



# LOW JOB CONTROL

## EXAMPLES OF LOW JOB CONTROL

There are many examples of what job control might look like in the workplace, which can vary depending on the type of work, industry and location of the workplace. Some examples include:

- not being able to decide what work tasks are performed and when
- having little influence on how work is performed, such as when tasks are changed or breaks taken
- not having the ability to choose where work is performed (ie: at home or in the workplace)
- not having the freedom to decide how to do work tasks (i.e.: prescriptive processes that does not allow workers to apply their skills or judgement)
- Strict processes that can't be changed or adapted to fit a situation
- being supervised heavily (i.e. requiring permission for basic decisions or tasks, requiring sign-off before progressing routine or low risk tasks)
- a workers level of autonomy not matching their abilities
- lack of consultation about changes that impact work
- limited scope for workers to adapt the way they work to changing situations or adopt work efficiencies
- workers not having control over their physical environment.

### Indicators include situations where workers:

- have little control or say in the way they do their work;
- are not involved in decision making about their work;
- are required to work at a pace that exceeds staffing capabilities or resources;
- are being micro-managed and required to perform tasks in specific ways;
- have their skills and experiences undervalued or underutilised; and
- are unable to refuse to work with, or provide service to, aggressive customers or clients.

This hazard is exacerbated when paired with **high job demand**; situations where workers have excessive responsibility but little authority in respect to decision making.