

Hazard Fact Sheet - Psychosocial Wellbeing

What is the Hazard?

Psychosocial hazards relate to aspects of work that can impact mental health and well-being, including work demands, fatigue, social isolation, poor support, and interpersonal conflict. FIFO/DIDO work and remote construction living conditions can heighten these risks.

Types of Injuries / Health Effects

- Stress, anxiety, and depression
- Sleep disruption and fatigue
- Relationship strain
- Reduced focus and decision-making ability
- Increased risk-taking or substance misuse

Causes / Scenarios

- Extended time away from family and support networks
- Long or irregular rosters impacting sleep and rest
- Poor camp culture or limited recreation options
- Lack of communication or recognition at work
- Exposure to traumatic incidents or conflict on site
- Perceived lack of control over work demands

Control Measures

- Make regular time to call, message or video chat with family, friends or support networks, and try to build a small support circle on site (e.g. people you eat or walk with).
- Pair up with a workmate, especially for your first couple of swings, and agree to check in on each other about how you are coping with work, camp and home life.
- Prioritise good sleep, regular meals, hydration and some light exercise most days (e.g. walks around camp, stretching, gym if available) to help manage stress and fatigue.
- Use days off to rest properly and do things you enjoy, rather than only "recovering" from work; try to plan something to look forward to each swing.
- If your site offers EAP (Employee Assistance Program), mental health hotlines, peer support or a site paramedic/first aider, save the contact details in your phone and use them when you need to talk.
- Check in if someone seems withdrawn, irritable or "not themselves", and encourage them to talk or seek help; small conversations can make a big difference.
- If work demands, rosters, conflict or camp issues are affecting your mental health, talk with your supervisor, HSR or a trusted person early rather than waiting until it feels unmanageable.

Safe Work Australia – Model Code of Practice: Managing Psychosocial Hazards at Work https://www.safeworkaustralia.gov.au/doc/model-code-practice-managing-psychosocial-hazards-work MATES in Construction – Support for Workers in the Construction Industry - https://mates.org.au/ Beyond Blue – https://www.beyondblue.org.au/mental-health/wellbeing-action-tool

Safe Work Australia – Model Code of Practice: Managing Psychosocial Hazards at Work



Case Example:

Isolation on Remote FIFO/DIDO Sites

Remote-site workers described feeling isolated and unsupported, particularly when working long hours in harsh environments. Lack of mentoring, inconsistent supervision, and poor communication contributed to psychological strain.

Key Lessons Learned:

- Stay connected, check in with teammates and supervisors regularly.
- Take breaks and rest properly, fatigue affects your mood and your safety.
- Ask for support, let someone know if you're feeling stressed or run down.