

## Psychosocial hazards in the healthcare setting

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## Psychosocial Stress

- High cost in terms of workers health
- Lower performance and Productivity
- Absenteeism
- Accidents
- Fatal injuries and diseases



- Employees and workers have the responsibility to address psychosocial hazards
- Improve working conditions to improve workers health



- Education
- Prevention by integrating health promotion into policies
- Prevention of work related stressors
- Promotion of health life styles
- Incorporation of psychosocial hazards into the risk management strategy

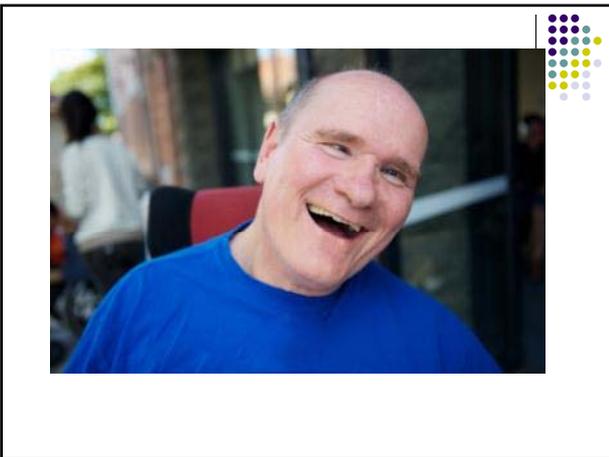
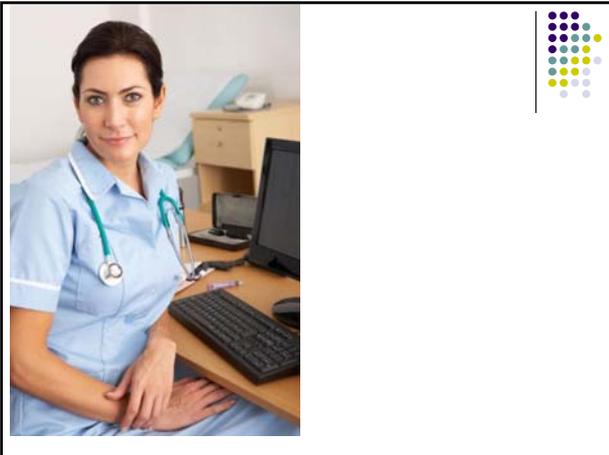


## Practical Approach

- **Identify the Hazards**
- Explain the interrelationships between the stress and the health related problems
- Identify measures to avoid the causes of those problems, to prevent the unhealthy consequences and to minimise their impact in both the workers and the enterprises
- Develop a policy to allow for a response to these problems
- Apply a management model to address these problems through a common policy and coherent action

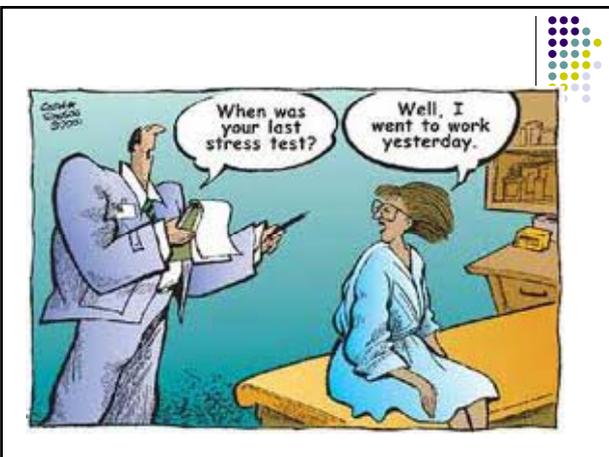


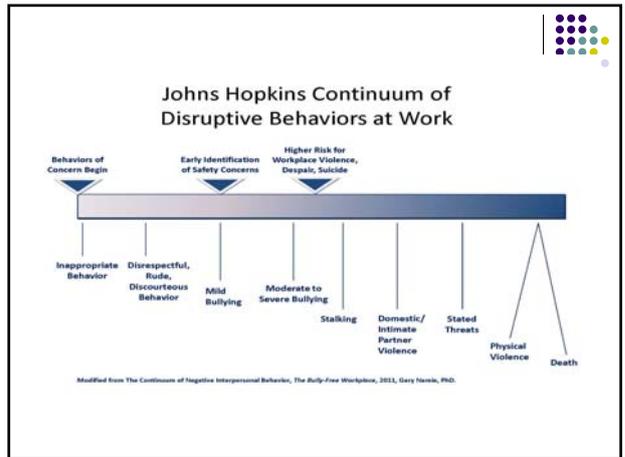
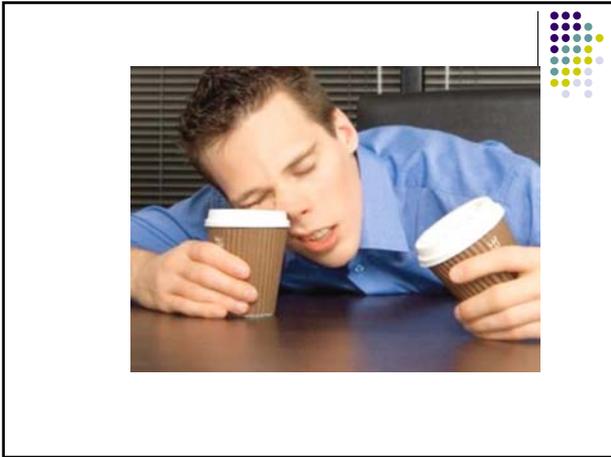




