

Work Pressure

You can measure a person's character by the choices they make under pressure.
– Winston Churchill

What it is

Never compromising on health or safety due to work pressures.

Why do it

Challenging work can be motivating, but excessive or prolonged work pressure is a health and safety issue. If work pressure becomes unmanageable, excessive or prolonged, it can have a negative impact on workers' health and safety. Some of the negative effects include physiological or psychological ill health, fatigue, risk-taking behaviours, poor decision-making, and poor working relationships. No one should feel pressured to work unsafely or to put their health at risk to get a job done.

How to do it

- ▶ Lead by example and never compromise your own or anyone else's health or safety
- ▶ Set realistic timeframes to meet production targets
- ▶ Expect the unexpected
- ▶ Take every opportunity to reinforce the message that no one should feel pressured to work unsafely or unhealthily to get a job done
- ▶ Provide positive feedback when someone challenges an unsafe work practice or stops work because they think it is unsafe
- ▶ Identify and track potential sources of work pressure (e.g., workload, number of hours worked, changing priorities), and reprioritise work if need be
- ▶ Agree a suitable phrase or signal that can be used when someone feels under pressure or sees a mate under pressure
- ▶ Make work pressure an agenda item at meetings and brainstorm strategies for managing work pressures
- ▶ Encourage regular one-on-one discussions to ensure early identification of work pressures
- ▶ Offer support, where practicable, to help with personal issues that may put workers under pressure at work.

Track it

Use the following checklist to track whether your practices to manage work pressure are on track or need action.

| In our crew/team, we... | Seldom | Sometimes | Always |
|--|------------------------|-----------------|--------------------|
| Stop work if it cannot be done without harm | | | |
| Discuss how to manage work pressures | | | |
| Help each other to get the work done without harm | | | |
| Challenge unsafe or unhealthy conditions and actions | | | |
| | Urgent action required | Action required | On the right track |

Remember...

We value our people and no job is so important that we will compromise someone's healthy and safety.