## **Psychosocial Safety tip sheet** Low Job Control (Psychosocial Hazard #2)



Low job control is where employees have little or no control over:

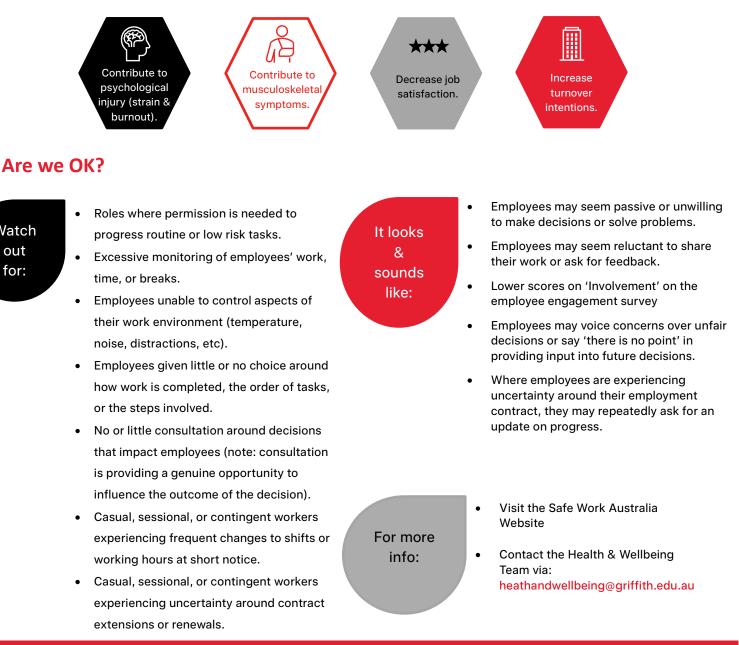
- What happens in their work environment. •
- How or when their work is done.
- The objectives they work towards. •

Low job control can:

Watch

out

for:



## Tips for building psychosocial safety:

- Provide choice to employees wherever possible around how they work.
- Regularly review levels of delegation and ensure employees have maximum decision-making authority appropriate to their roles.
- Focus on whether employees are delivering agreed outcomes, rather than hours, breaks and activities.
- When reviewing employees' work, limit your feedback to matters that would substantially impact the outcome, rather than changes that reflect your style or preferences.
- When making a decision that will impact employees, ask for their input before making up your mind.
- Resolve rostering and end-of-contract matters as quickly and early as possible. Communicate frequently and transparently with impacted employees throughout the process to remove uncertainty.