



OFFICE OF THE CHIEF SECRETARY

MENTAL HEALTH AT WORK

UNDERSTANDING PSYCHOSOCIAL HAZARDS

What Are Psychosocial Hazards?

Safety isn't just about hard hats and harnesses. Psychosocial hazards are workplace factors that can negatively affect our mental and physical well-being.

When ignored, they can lead to:

- Burnout
- Stress
- Reduced performance



KEY WORKPLACE PSYCHOSOCIAL HAZARDS



1. WORK ORGANIZATION

- **Problem:** Overloaded schedules, skipped breaks, mandatory overtime, understaffing
- **Feeling:** Lack of control, overwhelming workload
- **Impact:** Reduced confidence, increased stress, decreased job satisfaction

2. WORKPLACE CULTURE & SUPPORT

- **Problem:** Unclear policies, lack of training, job insecurity
- **Feeling:** Unsupported, uncertain about roles
- **Impact:** Reduced confidence, increased stress, decreased job satisfaction

3. INTERPERSONAL PROBLEMS

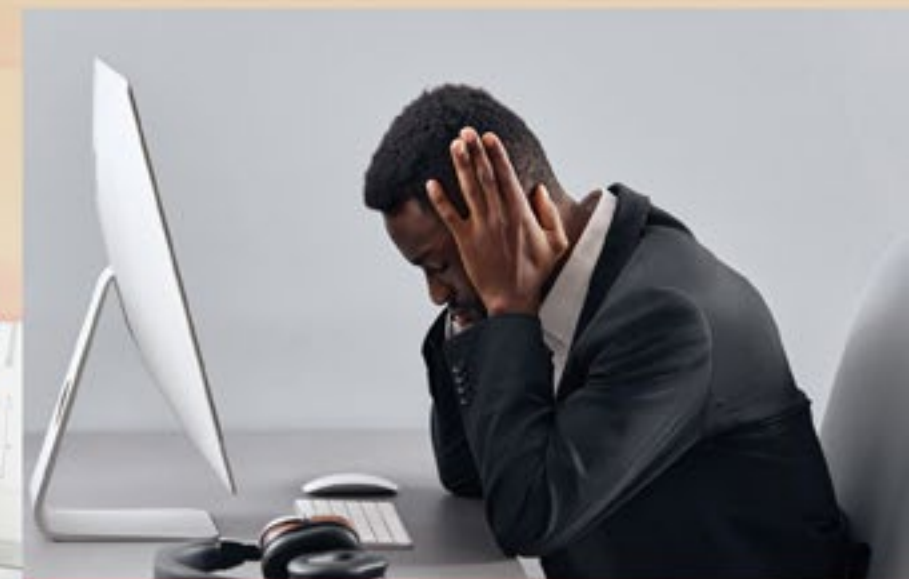


- **Problems:** Incivility (gossip, rude behaviour, condescension) and bullying (repeated actions to humiliate or undermine others)
- **Feeling:** Distress, anxiety, and diminished sense of respect
- **Impact:** Reduced morale, poor teamwork, and increased absenteeism

4. WORKPLACE VIOLENCE



- **Problem:** Threats, harassment, intimidation, or physical harm
- **Feeling:** Fear, vulnerability, and insecurity
- **Impact:** Psychological trauma, reduced productivity, and increased risk of injury



WHY IT MATTERS

- Work-related stress is widely recognized as a major occupational hazard affecting workers globally
- Early identification helps create healthier, more productive workplaces

SIGNS TO LOOK OUT FOR

- **Emotional:** Irritability, anxiety, depression
- **Behavioural:** Withdrawal, sleep disruption, substance reliance
- **Physical:** Fatigue, headaches, digestive issues
- **Professional:** Poor concentration, reduced work quality

WHAT CAN BE DONE



For Employers

- **Promote** reasonable workloads and work-life balance
- **Strengthen** support systems and supervision
- **Implement** anti-bullying and harassment policies
- **Provide** training and awareness on psychosocial hazards
- **Encourage** open communication and reporting without fear



For Employees

- **Take** regular breaks and manage workload where possible
- **Communicate** concerns early to supervisors
- **Support** colleagues and promote a respectful environment
- **Seek** help when feeling overwhelmed
- **Participate** in training and safety initiatives



LEGAL AND PROFESSIONAL STANDARDS

Trinidad & Tobago OSH Act (Chap. 88:08)

- Employers have a legal duty of care to ensure the safety, health, and welfare of all employees
- This responsibility includes protecting workers from both physical and psychosocial hazards, such as stress, bullying, and excessive workloads
- Employers are required to identify workplace hazards, assess risks, and implement appropriate control measures to protect employees

ISO 45003 (International Standard)

ISO 45003 is the first global standard that provides guidance on managing psychological health and safety in the workplace.

It focuses on improving:

- **Work organization** – how tasks, workloads, and schedules are managed
- **Social factors** – workplace relationships, support, and culture
- **Work environment** – conditions that impact both physical and mental wellbeing

TAKE ACTION

Mental health and workplace safety are integral to overall employee wellbeing. Employees are encouraged to **report any concerns** and seek support where necessary.

- If you observe a workplace issue, please report it through the appropriate channels.
- If you are experiencing difficulties, please seek assistance in a timely manner.



Your safety, both physical and mental, is our priority. Don't wait for a crisis to speak up.



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