

22

THE MISSING LINK IN OCCUPATIONAL HEALTH AND SAFETY: MANAGING PSYCHOLOGICAL INJURY RISKS AND DEVELOPING ORGANISATIONAL HEALTH IN AUSTRALIAN WORKPLACES

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Background With the harmonisation of work place health and safety legislation in Australia, heavy focus has recently been on

ensuring workplaces are complaint and safety aware. However, the missing link is often consideration of critical psychosocial risk factors in the workplace and the significant cost of these to both the organisation and the individual.

Aims/Objectives/Purpose This study aims to assess the efficacy of a psychosocial risk assessment and intervention model in mitigating psychosocial risks, and to identify key organisational factors in reducing psychosocial risk profiles and increasing organisational health.

Method The data utilised in this research is drawn from a range of organisations, including public, private and not-for-profit ($N \geq 87$ *different work groups*), with outcomes measured at pre and post intervention.

Results/Outcomes This research found that psychosocial risks can be significantly reduced through a 3-stage assessment and intervention model, and that leadership capability emerged as one of the key drivers of psychosocial risk in the workplace. Interestingly leadership capability was also a key remediating factor in improving safety and managing psychosocial hazards in the workplace.

Significance/Contribution to the Field This research provides insights into the effectiveness of interventions in assessing and mitigating psychosocial risks in the workplace, and assists in understanding occupational stress Australia. The results provide valuable insights for organisations wishing to effectively and efficiently manage their corporate people risks.