



CONSTRUCTION
HEALTH & WELLBEING

PSYCHOSOCIAL RISK MANAGEMENT CHECKLIST FOR THE UK CONSTRUCTION INDUSTRY

POLICY AND MANAGEMENT

1. Management Commitment

- Has top management demonstrated commitment to the psychological health and safety of workers?
- Is there a clear leadership commitment to promoting a positive work environment?

2. Policies and Procedures

- Are there documented policies and procedures specifically addressing psychosocial risks and mental health?
- Are these policies regularly reviewed and updated?

PLANNING

3. Risk Assessment

- Have you conducted comprehensive risk assessments to identify psychosocial hazards?
- Are risk assessments reviewed periodically and updated as necessary?

4. Objectives and Targets

- Have you established clear objectives and targets for managing psychosocial risks?
- Are these objectives integrated into the overall health and safety strategy?



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5. Legal and Other Requirements

- Are you aware of and compliant with UK legislation regarding workplace mental health, such as the Health and Safety at Work Act 1974?
- Do you stay updated on changes to relevant legislation and standards?

SUPPORT AND RESOURCES

6. Training and Awareness

- Are employees trained on the importance of mental health and how to recognize signs of psychosocial risks?
- Do managers receive specific training on managing psychosocial risks and supporting employees?

7. Resources and Support

- Are sufficient resources allocated to support mental health initiatives?
- Is there access to Employee Assistance Programs (EAP) or other support services?

8. Worker Participation

- Are workers involved in the development and implementation of psychosocial risk management processes?
- Are there mechanisms for workers to provide feedback on psychosocial risks?



IMPLEMENTATION AND OPERATION

9. Hazard Identification and Risk Assessment

- Do you use various methods (e.g., surveys, interviews, focus groups) to identify psychosocial hazards?
- Are identified risks documented and assessed for severity and likelihood?

10. Control Measures

- Are control measures implemented to mitigate identified psychosocial risks?
- Are these measures regularly reviewed for effectiveness?

11. Emergency Preparedness

- Are there procedures in place to support employees in case of a psychological crisis or incident?
- Is there training for managers and employees on how to respond to psychological emergencies?

PERFORMANCE EVALUATION

12. Monitoring and Measurement

- Are psychosocial risk management activities regularly monitored and measured for effectiveness?
- Are performance metrics established and tracked?



13. Audits and Reviews

- Are regular audits conducted to ensure compliance with ISO 45003 requirements?
- Are audit findings documented and used to improve psychosocial risk management practices?

14. Incident Reporting and Investigation

- Is there a system for reporting psychosocial incidents and near misses?
- Are incidents investigated to identify root causes and implement corrective actions?

CONTINUOUS IMPROVEMENT

15. Feedback and Improvement

- Is feedback from employees regarding psychosocial risk management actively sought and addressed?
- Are lessons learned from incidents and feedback used to enhance the psychosocial risk management system?

16. Review and Update

- Is the psychosocial risk management system reviewed at least annually?
- Are updates made based on the latest data, research, and best practices?



SPECIFIC CONSIDERATIONS FOR THE CONSTRUCTION INDUSTRY

17. Workload and Work Pace

- Are programmes and workloads managed to prevent excessive stress and burnout?

18. Work-Life Balance

- Are measures in place to support work-life balance, such as flexible working arrangements?
- Are employees enabled to take regular breaks and annual leave?

19. Job Control and Autonomy

- Do employees have a reasonable level of control over their work and decision-making processes?
- Are job roles and responsibilities clearly defined to avoid role ambiguity?

20. Supportive Work Environment

- Is there a culture of mutual respect and support among workers and management?
- Are initiatives in place to promote team collaboration and positive workplace relationships from client to supply chain?

21. Training on Psychosocial Hazards

- Are employees trained on identifying and managing psychosocial hazards specific to the construction industry?