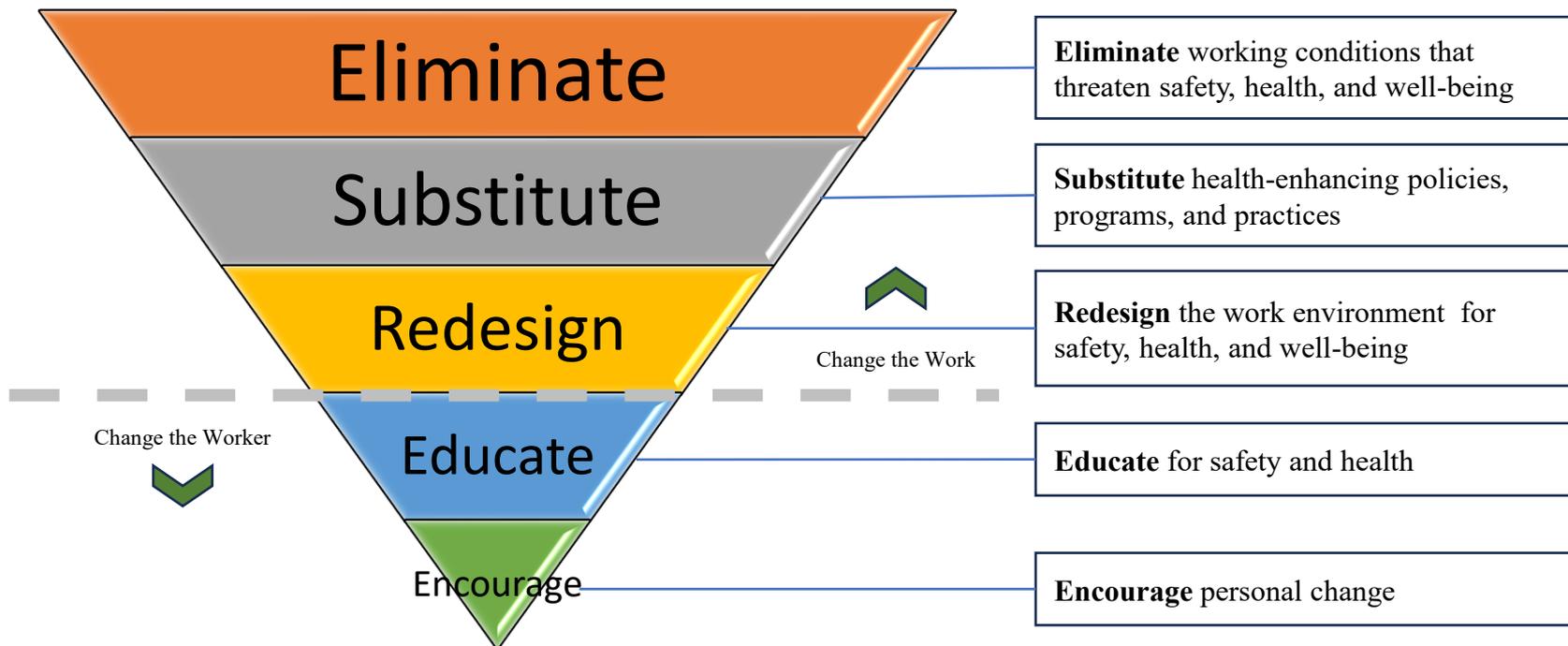
Hierarchy of Controls (Physical Hazards)



