

Mental Health and Psychological Hazards

Psychological hazards in the workplace can significantly impact employees' mental health, safety, and overall well-being. These hazards include exposure to harassment, violence, traumatic events, high job demands, or role ambiguity. In construction project site, people also face unique stressors such as bullying, substance misuse, fatigue, and fit-for-duty concerns.

Ensuring a psychologically safe work environment is just as important as preventing physical injuries. Employers and workers must collaborate to address psychological risks, promote mental well-being, and create a supportive and respectful workplace culture.

Employer Responsibilities

Employers have a legal and ethical obligation to identify, assess, and mitigate psychological hazards in the workplace. As per Saudi Law, employers must take all reasonable steps to protect workers from psychosocial risks, including:

Workplace Violence and Harassment Prevention

- Develop and enforce a workplace violence and harassment policy.
- Implement programs to address and manage incidents effectively.

Psychological Hazard Assessments & Controls

- Identify workplace stressors and implement preventive measures.
- Apply the hierarchy of controls to minimize exposure to psychological risks.

Education and Training

- Provide mental health awareness training for workers and supervisors.
- Educate employees on managing workplace stress, conflict resolution, and seeking support.

Promotion of Worker Well-Being

- Encourage open communication about mental health challenges.
- Provide access to mental health resources, employee assistance programs (EAPs), or counseling.

Worker Responsibilities

Workers also play a critical role in maintaining a positive and psychologically safe workplace. In addition to following employer-provided training and safety guidelines, workers should:

Demonstrate Respect and Professionalism

- Treat all colleagues, customers, and the public with fairness and consideration.
- Show respect for diverse ideas, values, and cultural backgrounds.

Prioritize Psychological Well-Being

- Recognize the importance of mental health in job performance and safety.
- Learn and apply effective stress management techniques.

Contribute to a Safe and Supportive Environment

- Report any unsafe working conditions or psychological hazards to a supervisor.
- Avoid unnecessary conflicts and promote positive workplace interactions.

Key Takeaways

- Psychological hazards can be as harmful as physical hazards and must be addressed.
- Employers are responsible for preventing workplace violence, harassment, and stress-related risks.
- Workers should practice respect, fairness, and stress management while reporting any concerns.
- A supportive work environment improves mental well-being, productivity, and overall safety.

For more information, refer to NCC T&D's relevant IMS procedures or consult our HSE Department for expert guidance and training resources aligned with Saudi Arabian regulatory requirements.

