

Assess Psychosocial Risks

“Workplace mental health and productivity would be improved by making psychological health and safety as important as physical health and safety in practice.”

Australian Productivity Commission (Inquiry Report into Mental Health 2020)



Why assess psychosocial risks?

- ✓ Understand root cause of work-related stress
- ✓ Create sustainable work practices that protect health
- ✓ Attract and retain staff
- ✓ Meet WHS legal obligations (where they exist)
- ✓ Demonstrate shared responsibility for mental health

The challenges

There is increasing pressure on employers from regulators and shareholders to create sustainable work practices that protect the psychological health of employees.



Work related stress, depression and anxiety are at record levels

Even before the pandemic, countries such as the United Kingdom and Australia were recording record levels of days lost due to poor mental health. In the last Labour Force Survey conducted by the UK HSE, 46% of all working days lost to non-fatal illnesses and injuries was due to work-related stress, depression and anxiety.

Regulators are becoming more active on enforcing psychosocial risk management

Many countries have WHS legislation that puts a positive responsibility on employers to ensure they have workplaces where people's health and safety is protected. This extends to psychological health as well. Regulators are becoming more proactive in ensuring employers are assessing psychosocial risks (work-related stressors) and putting in plans to reduce identified risks to as low as reasonably practicable.

Traditional psychosocial risk assessment is time consuming

Where psychosocial risk assessments are conducted, they are often done through a lengthy employee perception style survey. Survey results need to be unpacked in interviews or focus groups in order to understand risk. Operations are reluctant to release employees to complete surveys quoting 'survey fatigue', let alone also give them time to participate in focus groups.

With psychosocial risk assessment becoming a must-have in order to reduce psychological health risks and increase sustainability, employers need to adapt or be held to account.

The solution

FlourishDx has proprietary psychosocial risk assessment tools that are time efficient, user friendly and provide unparalleled risk insights.

✔ Customise your survey

Forget about using lengthy survey batteries where half the questions aren't relevant to your context. FlourishDx's assessments can be customised to include the factors you want to assess and nothing you don't.

✔ Save time with efficient assessments

FlourishDx's proprietary 'work factors risk assessment' can be completed in less than 10 minutes by most users. Use the wellbeing check in to monitor hazards between formal risk assessments in less than 1 minute.

✔ Reduce reliance on focus groups

FlourishDx's 'work factors risk assessment' provides information on severity, frequency and duration of psychosocial hazard exposure. Results prioritise based on risk without the need for resource intensive focus groups.

✔ Action quickly!

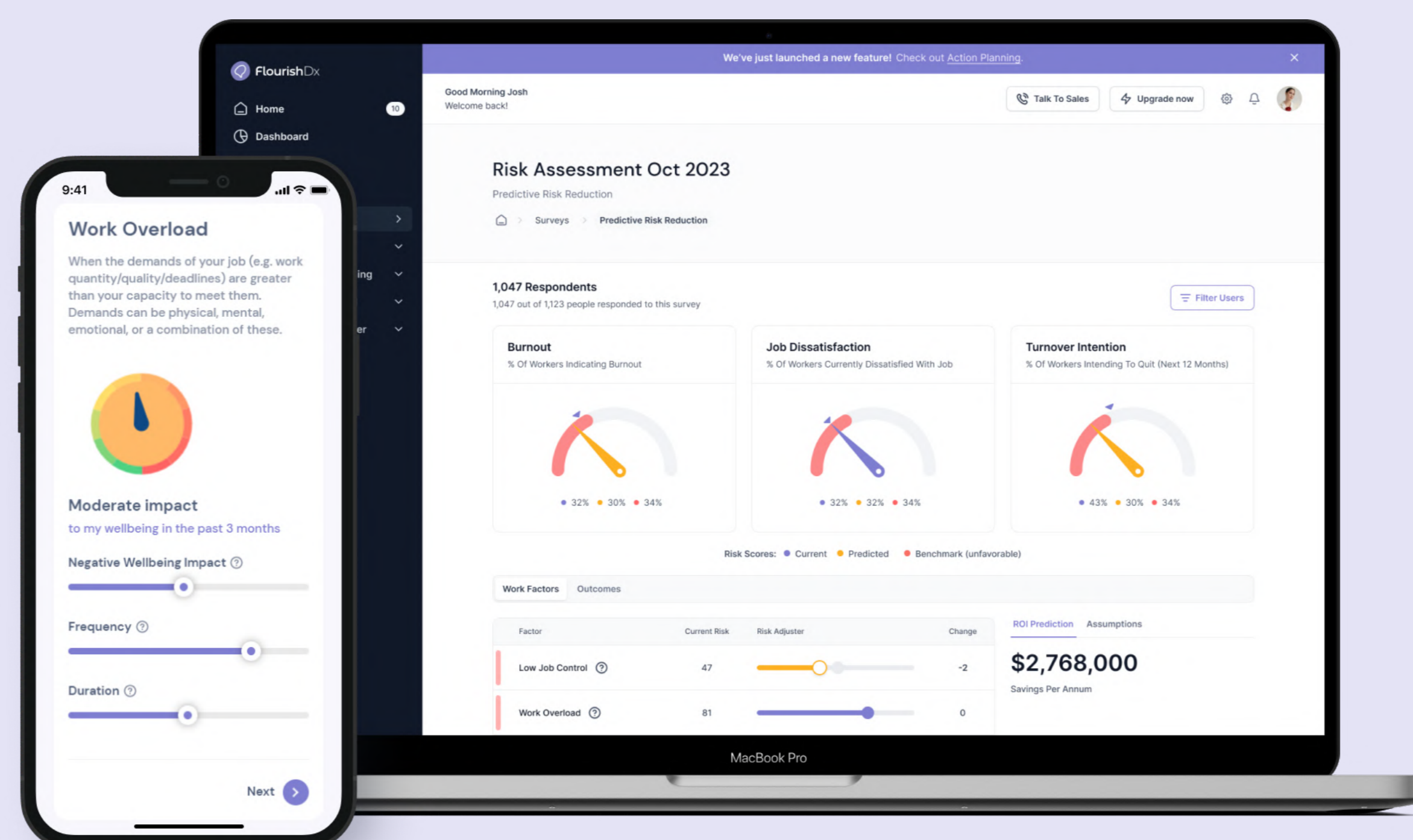
Results are available to admins immediately and update live once the minimum of eight responses have been received. Forget about waiting months to receive data back to inform corrective actions!

✔ Determine extent of psychosocial hazards

Admins can use custom filters to determine if identified hazards are global, or limited to specific teams. This makes interventions far more relevant and effective for all stakeholders.

✔ Empower line managers

Line managers can be provided permissions to view the aggregate risk assessment results of their team. This means risk control can be 'owned' by leaders and made more relevant for employee groups.



Watch a detailed demonstration

Learn how FlourishDx can help you create a mentally healthy workplace at flourishdx.com

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