

Psychosocial Safety Climate (PSC)

Workplace Climate

30% of Australian Workers

are in high to very high risk work environments for their psychological health and safety

Psychosocial Safety Climate Risk Levels

RISK LEVELS	SCORE RANGE (12-60)	PROPORTION OF WORKERS	PROGNOSIS
Low Risk (high PSC score)	≥ 41	63.1%	The work climate is performing well for worker psychological health and safety.
Medium Risk	≥ 37 and < 41	6.9%	The work climate is in a steady state, but more enacting of PSC principles is required.
High Risk	> 26 and ≤ 36	20.2%	Increasing PSC levels to high risk from very high risk could reduce depression by 16% and job strain by 14%.
Very High Risk (very low PSC score)	≤ 26	9.8%	Urgent action required to prevent further dramatic increases in depression periods, and worsening conditions (e.g., increased bullying).

Psychosocial Safety Climate Workplace Demographics

Employers Business

36.5% of workers employed in a state or local government department/agency reported high/very high PSC risk levels. This level is higher than other business types such as federal, private, and not-for-profit.

Compensation Claims

37.9% of workers who submitted a compensation claim reported high/very high PSC risk level, higher than the 25.8% for those who did not submit a compensation claim.

Bullying

66.7% of workers who reported being bullied worked in high to very high risk PSC workplaces. In comparison, only 24% of workers who had NOT been bullied were in high to very risk PSC environments

High to Very High Risk Psychosocial Safety Climate and Mental Health

45%

of workers with moderate to severe psychological distress

44%

of workers with moderate to severe depressive symptoms

Psychosocial safety climate reflects the shared perceptions of enacted policies, practices, and procedures implemented for the protection of workers psychological health and safety.

Dollard, M. F., & Bakker, A. B. (2010). Psychosocial Safety Climate as a precursor to conducive work environments, psychological health problems, and employee engagement. *Journal of Occupational and Organizational Psychology*, 83, 579-599.

Industries with High/Very High Risk Psychosocial Safety Climate



32%

Education



30%

Health & Community Services



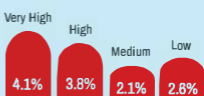
31%

Retail Trade

The Education industry has the highest proportion of workers in the high to very high risk levels of Psychosocial Safety Climate, closely followed by Retail and Health and Community Services.

Psychosocial Safety Climate and Sickness Absence

During a 4 week period, workers in Very High Risk PSC spent 4.1% of their work time on sick leave compared to workers only spending 2.6% of their work time on sick leave in Low Risk PSC.



Psychosocial Safety Climate by State

40%

Tasmania

29%

Northern Territory

37%

South Australia

34%

Queensland

32%

Australian Capital Territory

24%

Western Australia

26%

New South Wales

20%

Victoria

Proportion of workers within each state employed in *high to very high risk* Psychosocial Safety Climate work environments.

CONTACT US



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