

Four steps to preventing psychological injury at work

Prolonged or severe work-related stress can cause psychological and physical injury.

Under work health and safety laws, psychological hazards and risks are treated the same as physical hazards and risks.



Poor psychological health and safety is **expensive**.

It's estimated to cost Australian organisations

\$6 billion per annum
in lost productivity.



PSYCHOLOGICAL HAZARDS



Psychological hazards are anything that increases the risk of work-related stress including:

- high or low job demands
- low job control
- poor support
- poor workplace relationships
- low role clarity
- poor change management
- low reward and recognition
- poor organisational justice
- poor environmental conditions
- remote or isolated work
- violent or traumatic events



What is work-related stress?

Stress is a physical, mental and emotional reaction that a worker may experience when the demands of their work exceeds their ability or resources to cope.

FOUR STEPS TO PREVENTION

Safe Work Australia has developed a step-by-step process for managing psychological injury, intervening early and for taking action to prevent your workers becoming ill or sustaining a psychological injury.

Step 1: Identify

Identify psychological hazards and risks by:

- talking and listening to your workers
- inspecting your workplace
- taking note of how your workers interact
- reviewing reports and records, and
- using a survey tool to gather information from staff.

Step 2: Assess

Consider what could happen if workers are exposed to the identified hazards and risks. Many hazards and their associated risks are well-known but some may need to be identified through a formal assessment process.



Step 3: Control

Where possible, eliminate the risk. This is always the safest option, but if it isn't possible, minimise the risk as much as possible through planning and prevention.

Step 4: Review

Maintain, monitor and review control measures when necessary. It is important to regularly review control measures to ensure they remain effective.

Occupational Medicine Psychiatric Injury In The Workplace

Pamela A. Warren



Occupational Medicine Psychiatric Injury In The Workplace:

Environmental and Occupational Medicine William N. Rom, Steven B. Markowitz, 2007 PROPOSAL DESCRIPTION
Now in its updated Fourth Edition this classic text provides comprehensive coverage of all aspects of occupational and environmental medicine The book offers accurate current information on the history causes prevention and treatment of a wide range of environmental and occupational diseases and includes numerous case studies This edition includes more information on gene environment interactions The section on air pollution has been completely reorganized Other Fourth Edition highlights include expanded coverage of government responses to the field and a new chapter on children s environmental health

Psychiatric Injury in the Workplace ,1988 *Injury and the New World of Work*
Terrence Sullivan, 2011-11-01 Over the last fifty years the nature of work and work injury has changed dramatically Since the 1980s workers compensation claims have grown steadily and insurance institutions are feeling the crunch In *Injury and the New World of Work* Terrence Sullivan emphasizes the precarious line between the expansion of needs based justice and the preservation of work based prosperity The contributors to the book represent the fields of public health sociology anthropology epidemiology nursing psychiatry management economics public policy and labour studies They explore four general challenges to the workplace and the compensation system the dramatic rise in disability associated with the changing nature of work methods of preventing injury and disability the need for rehabilitation and the difficulty of reconciling fairness for workers and economic sustainability in a competitive era *Injury and the New World of Work* examines a broad range of research solutions and policy options for dealing with the critical state of workers compensation The essays draw on recent case studies and original empirical work from Canada situating the book within a comparative international frame of reference

Handbook of Psychological Injury and Law Gerald Young, Tyson Bailey, Luciano Giromini, Jason R. Soble, Richard Rogers, Brian Eliot Levitt, 2025-01-25 This book provides a comprehensive presentation of psychological problems such as posttraumatic stress depression and chronic pain that are the result of injury or trauma and legal proceedings such as tort after motor vehicle collisions It stresses the complex nature of these disabilities particularly in the judicial setting and the critical task of accurately assessing and diagnosing the extent of the injury Assessments involve the use of standardized tests including those that assess for negative response bias and possible malingering The chapters that follow cover key psychological disorders and explore their effects in a range of populations which can vary by age sex and

