SAFE OVER SUMMER

Psychosocial Health

Psychological health means feeling **safe, supported, and able to manage work demands without harm to mental wellbeing**. Working across multiple sites, managing reactive maintenance, dealing with time pressure, and interacting with clients or the public can create stress, fatigue, and mental strain. It's about recognising early signs of stress, knowing when to speak up, and supporting teammates who may be struggling.

Primary Risks & Hazards to Spot

- **High workload or reactive job pressure:** (e.g. urgent callouts, understaffing, after-hours demands).
- **Isolation or working alone:** maintenance techs, security, cleaners on late shifts.
- **Customer and tenant interactions:** dealing with conflict, complaints, or unreasonable expectations.

Discuss / Share:

What situations at work tend to cause the most stress or frustration for you?

How do you usually manage work pressure?

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Critical Controls

- **Encourage open communication:** normalise talking about stress and mental health.
- **Use the buddy system or regular check-ins** for those working alone.
- **Prioritise workload planning:** raise issues early when resources are stretched.
- **Take scheduled breaks** and avoid skipping rest time.
- **Know the support channels:** EAP, supervisor, HR, or Zero Harm contacts.

Discuss / Share:

How can supervisors or teammates check in more effectively?