**2021 Psychology Winter Research Project Description**

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| **Project title:** | **OHS Capabilities and Inspections for Psychological Health and Safety** |
| **Positions available:** | **1** |
| **Project duration:** | * 28 hours per week
* 5 weeks
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| **Description:** | **Background**Mental health conditions cost Australian workplaces almost $11 billion (AUD) per year in absenteeism, presenteeism and workers’ compensation costs (beyondblue and PricewaterhouseCoopers, 2014). Given the size of the problem, work-related mental health conditions continue to be of significant concern to Australian businesses and governments alike (see for example, Safework NSW 2017, Safe Work Australia 2017). Labour inspectorates and OHS professionals are at the forefront of efforts to respond to psychosocial hazards in the workplace. This project aims to investigate capabilities of OHS professionals and the utility of inspections undertaken in response to psychological health and safety incidents (complaints, injuries, or illnesses), including key workplace stakeholders’ perceptions of these.**Research Questions**1. What capabilities and interdisciplinary skills are required for OHS professionals related to risk management for psychological injury?
2. What are employer and worker perceptions of the utility of reactive inspection approaches to psychological health and safety complaints?

**Research Design**The research design includes analysis of existing organisational data sources such as regulator complaints as well as qualitative data from interviews and focus groups.  |
| **Expected outcomes and deliverables:** | You will work with a Masters of Organisational Psychology student and gain skills in qualitative data coding using Nvivo. Students may also be asked to produce a report at the end of their project. |
| **Suitable for:** | This project is open to applications from 3rd or 4th year students in Psychology with an interest in Organisational Psychology and qualitative research. |
| **Primary Supervisor:** | Dr Kirsten Way.  |
| **Further info:** | k.way@psy.uq.edu.au |