

# Psychosocial Safety tip sheet

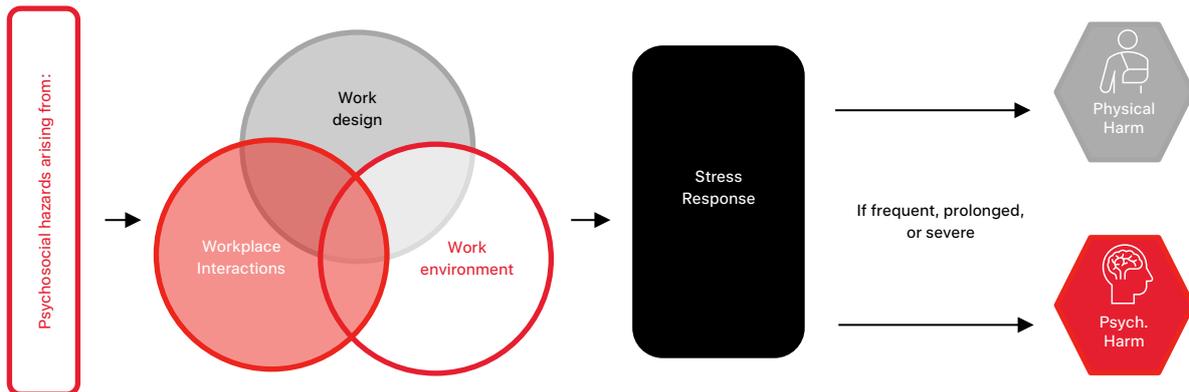


## What is Psychosocial Safety?

Psychosocial safety focusses on identifying, and removing or minimizing, factors in the workplace (psychosocial hazards) that have the potential to cause psychological harm.

Psychosocial hazards can contribute to stress, which if severe and/or sustained, can result in a psychological injury. Psychosocial hazards can arise from:

- the way we design and manage work.
- our interactions with leaders, colleagues, customers, students, stakeholders, and providers.
- our working environment.
- interactions between, or in combination with, other psychosocial hazards.



It is important to note that **stress itself is not a psychological injury**. Instead, where stress is severe or prolonged, it can contribute to the development of a psychological or physical injury.

Examples of **psychological injuries** include depression, anxiety, burnout, PTSD, and suicide.

Examples of **physical injury arising from psychosocial hazards** include cardiovascular disease and musculoskeletal disorders.

## Are we OK?

Keep a look out for the fourteen psychosocial hazards, as listed in the Queensland Code of Practice:



### Tips for building psychosocial safety

- Familiarise yourself with all fourteen psychosocial hazards and what to look out for.
- Where you identify a possible psychosocial hazard, consider what steps you can take to reduce the likelihood that harm will occur.

### For more information

- Take a look at the other Psychosocial Safety Tip Sheets: [healthandwellbeing@griffith.edu.au](mailto:healthandwellbeing@griffith.edu.au).
- Review the [QLD Code of Practice](#).
- Review the [National Guidance Material](#).