minority or racial status It encompasses international perspectives and emphasizes the importance of relevant factors that affect assessment rehabilitation and compensation It is ideal for psychologists and mental health professionals working in a field that requires a comprehensive scientifically informed impartial approach to assessment that will stand up in court This book provides a comprehensive presentation of psychological problems such as posttraumatic stress depression and chronic pain that are the result of injury or trauma and legal proceedings such as tort after motor vehicle collisions It stresses the complex nature of these disabilities particularly in the judicial setting and the critical task of accurately assessing and diagnosing the extent of the injury Assessments involve the use of standardized tests including those that assess for negative response bias and possible malingering The chapters that follow cover key psychological disorders and explore their effects in a range of populations which can vary by age sex and minority or racial status It encompasses international perspectives and emphasizes the importance of relevant factors that affect assessment rehabilitation and compensation It is ideal for psychologists and mental health professionals working in a field that requires a comprehensive scientifically informed impartial approach to assessment that will stand up in court

Principles and Practice of Forensic Psychiatry, 2Ed Yasuhiro Monden, 2003-02-28 The second edition of this award winning textbook has been thoroughly revised and updated throughout Building on the success of the first edition the book continues to address the History and Practice of Forensic Psychiatry Legal Regulation of the Practice of Psychiatry Psychiatry in relation to Civil Law Criminal Law and Family Law Important

Principles and Practice of Forensic Psychiatry, 2Ed Richard Rosner, 2003-02-28 The second edition of this award winning textbook has been thoroughly revised and updated throughout Building on the success of the first edition the book continues to address the History and Practice of Forensic Psychiatry Legal Regulation of the Practice of Psychiatry Psychiatry in relation to Civil Law Criminal Law and Family Law Important sections such as Special Issues in Forensic Psychiatry Law and the Legal System and Landmark Cases in Mental Health Law are included Designed to meet the needs of practitioners of forensic psychiatry for residents in forensic psychiatry and those preparing for the specialty examination in Forensic Psychiatry of the American Board of Psychiatry and Neurology this volume will also answer the many questions faced by mental health professionals mental health administrators correctional health professionals and correctional health administrators attorneys judges probation and parole officers and administrators all of whom at one time or another require a substantive presentation of the entire field of forensic psychiatry in the USA

Corporate Therapy And Consulting Len Sperry, 2013-10-28 Published in 1996 Corporate Therapy and Consulting is a valuable contribution to the field of Psychotherapy

Handbook of Posttraumatic Stress Rosemary Ricciardelli, Stephen Bornstein, Alan Hall, R. Nicholas Carleton, 2021-09-30 The Handbook of Posttraumatic Stress provides a comprehensive review of posttraumatic stress in its multiple dimensions analyzing causation and epidemiology through prevention and treatment Written by a diverse group of scholars practitioners and advocates the chapters in this book seek to understand the history the politics and the biological

psychological and social processes underlying posttraumatic stress disorder PTSD Featuring studies that focus on some of the most seriously affected occupational groups the text examines topics such as how individuals experience PTSD in different work settings and the complexities of diagnosis treatment and recovery for those workers and their families Together the contributions provide an in depth examination of the current understood causes impacts and treatments of and for posttraumatic stress mobilizing academic administrative and clinical knowledge and lived experience to inform ongoing and future work in the field Drawing from range of different topics fields of study and research methods this text will appeal to readers across medical mental health and academic disciplines

The Encyclopedia of Work-related Illnesses, Injuries, and Health Issues Ada P. Kahn, 2004 Presents articles on health in the workplace including injuries physical and mental illnesses worker's compensation and social issues

