



PSYCHOSOCIAL HAZARDS

What are they?

A psychosocial hazard is anything that could cause psychological harm (e.g. harm to someone's mental health) however they can also cause physical harm.

This week – Belgravia partners with Converge International to deliver an employee assist program that provides our people short-term, and solutions focused counselling which aims to support and empower employees through a variety of best practice counselling approaches to assist in resolving personal and work-based issues.

Psychosocial hazards can create stress. Stress is the body's reaction when you perceive the demands of your role may exceed your ability to cope.

Stress creates a physiological and psychological response in the body by releasing adrenaline and cortisol, raising the heart rate and blood pressure, boosting glucose levels in the bloodstream and diverting energy from the immune system.

Frequent, prolonged or severe stress can cause psychological and physical harm.

Belgravia's Employee Assistance Program is designed to pro-actively support and encourage staff to seek advice or information before personal problems affect their general wellbeing and work performance. This will in turn assist BHLG to build strong people, strong families and strong communities.

The Belgravia Group Employee Assistance Program comprises a range of professional services, support and resources which can assist employees and Managers with dealing with difficult personal or work-related issues.

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Week 2 (7-13 October)
Psychosocial hazards

#SafetyIsOurBusiness



SAFE WORK MONTH



belgraviagroup

**work
safe.**

this October,
commit to
work health
and safety