

# Psychosocial Safety tip sheet

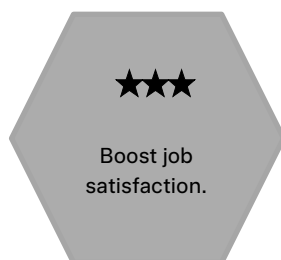
## Inadequate Reward and Recognition (Psychosocial Hazard #6)



This hazard relates to jobs where there is an imbalance between employees' efforts and the recognition or rewards, they receive. Recognition and rewards may include:

- **Formal rewards:** remuneration, career opportunities, professional development, awards, or other incentives.
- **Informal rewards:** praise, acknowledgement of effort, saying thank you, or small gifts, such as leaving a chocolate on someone's desk.

Appropriate praise and recognition can:



### Are we OK?

#### Watch out for:

- Peak periods or events that require employees to work longer hours or at a higher intensity, where this effort has not been acknowledged.
- Only providing feedback when there is a problem.
- Uneven distribution of rewards, professional development opportunities or support for career progression. Consider: does everyone have an equal opportunity to be rewarded and developed?
- When providing feedback, only focussing on suggestions for improvement.
- Employees who may not have had any feedback (positive or constructive) for a while.
- Employees who may not have had a career conversation or any development for some time.

#### It looks & sounds like:

- Employees might express a sense of unfairness around other employees' recognition or development opportunities.
- Engagement survey results may indicate dissatisfaction with pay, benefits, career development, or performance feedback.
- Employees may resign to pursue further career opportunities elsewhere.
- Employees may reduce the amount of effort they invest in their roles to match the rewards or recognition received.

#### For more info:

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

### Tips for building psychosocial safety:

- Make a conscious effort to notice and acknowledge good work or positive behaviour every day.
- Schedule regular conversations (at least annual) with employees to discuss their career and professional development goals.
- Use the SBIA model to provide effective and behavioural feedback (positive or constructive): describe the Situation where you observed the behaviour, describe the Behaviour, describe the Impact of the behaviour, propose an Alternative behaviour (where relevant).
- Where offering formal rewards or development opportunities, ensure the criteria for allocation of these are equitable and explicitly communicated to all.
- Schedule meetings with your employees so that you can provide regular feedback on their progress (positive and constructive).