

# Psychosocial Safety tip sheet

## Poor Physical Environment (Psychosocial Hazard #10)



Exposure to hazardous work environments that create a stress response. This includes environments that routinely expose employees to:

- Poor air quality.
- High or nuisance noise levels.
- Extreme temperatures.
- Uncontrolled biological hazards.

Poor physical environments can:



### Are we OK?

Watch out for:

- Hazard reporting relating to reasonably fixed or enduring features of the workplace.
- Persistent noise, poor air quality, extreme temperatures, or uncontrolled biological hazards.
- Reports of hazards that may or may not pose a significant risk to physical safety but that may create a perception of being unsafe at work. Note that the perception of safety is more important to this psychosocial hazard than the degree of risk to physical safety.

It looks & sounds like:

- Employees may indicate that they do not feel safe at work.
- Employees may raise concerns around their physical environment.
- Employees may avoid coming into areas of the worksite.
- There may be an increase in hazard reporting.
- Engagement survey results may indicate concerns with Health & Safety or Risk Reporting.

For more info:

- Visit the [Work Safe Queensland Website](#).
- Contact the Health & Wellbeing Team via: [heathandwellbeing@griffith.edu.au](mailto:heathandwellbeing@griffith.edu.au).

### Tips for building psychosocial safety:

- Encourage hazard reporting.
- Conduct regular inspections of worksites and workplaces for physical hazards.
- Review and respond to reports of hazards.
- Consult with workers around the identification of hazards, assessment of risks and identification of controls that impact them.
- Remember that the perception of safety is important here: take all reports seriously and listen to employee concerns. Communicate the actions taken and why.
- Remember that the perception of safety is important here: where a hazard may take time to investigate or resolve, an interim control such as removing employees from that area of the worksite may be helpful, even where the risk to physical safety is low.
- Where possible, give employees some control over their physical workspace.