



# Psychosocial risks for all New Zealand workers

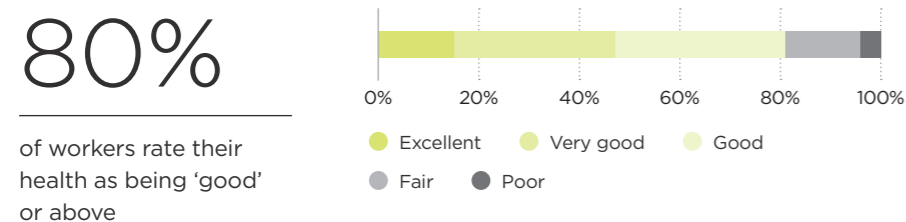
## Psychological harm<sup>1</sup>

The percentage of all workers that report experiencing the following in the last 12 months:



## Self-rated health<sup>2</sup>

Self-rated health is a key indicator for monitoring quality of life and population health.



## Work-related suicide<sup>3</sup>

Work-related suicide research reviewed 1,678 coronial findings (from applicable cases) between 2017-2021.



The psychosocial risks or work stressors common in the work-related suicide research are:

HOW WORK IS DESIGNED	SOCIAL FACTORS AT WORK	WORK ENVIRONMENT	WORK CONTEXT
<ul style="list-style-type: none"> <li>- Job demands</li> <li>- Work hours and schedule</li> <li>- Workload and work pace</li> <li>- Job security</li> </ul>	<ul style="list-style-type: none"> <li>- Bullying</li> <li>- Interpersonal relationships</li> </ul>	<ul style="list-style-type: none"> <li>- Work-related injury</li> </ul>	<ul style="list-style-type: none"> <li>- Performance management</li> </ul>

## Offensive behaviours<sup>2</sup>

Offensive behaviours can cause harm to the person they are directed at as well as people witnessing the behaviour. Repetitive or severe exposure can cause both physical and psychological harm.

**35% of all workers** report being exposed to at least one of the five offensive behaviours listed below in the last 12 months.

Percentage of all workers who were exposed at least once in the last 12 months:

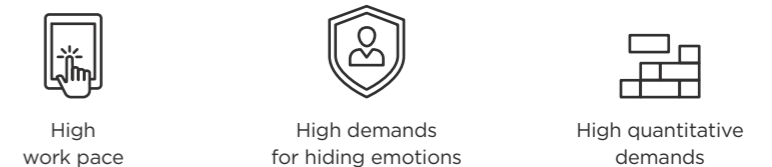


## Policies around bullying, harassment and violence<sup>1</sup>



## Psychosocial risks<sup>2</sup>

The most common psychosocial risks across all workers are:



## Protective factors<sup>2</sup>

Protective factors can mitigate the impact of risk factors and may enhance mental wellbeing. The most common protective factors across all workers are:



<sup>1</sup> WorkSafe Workforce Segmentation and Insight surveys 2020, 2021 and 2023.  
<sup>2</sup> WorkSafe (2022). *New Zealand Psychosocial Survey 2021*.  
<sup>3</sup> WorkSafe (2024). *Work-related suicide: Examining the role of work factors in suicide*.  
<sup>4</sup> WorkSafe (2023). *Mentally healthy work online form analysis: Review of concerns received from 26 April 2022 - 1 May 2023*.

## Employer attitudes<sup>1</sup>

87%

of employers feel a strong sense of responsibility for the mental health of staff and how well they get on with others

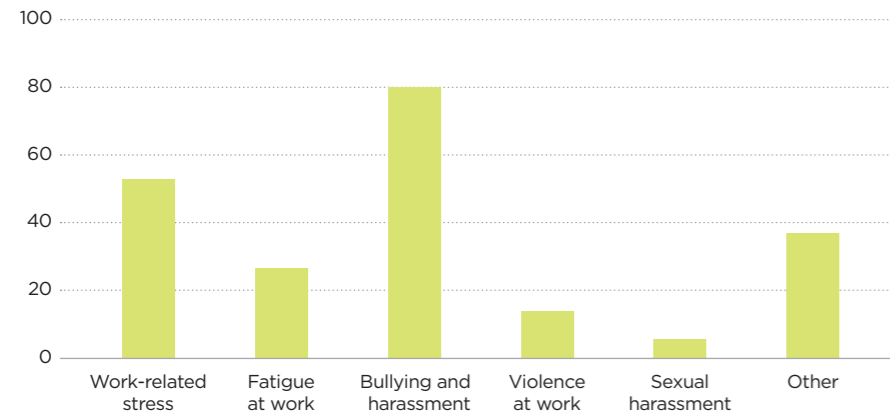
## Mentally healthy work concerns<sup>4</sup>

This data involves mentally healthy work concerns WorkSafe received from 26 April 2022 - 1 May 2023.

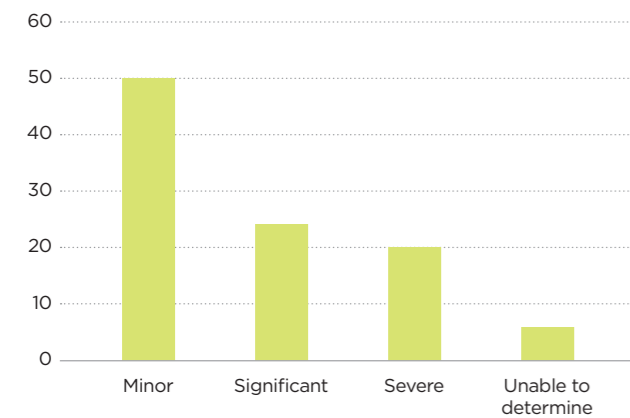
283

mentally healthy work concerns were raised using the online form

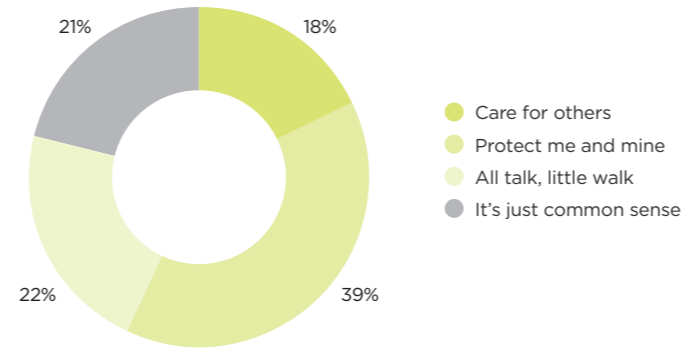
### Percentage of concerns by issue



### Percentage of concerns by levels of harm



## Employer health and safety maturity across New Zealand<sup>1</sup>



## Employers' health and safety perceptions<sup>1</sup>

Percentage of all employers that agree with the following statements:

74%

we make the time and effort to ensure we're up to date with changes in health and safety legislation

66%

health and safety is a real investment in our business

34%

the main reason we follow health and safety rules is so we don't get in trouble

21%

complying with health and safety regulations is a cost to our business, with little benefit

20%

management wouldn't need to get involved in health and safety if workers just used their common sense

82%

we have a strong safety culture where each person is always watching out for each other's health and safety

## Employers' health and safety practices<sup>1</sup>

Percentage of all employers that:

34%

say they conduct an assessment on workers' level of exposure to a health risk

24%

say they provide workers with health checks/monitoring for health problems that could be related to their work

57%

say they make changes to the work environment or equipment to reduce the risk to people's health and safety

40%

say they develop or update a formal management plan or policy to address key health and safety risks