Environmental and Chemical Toxins and Psychiatric Illness James S. Brown, 2008-08-13 During the past 60 years the number of chemical disasters worldwide from military occupational and environmental sources has risen at an alarming rate The profound controversy surrounding many chemicals makes objective analysis nearly impossible Yet now more than ever with the daily exposure to a wide range of chemicals and the increased threat of chemical terrorism it is critical that we understand the role of chemicals in causing psychiatric illness Unlike related books this remarkable reference is intended specifically for psychiatric applications and is thus the definitive sourcebook for the many professionals called on to respond to these events This work stands alone as the first on this topic to be written by a psychiatrist and the first to bring together the military occupational and environmental exposures causing psychiatric illness including multiple chemical sensitivities mass hysteria radiation exposures community stress reactions and Gulf War and other syndromes Unique highlights include A summary of the reported psychiatric symptoms attributed to each chemical class chemical weapons pesticides fumigants metals solvents gases PCBs Agent Orange and other miscellaneous chemicals in tables for easy reference We use personal care products take prescription drugs pump gasoline drink alcohol and spray insecticides as part of our everyday lives Yet rarely do we realize that significant exposures to the chemicals described in this book many of which we are exposed to in daily activities can damage the central nervous system causing psychiatric illness A comprehensive bibliography in every chapter of all the important material in English language medical journals and books that has appeared on this subject since the late 19th century These bibliographies cover everything from the first published reports of the dangers of carbon disulfide in the French rubber industry dangers that American medicine ignored for years through more recent large scale chemical exposures that have serious long term consequences e g Love Canal The latest information about terrorist and military uses of chemical weapons of critical relevance in psychiatry today from World War I combatants exposed to chlorine phosgene mustard gas arsenic and cyanide to the first organophosphate or nerve gases such as tabun and sarin developed by the Germans before and during World War II and used by Iraq in the Gulf War and by a religious cult in the terrorist subway attacks in Tokyo and Matsumoto Japan Quite simply this book is a must

have for psychiatric and medical professionals everywhere with extended appeal among laypersons such as environmental consumer advocates attorneys insurance professionals industrial hygienists disaster planners and medical librarians

Functional Somatic Syndromes Peter Manu,1998-12-10 Comprehensive clinically oriented review of these medically unexplained disorders **Black's Medical Dictionary** Harvey Marcovitch,2017-08-24 Black's Medical Dictionary has been the best selling medical dictionary for over 100 years It is invaluable as a home reference and for all who need clear explanation of medical terms nurses health care professionals and students health service management actuaries lawyers and journalists It contains over 5000 definitions and descriptions of medical terms and concepts with over 1000 diagrams drawings and colour illustrations It also provides helpful appendices on common medical tests and procedures travel and health measurements in medicine health economics complementary and alternative medicine and an address list of support professional organisations

Handbook of Return to Work Izabela Z. Schultz,Robert J. Gatchel,2015-11-13 This comprehensive interdisciplinary synthesis focuses on the clinical and occupational intervention processes enabling workers to return to their jobs and sustain employment after injury or serious illness as well as ideas for improving the wide range of outcomes of entry and re entry into the workplace Information is accessible along key theoretical research and interventive lines emphasizing a palette of evidence informed approaches to return to work and stay at work planning and implementation in the context of disability prevention Condition specific chapters detail best return to work and stay at work practices across diverse medical and psychological diagnoses from musculoskeletal disorders to cancer from TBI to PTSD The resulting collection bridges the gap between research evidence and practice and gives readers necessary information from a range of critical perspectives Among the featured topics Understanding motivation to return to work economy of gains and losses Overcoming barriers to return to work behavioral and cultural change Program evaluation in return to work an integrative framework Working with stakeholders in return to work processes Return to work after major limb loss Improving work outcomes among cancer survivors Return to work among women with fibromyalgia and chronic fatigue syndrome The Handbook of Return to Work is an invaluable unique and comprehensive resource for health rehabilitation clinical counselling and industrial psychologists rehabilitation specialists occupational and physical therapists family and primary care physicians psychiatrists and physical medicine and rehabilitation as well as occupational medicine specialists case and disability managers and human resource professionals Academics and researchers across these fields will also find expert guidance and direction in these pages It is an essential reading for all return to work and stay at work stakeholders

Biomedical Index to PHS-supported Research: pt. A. Subject access A-H,1992 **Work-Related Injuries Among Certified Nursing Assistants Working in US Nursing Homes** Galina Khatutsky,Joshua M. Wiener,Wayne L. Anderson,Frank W. Porell,2012-04-06 Certified nursing assistants CNAs working in nursing homes are at significant risk for work related injuries but little is known about the frequency and types of their injuries and how assistive equipment such as

patient lifts affects injury rates The study described in this research report analyzed the prevalence nature and predictors of injuries among CNAs working in US nursing homes Researchers used 2004 data from the National Nursing Assistant Survey and the National Nursing Home Survey One of their findings was that 60 percent of all CNAs nationally reported a work related injury in the year prior to the survey *Organizational Change* Maria Vakola, Paraskevas Petrou, 2018-04-27

