Hands-on approach for dealing with workplace psychosocial challenges

Oshpro 01.11.2023

Caroline Maketseletso Schønning-Andreassen

- Lumelang – le kae, ke teng
- Sawubona
- Marahaba

- Shikamoo
- Jambo
- Hola
- Jo… ho'you ?
- Ciao …
- Hello/Hi..
- God mor'n

(I see you)

If you want to walk fast,
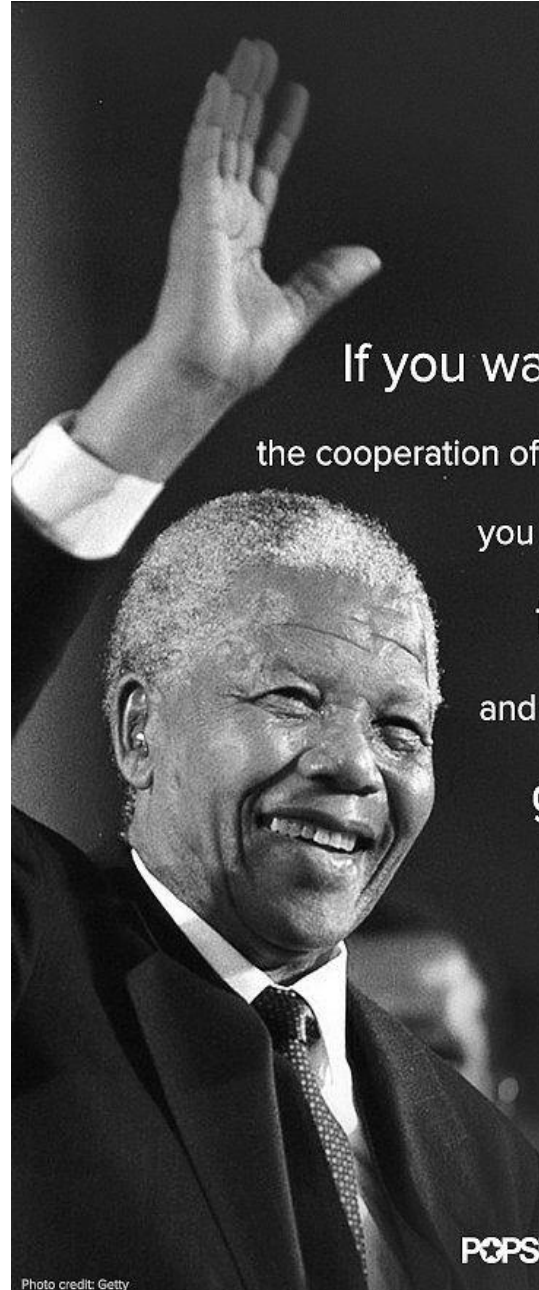walk alone.
If you want to walk far,
walk with others.

'One who loves you, warns you"
AFRICAN PROVERB
Quill
advertising & marketing

If you want
the cooperation of humans around you,
you must make them feel
they are important —
and you do that by being
genuine and humble.
— Nelson Mandela
Photo credit: Getty
POPSUGAR

Significant factors to consider when we look at workplace psychosocial issues

Onsight workers
Mobile workers
Remote workers

Type of work:
fulltime
part-time
seasonal
temporary/temp

Type of work & workforce
Age groups
Expertise
Background

Finding out <u>why</u> workplace environment can become harmful and negative

<u>How</u> it can sometimes contribute to physical and mental health issues

<u>What</u> factors contribute to the workplace environment

<u>When</u> should we take these factors into consideration

<u>Who</u> should we look to/at …

What can I do as an employee?

- Does my work place have routines in place to follow up issues of concern?
- Does regulation provide for Phychososial Working Environment requirements?
- What situations can I report, and how should I report?
- How does my reporting an issue contribute to the workplace riskassement?
- What should employees, and even employers do?

What can I do as an employer?

Identify Hazards..

- Lack of risk assesments of the psychosocial working enviroment, use the experiences that workers/employees have talked about
- Which job positions in the workplace are at most risk? Is gender a factor? Is age a factor? Are beliefs a factor?
- Lack of guidelines (sometimes called SOP) to ensure minimum exposure to risks and stress
- Lack of yearly follow ups with staff/employees on the year's annual risk assesment and evaluation
- Is there social support system for the employees, how does the lack of it affect the workers perfomance?

What can I do as an employer?

- successes!

- We make sure to have risk assesments of the psychosocial working enviroment, and use the experiences that workers/employees have talked about

- Created guidelines (sometimes called SOP) to ensure minimum exposure to risks and stress

- Have yearly follow ups with staff/employees on the year's annual risk assesment and evaluation

- Frequent usage of methods and/or of images,and routines that help in ensuring a message is understood.. Storytelling has a way of ensuring that *a point gets across.*
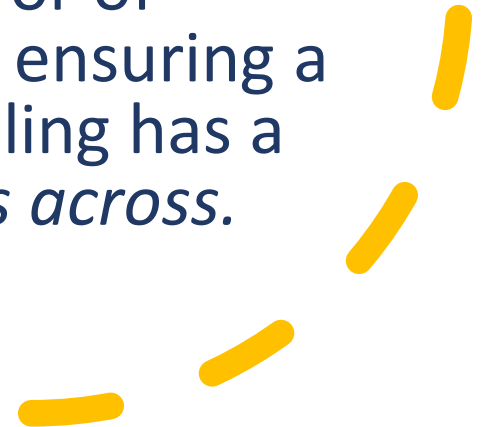
What are the benefits for the My workplace

- Stable workforce – less time used in training new recruits

- Reduction in sick leave – less time used in training a replacement

- Productive workforce – more revenue for company

- Good reputation – more customers, repeat business and an increase in business

- Satisfied employees

- Financial returns

STRATEGIC APPROACHES TO A HEALTHY WORK ENVIRONMENT

"In addition, the guidelines describe the process that would support setting up a successful mental wellness program. The steps described here are:

Step 1: Obtain leadership support and commitment

Step 2: Appoint a workplace mental wellness committee

Step 3: Develop a workplace mental wellness policy

Step 4: Develop a costed work plan and mobilize resources

Step 5: Operationalize the workplace mental wellness program

Step6: Undertake continuous monitoring, evaluation and improvement."

Source: National Guidelines on Workplace Mental Wellness. Ministry of Health – Kenya. 2023

When unsure…
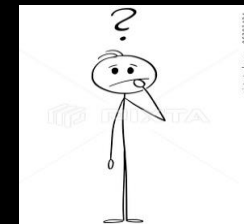
Seek assistance and guidance from OSH community

What else is or can impacted

- The physical working environment
- The workplace ergonomics
- The organisational working environment
- Health and safety operations

Source for more info:

https://healthy-workplaces.eu/en/about-topic/glossary-list

It is important that management and employees see the significance of working with psychosocial issues in the workplace.

I see you

—

Asante Sana

Lekamoso /Kea Leboha