

PSYCHOSOCIAL RISK ASSESSMENT

Identify areas of risk to enhance employee engagement, productivity and organisational effectiveness

Contemporary research recognises that addressing psychosocial hazards in the workplace can lead to increased staff productivity, engagement, morale and retention, as well as organisational sustainability and growth. Addressing psychosocial hazards 'after the event' can be a costly exercise and lead to compensation claims. By undertaking a comprehensive risk assessment, potential 'flashpoints' can be identified and addressed, maximising the potential for organisational success.

Psychosocial factors are elements that impact on a worker's psychological response to their work and workplace conditions. This response has a direct correlation with their occupational health and safety.

Compensation claims commonly cite work pressure and bullying as causes of mental stress.

Converge International's assessments evaluate psychosocial risks across four key dimensions – individual, team, managerial and systemic – resulting in comprehensive diagnostics for strategic planning, taking the guesswork out of identifying cause and effect. A risk matrix is included in the report.

The assessment may be undertaken within teams or across an organisation.

FOR EVERY DOLLAR an organisation spends on creating a mentally healthy workplace, an average return of \$2.30 can be achieved

MENTAL STRESS (psychological injury) claims are the most expensive form of workers' compensation claims

AUSTRALIAN EMPLOYEES who consider their workplace mentally healthy are almost four times less likely to take time off work

KEY BENEFITS

- Accurate identification of actual and potential risks in relation to the work environment, practices and behaviours including types, prevalence and impact
- A comprehensive written report with recommendations to drive practical strategies and tactics for organisational improvement
- Participation of employees in solutions for change through a secure and anonymous online survey
- Identification of opportunities to drive positive change and minimise psychosocial risks
- Earn a return on investment in time and money by minimising psychosocial hazards, grievances, compensation claims, absenteeism, presenteeism, turnover and recruitment
- Proactive management of workplace health and safety obligations through an assessment aligned with the globally accepted standard for risk management ISO 31000:2009
- Increased opportunities for employee engagement, productivity and organisational success
- Increased potential to become an employer of choice

MORE
INFORMATION

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