

# PSYCHOSOCIAL SAFETY



**OPTIMISE YOUR PLANNING, PEOPLE AND PERFORMANCE**

Modern day society requires employees to work harder and faster in order to keep up with economical demands, emerging technologies, reduction in availability of skilled labour and an ageing workforce. Many employees are facing increasing workloads, longer hours, job insecurity, understaffing, bullying, violence and poor work organisation.

## OUR PHILOSOPHY

Delivered by our expert team of psychologists and health and safety professionals, TMS Consulting works with our clients to promote and support employee psychological health through the integration of psychosocial safety into existing safety management systems. Our integrated approach encompasses all health, safety and wellbeing touch-points, as outlined in the following diagram:



## OUR OFFERINGS



Psychosocial Safety Management Systems



Auditing and Assurance



Fatigue



Workplace Bullying



Occupational Stress



Remote and Isolated Work



Occupational Violence



Mental Health Promotion

# THE TMS DIFFERENCE

Psychosocial safety pertains to health and safety risks that arise from an individual's interaction with their social environment, resulting in both physical and psychological harm. TMS assists organisations to:



## Psychosocial Safety Management Systems

- Develop and implement robust and effective psychosocial safety management systems
- Ensure psychosocial safety management is effectively integrated into existing safety practices
- Ensure compliance with relevant legislation



## Occupational Stress

- Address stress as a source of risk in today's fast-paced and complex work environments
- Determine the drivers of stress in your organisation
- Develop capacity for resilience, stress management and coping ability



## Auditing and Assurance

- Demonstrate the effectiveness of safety management systems
- Develop and/or review policies, procedures, and practices
- Protect and reinforce your business through sound safety management practices
- Conduct audits and administer psychosocial safety climate surveys and assessments



## Remote and Isolated Work

- Design and implement peer support networks
- Support workers and their families to adapt to remote lifestyles and maintain wellbeing
- Awareness and education for effective team performance in remote/isolated workforces



## Fatigue

- Provide specialist advice on roster design, fatigue management plans, fatigue monitoring, and learning and development solutions
- Reduce the safety risks associated with physical and mental fatigue
- Empower workers to proactively and effectively prevent and manage fatigue



## Occupational Violence

- Support workers to respond appropriately to violence in the workplace
- Determine and mitigate occupational violence hazards and risks
- Educate workers on conflict management and resolution and aggression management



## Workplace Bullying

- Implement best-practice workplace bullying prevention and management strategies
- Create awareness and understanding of bullying behaviours in the workplace
- Protect workers from workplace bullying hazards and risks



## Mental Health Promotion

- Support the mental health of workers through awareness initiatives
- Promote a culture of health and wellbeing
- Educate workers about mental health, suicide awareness, and appropriate support mechanisms