



Psychosocial risks for all New Zealand workers

Psychological harm¹

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

30%

any work-related mental health or wellbeing issues 31% work-related

anxiety

work-related depression

60%

work-related stress

11%

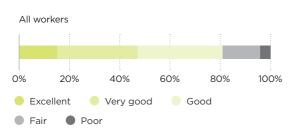
new mental health or wellbeing issues

Self-rated health²

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

80%

of workers rate their health as being 'good' or above



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

Work-related suicide³

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

246

of suicides met the criteria of 'potential work-related suicide'

197

of suicides met the criteria of an 'actual work-related suicide'

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
Job demandsWork hours and scheduleWorkload and work paceJob security	BullyingInterpersonal relationships	- Work-related injury	- Performance management

Offensive behaviours²

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:

23%

14%

16%

cyberbullying

bullying

threats of violence

11%

sexual harassment

11%

physical violence

Policies around bullying, harassment and violence¹

43%

of all employers report they do not have a policy to support the management of incidences of bullying and harassment, including sexual harassment 47%

of all employers report they do not have a policy to guide their response to violent incidents, including threats of violence

Psychosocial risks²

The most common psychosocial risks across all workers are:



High work pace



High demands for hiding emotions



High quantitative demands

Protective factors²

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



Security over working conditions



community at work



Role clarity



Meaning of work

Employer attitudes¹

87%

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

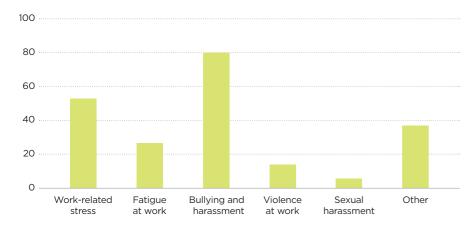
Mentally healthy work concerns⁴

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

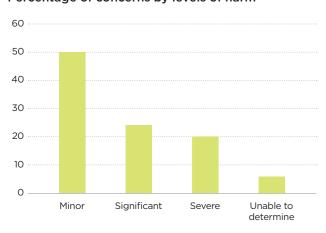
283

mentally healthy work concerns were raised using the online form

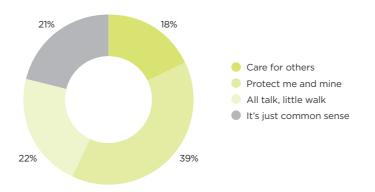
Percentage of concerns by issue



Percentage of concerns by levels of harm



Employer health and safety maturity across New Zealand¹



Employers' health and safety perceptions¹

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

34%

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

20%

management wouldn't need to get involved in health and safety if workers just used their common sense 66%

health and safety is a real investment in our business

21%

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

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 practices¹

Percentage of all employers that:

34%

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

57%

say they make changes to the work environment or equipment to reduce the risk to people's health and safety 24%

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

40%

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