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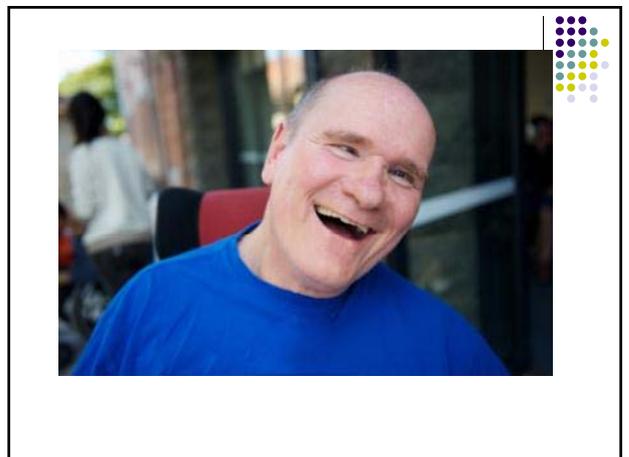
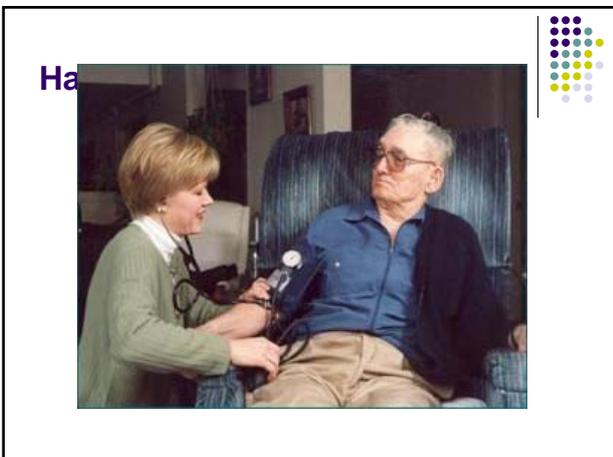
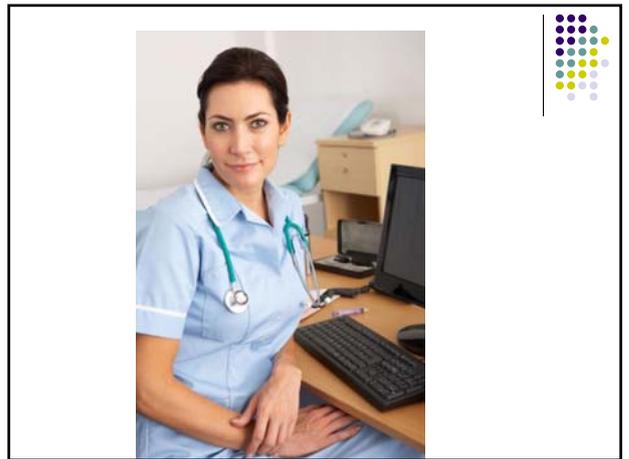




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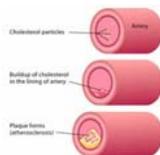
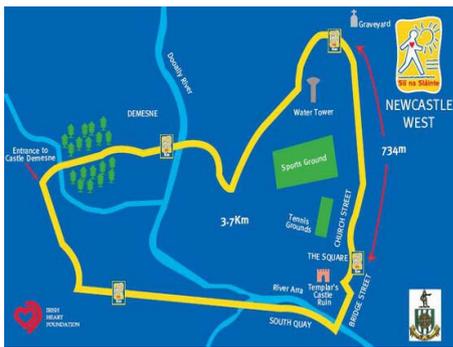
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- Get the basics right
- Address any psychosocial or psychiatric needs
- Routine
- Attend to spiritual needs
- Return to work even in modified or graduated way
- Deal with any perceived work related issues



### Examples of Key Policies and Processes

- Dignity at Work Policy
- Health Promotion Policy
- Trust in Care Policy
- Lone worker Policy
- Training
- Induction
- Safe Work Practices



- Support at earliest stage including psychological and if necessary psychiatric referral
- Trust in the process
- Open communication
- Timely investigations
- Implementation of appropriate recommendations
- Early and appropriate return to work



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- EMI guidelines - Occupational Blood and Body Fluids
- Safety needles - Recent EU directive
  
- Mental Health Standards
- Awareness and Provision of Mental Health Care
  
- Peer Support
- Mentorships/Teamwork



Thank You!

Questions?