Organizational change is a reality of 21st century working life but what psychological effects does it have on individual workers and what coping strategies can be used to mediate its impact In today's turbulent work and career environment employees are required not only to accept changes as passive recipients but to proactively initiate changes and demonstrate attitudes behaviours and skills valued by current employers As a result organizational psychologists both researchers and practitioners have had to acknowledge and understand the myriad of challenges faced by employees as a result of organizational change In this important new book an international range of prominent scholars examine the key psychological issues around organizational change at the individual level including health and well being stress and emotional regulation performance and leadership attitudes and implications for the psychological contract Analyzing and presenting the impact of organizational change and possible coping strategies to successfully manage change the volume is ideal for students and researchers of work and organizational psychology business and management and HRM *Handbook of Behavioral Health Disability Management* Pamela A. Warren, 2018-07-13 This authoritative handbook provides an up to date interdisciplinary understanding of behavioral health issues and their management within disability systems It examines today's complex mismatches between providers pinpointing related obstacles to relevant diagnosis referrals and care while making a solid case for better coordination and collaboration between primary care physicians and a wide range of disability and mental health specialists Chapters review current findings on common job related mental health and psychosocial issues and guide readers through the tangle of insurance and legal concerns typically associated with disability cases This elegant framework models more effective case management leading to enhanced client satisfaction and functioning and improved individual and system outcomes Among the topics covered A critique of the behavioral health disability system Systemic caused iatrogenic behavioral health disability and contradiction between diagnostic systems Effective psychological evaluation and management of behavioral health concerns Behavioral health disability and occupational medicine concepts and practices Physical therapy treatment and the impact of behavioral health concerns A neuroplastic model of secondary contribution to behavioral health disability theory and implications With its practical solutions to large scale health care problems the Handbook of Behavioral Health Disability Management is necessary reading for health psychologists and professionals in rehabilitation psychotherapy and counseling occupational medicine and allied fields as well as other stakeholders involved in the disability process **Multi-faceted Approaches to Challenges and Coping in Law Enforcement**

Konstantinos Papazoglou, Katy Kamkar, 2024-12-01 This volume delves into the wellness health and resilience

of police officers Drawing on insights from academics and police leaders it explores various aspects such as essential training components prevention strategies and intervention methods informed by best practices and research The book aims to pinpoint ways to implement preventive measures across the continuum of care from primary to tertiary to enhance the well being and safety of police officers Additionally it addresses organizational and operational stressors to improve occupational health and safety This resource is well suited for police leaders criminology practitioners mental health professionals and policymakers The Brigham Intensive Review of Internal Medicine E-Book Ajay K. Singh, Joseph Loscalzo, 2017-12-31

Based on the popular review course from Harvard Medical School The Brigham Intensive Review of Internal Medicine 3rd Edition provides in depth coverage on all specialties of internal medicine as well as palliative care occupational medicine psychiatry and geriatric medicine Ideal for preparing for certification or recertification this highly regarded review tool keeps you up to date with tremendous changes in the field incorporating detailed discussions in every chapter essential learning points more than 600 review questions numerous tables and figures and more Organizes 100 chapters into 10 broad sections with one additional section devoted to board simulation Each chapter includes a section of multiple choice questions Shares the knowledge and expertise of leading authorities from Harvard as well as former chief residents at Brigham and Women s Hospital making this an excellent exam review tool as well as a general practice resource Includes three new chapters Sedation Agitation Sleep Deprivation Hepatitis B and C and Evaluation of the Dyspneic Patient Features a brand new full color design with all new diagrams and color photos Provides extensively revised information throughout including more MOC focused content Expert Consult™ eBook version included with purchase This enhanced eBook experience allows you to search all of the text figures and references from the book on a variety of devices *Hunter's Diseases of Occupations* Peter Baxter, Tar-Ching Aw, Anne Cockcroft, Paul Durrington, J Malcolm Harrington, 2010-10-29 Winner of the 2011 BMA book awards medicine category In the five decades since its first publication Hunter s Diseases of Occupations has remained the pre eminent text on diseases caused by work universally recognized as the most authoritative source of information in the field It is an important guide for doctors in all disciplines who may

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