



POOR ORGANISATIONAL CHANGE MANAGEMENT

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.

Establish effective communication: Communicate changes to workers early and often, and be transparent about the reasons for the changes. Encourage workers to ask questions and provide feedback, and be responsive to their concerns.

Provide adequate training and support: Ensure that workers have the skills and knowledge they need to adapt to the changes. Provide training, coaching, and other forms of support to help workers adjust to new roles or responsibilities.

Involve workers in the change process: Encourage workers and HSRs to participate in the change process, and solicit their input and feedback. This can help to build buy-in and ownership for the changes, and increase the likelihood of success.

Monitor and evaluate the impacts of the changes: Track the impacts of the changes on workers, customers, and other stakeholders, and be prepared to adjust course if needed.

Seek external expertise: Consider seeking the advice of external consultants or experts who have experience in organisational change management. They can provide valuable insights and recommendations for improving your change management processes.

DO

Involve workers and HSRs in the change process through consultation and communication.

Identify the main issues of the change and provide workers with relevant information.

Keep workers informed about how the change will affect their roles as more information becomes available.

DO NOT

Ignore the potential effects on individuals or teams, even small changes can have an impact.

Be disingenuous or withhold information from workers.



PSYCHOSOCIAL HAZARDS FACT SHEET 3

Choose appropriate communication methods to effectively inform workers about the change process.

