

Mentally Healthy Work Development Programme: Data sources activity

Identify the data sources available to identify and assess psychosocial risks in your organisation. Rate your confidence in these data sources ability to provide you with useful insights into the psychosocial hazards in your organisation; comment on the benefits and limitations of this data source.

1. What data sources are available to you?

Example

EAP usage data

- Public Service Census
- Organisational Wellbeing Survey
- Organisational Engagement Survey
- Health and Safety Committee reports / minutes
- Health and Safety incident reporting
- Manager discussions on wellbeing/work
- Sick leave data
- Exit survey data
- Job descriptions / task analyses
- Turnover data
- Human resources - bullying / behaviour complaints
- Human resources - performance management issues
- Occupational health assessments
- Wellbeing Committee / Ropu feedback
- Employee-Led Network feedback or reports
- Union complaints / reports
- Employee Assistance Programme data
- Health and Safety business partner insights/feedback
- Psychosocial risk assessment
- [Insert other sources]
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2. How confident are you that this provides useful insights into your organisation's psychosocial risks?

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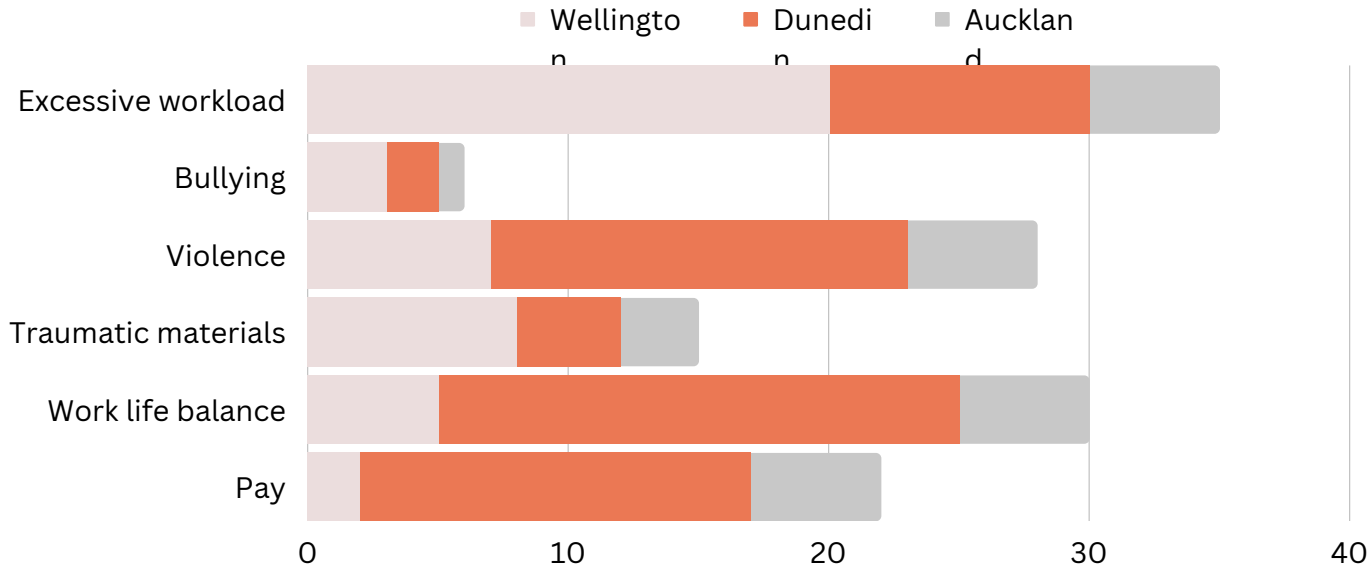
3. Comment on the benefits and limitations of the available data sources:

Used primarily for employees personal issues; no report back from provider on any work-related psychosocial risks raised - does not provide much insight into where/what risks are.

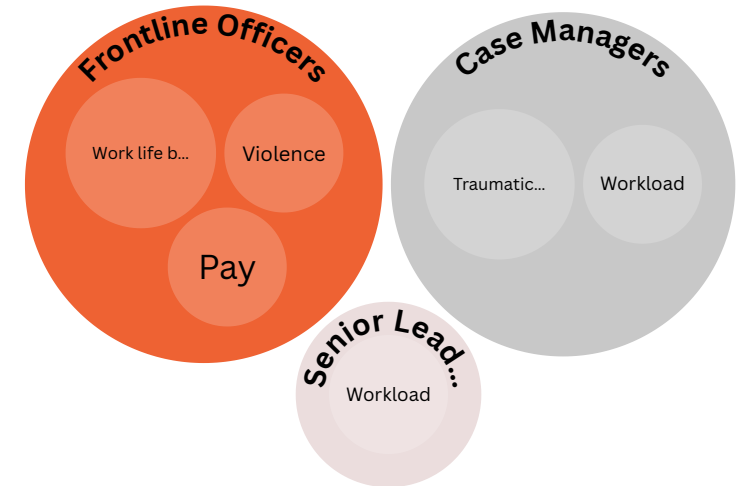
Mentally Healthy Work Development Programme: **EXAMPLE DASHBOARD**

Using existing data sources on psychosocial hazards within your organisation, create a dashboard that provides an overview of the psychosocial risk profile for your organisation. Here is an example:

Key psychosocial risks



Key roles and risks



Six-month foresight analysis

Potential scenario	Potential impact	Psychosocial risk
Change in government October 2023	Change in direction of work and resourcing	• Workload ↑
Recession / continued cost of living pressures	Greater risk of job insecurity; Increased financial concerns by employees	• Job insecurity ↑
Organisational restructure November 2023	Change in roles and reporting lines may decrease role clarity	• Role clarity ↓

H&S Committee key themes

- Our frontline workers in Dunedin report insufficient staffing which requires them to often work overtime or extra shifts
- Violence and aggression continue to be a key psychosocial risk for frontline staff who report greater levels of volatility from the public post-COVID.
- Our case managers are seeing increased instances of traumatic or disturbing material in their case files.