LOW JOB CONTROL

CONTROL MEASURES

Control measures are specific actions or procedures that are put in place to manage or mitigate identified risks. They are reactive measures that are implemented after risks have been identified and assessed as part of the risk management process. Control measures are designed to reduce the likelihood or impact of risks, and they can take many forms, including administrative controls, engineering controls, and personal protective equipment.

Job redesign: Redesigning job tasks to provide workers with more control over their work can help reduce the risk of low job control. For example, allowing workers to have more say in their work schedules, work methods, and the tasks they perform can help improve their sense of control.

Communication and feedback: Open communication channels between workers and management can help workers feel more involved in decision-making processes and provide them with feedback on their work. Regular feedback and recognition can help workers feel more valued and in control of their work.

Encourage employee participation: Employers should encourage employee participation in decision-making processes whenever possible. This can help employees to feel more engaged and invested in their work, and can provide them with a sense of control over their environment.

Workload management: Ensuring that workloads are manageable and realistic can help reduce the risk of low job control. This can include workload assessments, the use of workload management tools, and the allocation of resources to manage workload demands.

Workplace policies and procedures: Implementing workplace policies and procedures that promote a healthy work-life balance can help workers feel more in control of their work. This can include policies around flexible work arrangements, job sharing, and leave entitlements.

DO	DO NOT
Encourage worker involvement in decision-making related to their work by allowing them to participate in the decision-making process for matters that affect them.	Do not expect workers to stay after hours or be available for work-related tasks/communication outside of their working hours
Conduct review processes to give workers the opportunity to provide input on the way they do their work.	Expect workers to use their personal devices for work-related communication
	Avoid dictating how workers should carry out all their duties, instead provide a reasonable level of autonomy

Provide clear job descriptions: Employers should provide clear and detailed job descriptions that outline the responsibilities, tasks, and expectations of each employee. This can help employees to understand what is expected of them and can provide a sense of structure and control.

Provide opportunities for training and development: Employers should provide opportunities for employees to learn new skills and develop their knowledge and expertise. This can help employees to feel more confident in their abilities and can provide them with a greater sense of control over their work.

Foster a positive work culture: Employers should foster a positive work culture that values employee well-being and promotes work-life balance. This can help employees to feel supported and valued, and can reduce the risk of burnout and other psychosocial hazards.

by allowing workers to make decisions related to their role, wherever possible.