



JOB DEMANDS

EXAMPLES OF HIGH AND LOW JOB DEMANDS

There are many examples of jobs demands in the workplace, which can vary depending on the type of work, industry and location of the workplace, including:

HIGH JOB DEMANDS

TIME DEMANDS

- **Time pressure:** Jobs that require employees to make quick decisions or act under time pressure, such as emergency responders or air traffic controllers, can create high demands on their cognitive abilities and stress levels.
- **Tight or unrealistic deadlines:** When a job requires completing a task or project within a short timeframe, it can create high demands on an employee's time and energy.
- **Long working hours:** Jobs that require employees to work long hours, including overtime and weekend work, can create high demands and lead to work-life conflicts.

COGNITIVE & EMOTIONAL DEMANDS

- **Complex tasks:** Jobs that require employees to perform complex tasks, such as analysing data or solving technical problems, can create high demands on their cognitive abilities.
- **Emotional labour:** Jobs that require employees to manage their emotions or deal with difficult customers, such as in customer service or healthcare, can create high emotional demands.
- **Excessive Vigilance:** Staying alert for extended periods for infrequent events
- **Speed:** the requirement to work hard and fast,
- **Low role clarity:** this is a recognised psychosocial hazard on its own and refers to a situation in which an employee has an unclear understanding of their job responsibilities, the expectations placed on them, or how their role fits into the larger organizational context

WORKLOAD DEMANDS

- **High workload:** When an employee is responsible for a high volume of work or facing unrealistic/impossible amounts of work, it can create high demands on their cognitive and physical abilities, leading to stress and burnout.

PHYSICAL DEMANDS

- having to sit or stand for long periods,
- working in hazardous conditions, such as exposure to dangerous chemicals or equipment,
- working in awkward positions for extended periods



PSYCHOSOCIAL HAZARDS FACT SHEET 1

- working in environments with extreme temperatures or poor air quality
- jobs that require physical exertion or exposure to hazards (such as leading fitness classes, construction, mining)

ENVIRONMENTAL DEMANDS

- **Remote or isolated work**
- **Poor environmental conditions**, such as extreme temperatures, noise, or poor air quality. Working in an office with poor ventilation, for example, can lead to symptoms such as headaches, eye irritation, and respiratory problems.

LOW JOB DEMANDS

COGNITIVE & EMOTIONAL DEMANDS

- **Highly repetitive, monotonous and routine tasks:** performing the same or similar tasks repeatedly, such as data entry or assembly line work
- **Lack autonomy or decision-making authority:** when workers have little control over their work or decision-making processes, leading to stress and dissatisfaction

WORKLOAD DEMANDS

- **Long periods of insufficient work** or being responsible for a minimal volume of work

PHYSICAL DEMANDS

- **Jobs that involve exposure to repetitive motions:** Jobs that require repetitive motions, such as typing or using a mouse, can lead to repetitive strain injuries, such as carpal tunnel syndrome.
- **Jobs that involve prolonged sitting:** While sitting for long periods may seem like a low demand activity, it can still pose health risks, such as musculoskeletal disorders, back pain, and poor circulation.

Indicators include situations where:

- workloads are excessive or create unreasonable time pressure;
- workers have very little say in the way they do their work or when they can take rest breaks;
- workers are not involved in making decisions about work that affects them or their clients; and
- workers have skills and experience that are underused.