Sonder

Step four: Review control measures

Question checklist

Reviewing the effectiveness of your psychosocial risk controls

If in the review stage you notice that your psychosocial hazard risk controls might not be working as intended, here are some questions to consider to help you understand why.

By systematically addressing these questions, organisations can identify gaps in their risk control strategies and take corrective actions to improve the mental health and wellbeing of their employees.

1. Cultural alignment ☐

Are risk controls aligned with the organisation's overall culture and values?

2. Open communication ☐

Does the organisation foster a culture of open communication and psychological safety?

3. Control suitability ☐

Are the controls appropriate for the specific risks and the organisation's context?

4. Control implementation ☐

Are controls being implemented consistently and correctly?

5. Performance measurement ☐

Are there key performance indicators (KPIs) to measure the effectiveness of controls?

6. Employee participation ☐

Are employees involved in the development and implementation of controls?

7. Training effectiveness ☐

Is training on psychosocial hazards and risk controls effective and accessible to all employees?

8. Awareness and understanding ☐

Do employees understand the importance of risk controls and their role in their implementation?

9. Adequate resources ☐

Are sufficient resources allocated to implement and maintain risk controls?

10. Managerial support ☐

Do managers have the skills and knowledge to support employees and implement risk controls?
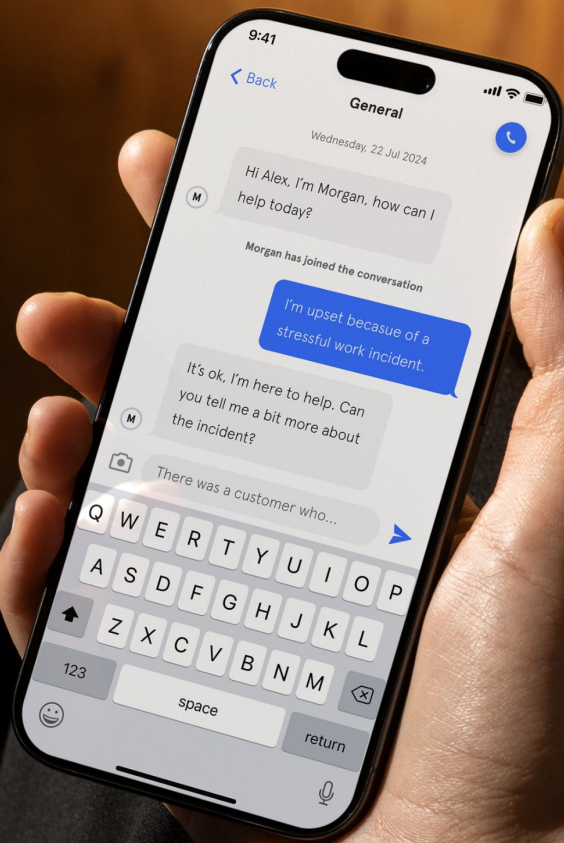
Protect your people.
Protect your business.

Discover more tools and templates to help you navigate the risk management process <u>here</u>.

Sonder is a workforce health and safety platform that provides safety, medical, and mental health support. To find out how Sonder can help you reduce people-related risks and costs, ensure compliance, and build a resilient, productive workforce, get in touch for a demo.

Request a demo