



POOR ORGANISATIONAL JUSTICE

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.

Regular Monitoring and Evaluation: Continuously monitor and assess the organizational justice climate through employee surveys, focus groups, or feedback mechanisms. Regularly review and evaluate policies, procedures, and decision-making processes to identify and address any instances of poor organizational justice.

Encourage Diversity and Inclusion: Promote diversity and inclusion within the organization to prevent discrimination or biased practices. Ensure that policies, procedures, and decision-making processes consider and respect the diverse backgrounds, perspectives, and needs of all employees.

Encourage Fairness in Resource Allocation: Develop mechanisms to ensure fairness in the allocation of resources, including work assignments, promotions, training opportunities, and rewards. Consider objective criteria, such as skills, qualifications, and performance, to guide resource allocation decisions.

Provide Conflict Resolution Mechanisms: Establish effective conflict resolution procedures, such as mediation or arbitration, to address disputes or grievances related to organizational justice. Ensure that these mechanisms are accessible, impartial, and provide a fair and efficient resolution process.

Promote Ethical Leadership: Encourage ethical behaviour and lead by example at all levels of the organisation. Foster a culture of integrity, fairness, and respect, where leaders actively promote and uphold organizational justice principles.

Conduct Regular Audits and Reviews: Conduct periodic audits and reviews of organizational justice practices to identify potential areas of improvement and ensure compliance with established policies and procedures.

Encourage Employee Feedback and Participation: Encourage employees to provide feedback and participate in decision-making processes that affect their work environment. Involve employees in shaping organizational policies, procedures, and practices to enhance their sense of ownership and fairness.

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DO NOT



PSYCHOSOCIAL HAZARDS FACT SHEET 7

Ensure equitable, consistent, and unbiased application of workplace policies and regulations.

Establish a clear and transparent procedure for addressing complaints and appeals.

Foster and promote a work environment that is positive and characterised by fairness.

Act swiftly and appropriately when concerns are raised.

Ensure that all policies that are available are easily accessible to all staff.

Overlook unfair work practices. The perception of injustice in the workplace can have detrimental effects on both individuals and the overall work environment.

Retaliate negatively against whistle-blowers or those who speak up