Psychological Health and Safety and Psychological Safety



The terms "Psychological Health and Safety" and "Psychological Safety" are related but distinct concepts often used in workplace and organisational contexts. Understanding the difference between them is crucial for addressing the different aspects of employee well-being they each cover.

Psychological Health and Safety

Psychological health and safety refers to the policies, practices, and environmental factors that mitigate harm to the mental health of employees due to workplace factors. This term is more comprehensive and relates to the broader context of occupational health:

Scope

It encompasses the creation and maintenance of a safe work environment where mental health risks are managed and supportive practices are implemented. This includes everything from workplace policies on harassment and bullying to ensuring work-life balance and providing resources for mental health support.

Focus

The focus is on preventing harm to employee's mental health and promoting well-being through systemic change, risk assessment, and protective measures at the organisational level.

Psychological Safety

Psychological safety, on the other hand, is a concept that specifically relates to the interpersonal aspects of the work environment. It is defined by the belief that one will not be exposed to interpersonal risk when engaging in work-related tasks. This concept is crucial for team dynamics and innovation.

Scope

Psychological safety is about feeling safe to express oneself without fear of negative consequences to self-image, status, or career. It relates to the team or group level within an organisation.

Focus

The focus here is on creating a culture where team members feel comfortable being vulnerable, taking risks, and expressing their thoughts and ideas. This is crucial for fostering innovation, learning, and performance improvements.

Interpersonal Dynamics

Psychological safety is driven by team leadership and behavioural norms among team members. It's less about organizational policies and more about the day-to-day interactions that make employees feel respected and valued.

FURTHER INFORMATION (i)

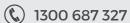
If you require further assistance and support consider seeking help from one of the below:

Staff Wellbeing Connect

Manager Assist

Employee Assistance Program









Definitions



Psychological Health and Safety

Promoting mental health and preventing psychological harm at work - typically focused on the identification, mitigation of and prevention of psychosocial risk (National / Standard of Canada for Psychological Health and Safety in the Workplace).

Psychosocial Safety

Psychosocial safety integrates key aspects of psychology and sociology to understand and manage human dimensions of safety. This is typically measured within organisations as the Psychosocial Safety Climate (PSC) which is the shared belief held by workers that their psychological safety and wellbeing is protected and supported by senior management (Bond, Tuckey & Dollard, 2010). PSC is evident from organisational practices, policies and procedures that promote the psychological safety and wellbeing of workers (Flin & Yule, 2004).

Psychological Safety

The sense that we can share our feelings, beliefs and experiences openly at work without fear of retribution, loss of status or punishment (Edmondson).

Psychosocial Risk

A psychosocial risk is a risk to the health or safety of a worker or other person arising from a psychosocial hazard (Safe Work Australia).

Psychosocial Hazards

Psychosocial hazards are hazards that:

- arise from, or relate to:
 - The design or management of work, or
 - A work environment, or
 - Equipment/facilities/infrastructure at a workplace, or
 - · Workplace interactions or behaviours, and
- may cause psychological harm (whether or not it may also cause physical harm).

Physical Safety

Physical wellbeing is the ability to maintain a healthy quality of life that allows us to get the most out of our daily activities without undue fatigue or physical stress.

Mental Health

Mental health is a state of wellbeing in which an individual can realise their own potential, cope with the normal stresses of life, work productively and make a contribution to the community (World Health Organisation).

Wellbeing

Wellbeing is not just the absence of disease or illness. It's a complex combination of a person's physical, mental, emotional and social health factors. Wellbeing is strongly linked to happiness and life satisfaction.

FURTHER INFORMATION

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