

Safety Tip

8 April 2026

Let's work together to keep ourselves and our workers safe.

Health and safety tip – Managing psychosocial hazards

Psychosocial hazards are aspects of work and situations that may cause stress, which in turn can lead to psychological or physical harm, including bullying, harassment, violence and stress.

Psychosocial hazards can result in impaired performance, decreased emotional well-being, increased absenteeism, low morale, and a higher likelihood of more mistakes and incidents. This will inevitably result in loss of company reputation, resignations and difficulty recruiting, poor customer service/product quality, and significant cost to the business.

For guidance on managing psychosocial risks, check out the MinEx [Managing Psychosocial Hazards booklet](#).



[MinEx statistics](#) on incidents with the potential to cause harm over the past 8 years show 1,303 incidents resulted in occupational injury or illness, many of which were contributed to be psychosocial hazards.

You need to ensure that you:

1. Put in place processes to address and investigate complaints of bullying, discrimination, or harassment raised by employees.
2. Respond immediately if an employee thinks there is a problem, as this can help stop it from becoming bigger and harder to resolve.
3. Set workplace behavioural standards and remind all workers of their legal duty not to cause harm through their behaviour to others or themselves while at work.