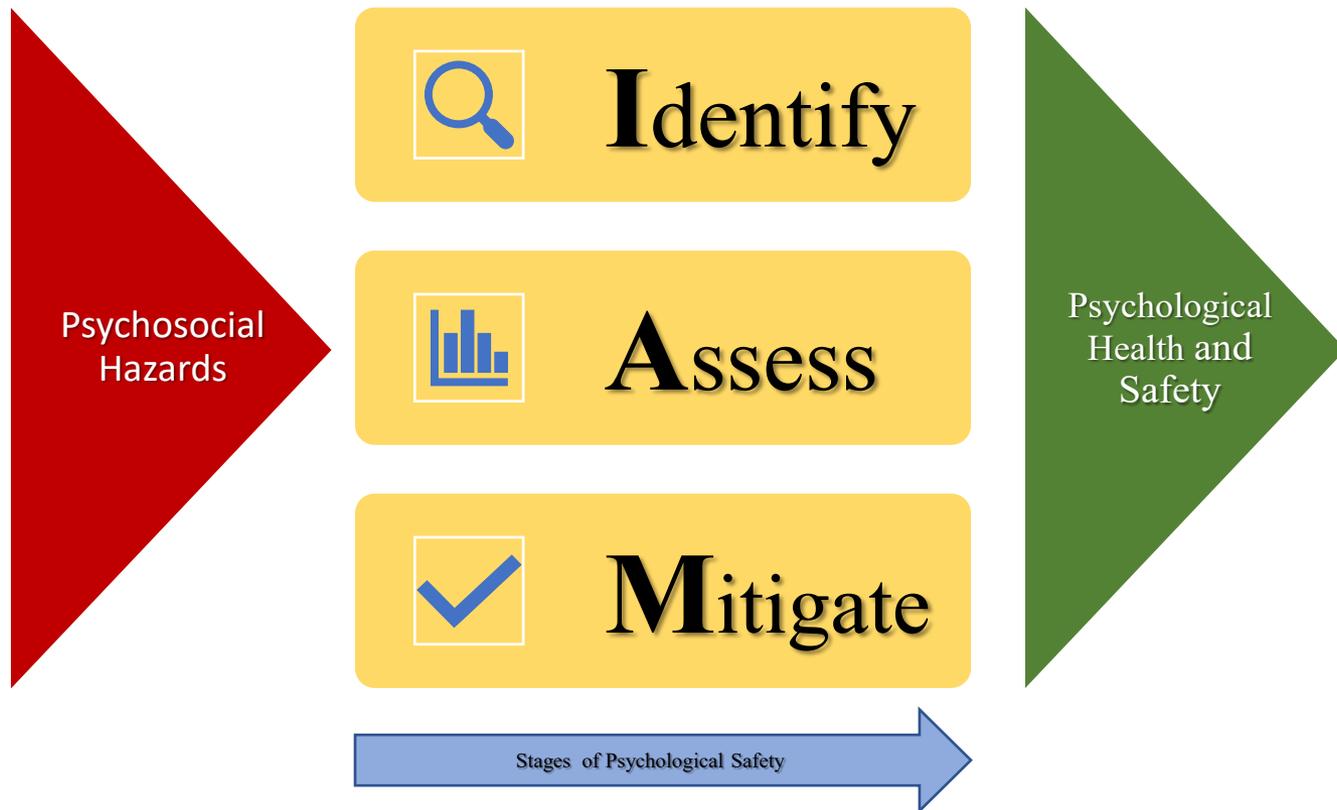
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Hierarchy of Controls Applied to Total Worker Health[®]



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Core Elements of Risk Management

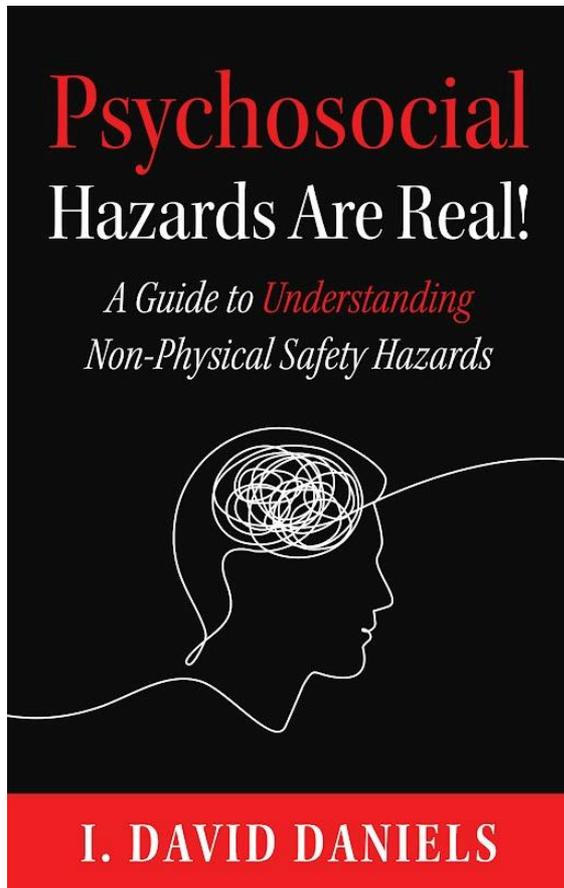


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Q&A

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