Laggner Constructions
Psychological Hazards Policy

Persons conducting a business or undertaking (PCBUs) have a primary duty of care to ensure, so far as is reasonably practicable, the psychological health of workers, in the same way that their physical health must be taken care of.

In addition, all workers have a responsibility for workplace health and safety, specifically ensuring reasonable care for the health and safety of themselves and others.

Laggner Constructions recognises that a mentally healthy workplace is a key driver for organisational success and sustainability. Laggner Constructions is committed to:

- eliminating or minimising risks to psychological health with open and honest leadership, prioritising policies and processes that are monitored regularly;

- building and maintaining a positive and supportive environment and culture that protects from psychological injury;

- increasing workers' knowledge, skills and capabilities to be resilient and thrive at work;

- reducing stigma and discrimination in the workplace;

- facilitating workers' participation in a range of initiatives that contribute to a mentally healthy workplace.

All workers are encouraged to:

- understand this policy and ask questions from management where required;

- identify and report on hazards and factors that may impact on workers' psychological health and safety; and

- consider this policy while completing work-related duties and at any time while representing Laggner Constructions;

- support fellow workers in their awareness of the policy; and

- support and contribute to Laggner Constructions aim of providing a mentally healthy workplace for all workers.

Psychological Risk Management

Psychosocial risks will be managed in the same systematic way as other workplace health and safety risks. A risk management approach includes:

1.Understanding the key psychosocial hazards

2. Undertaking a risk management process (identify, prioritise and control)

3. Undertake meaningful consultation with staff

4. Ensure appropriate resources and processes to control risks

5. Maintain, monitor and review control measures.

Psychological Risks and Controls

Description	Risk Treatment
High Job Demands: Mentally and emotionally demanding work, time pressures, physically demanding work	Morning site discussion to discuss work tasks and daily workload; Allocate appropriate resources; Give realistic deadlines and workloads; and Ensure staff are taking allocated breaks and use annual leave entitlements
Low Job Demands Too little to do, or highly repetitive or monotonous task	Don't under- utilise skills; Rotate staff through repetitive tasks; and Staff training
Low Job Control Where workers have little say in how they do their work, take breaks, where workers are not involved in decisions that affect them	Engage staff and allow them to participate in making decisions about the way they do their work; and Provide opportunity for training development
Poor Support Organisational, supervisors, peers, lack of timely feedback, support and guidance from supervisors and / or support from co –workers, including work tasks	ensure staff know to whom they are accountable and where they can go to for help; Supportive leadership skills- open door, accessible, genuine; and Promote a positive and psychologically safe team culture
Low Reward and Recognition A lack of positive feedback, an imbalance in recognition of efforts, lack of opportunity for skills development	Understand that people like to be acknowledged in different ways, e.g. privately, within the team, with incentives (time, financial etc.); Consider implementing a job rotation or mentoring system to enrich staff interest and motivation to broaden skill set; and Ensure workers are being provided with feedback that is timely, specific and practical.

Remote or Isolated Work Remote work locations or work where there are few or no other people around, where access to help from others may be difficult	Review workplace layouts to ensure access to safety and security systems; Maintain regular contact and communication both team and individual; Ensure communication systems and emergency procedures are developed and in place; and Involve the remote area in consultation, decision making and provide access to resources, training and activities available to non-remote staff
Violent or Traumatic Event Exposure to abuse, threat or actual harm that causes fear and distress and/or injury	Zero tolerance of aggression towards workers; Ensure physical environment

Promote well-being

Promotion of, supporting and role-modelling flexibility and work-life balance suitable to the individual's personal circumstances can not only improve an individual's level of wellbeing, it can also provide numerous benefits to the organisation, including employee retention, engagement and morale.

Steve Laggner		**12 March 2024**
Director	**Signature**	**Date**