



12/12/2025

Psychosocial Hazard Checklist





PSYCHOSOCIAL HAZARD CHECKLIST

There are several factors that contribute to Psychosocial Injury. This checklist below is designed for you to identify Psychosocial hazards in your workplace. Complete the checklist with your team to gauge your workplace psychosocial health. Count the ticks and you will get your psychosocial hazard workplace health.

WORK DEMANDS

- Excessive workload or unrealistic deadlines
 - Frequent overtime or inability to take breaks
 - High emotional demands (e.g., trauma, conflict, complaints)
 - Long periods of sustained concentration or fast-paced work
 - Role overload – employees performing multiple roles
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JOB CONTROL

- Employees have limited say in how tasks are completed
 - Rigid procedures with no flexibility
 - Lack of autonomy in scheduling or work methods
 - Micromanagement impacting performance or morale
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ROLE CLARITY

- Roles and expectations are unclear
- Employees receive conflicting instructions
- Responsibilities shift without communication
- Uncertainty about priorities or decision-making authority
- Workers lack adequate supervision or guidance
- Limited access to training or resources

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- Poor communication within teams or with management
 - Little emotional or practical support during challenging tasks
 - Inadequate debriefing after stressful events
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WORKPLACE RELATIONSHIPS

- Bullying, harassment, or unreasonable behaviour occurs
 - Unresolved conflict between staff or teams
 - Lack of trust in leadership or colleagues
 - Concerns about fairness, respect, or professionalism
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ORGANISATIONAL CHANGE

- Sudden changes occur without consultation
 - Restructures or job insecurity are causing stress
 - Poor communication about upcoming changes
 - Lack of involvement in decision-making
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WORK ENVIRONMENT & CONDITIONS

- Poor physical environment (noise, heat, isolation)
 - Inadequate equipment or resources
 - Fatigue risks from shift work or long hours
 - Exposure to traumatic or distressing events
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RECOGNITION & REWARD

- Lack of acknowledgment for good work
 - Inconsistent or unfair performance processes
 - Perceived inequity in promotions or opportunities
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WORK-LIFE BALANCE

- Work pressures affecting personal/family time
 - Unpredictable rostering or excessive after-hours contact
 - Difficulty taking leave
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REPORTING & RESPONSE PROCESSES

- No clear process for reporting psychosocial hazards
 - Workers fear reprisal for raising concerns
 - Issues are reported but not acted on
 - No regular review of psychosocial risk controls
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Scoring System

Tick the relevant boxes on each page. Use the scoring guide below to determine overall risk level:

0–10 ticks: Low psychosocial risk – maintain controls.

11–20 ticks: Moderate psychosocial risk – review and improve controls.

21–30 ticks: High psychosocial risk – action plan required.

31- 40 ticks: Critical risk – immediate intervention required.

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