

The Psychosocial Pulse of the Workplace (APP)

**A checklist for identifying hazards and shortcomings of
the psychosocial work environment.**

by Runeson R and Kjölsrud BM (2002)

**This form is a translation of the original Swedish version published in
a report from Occupational and Environmental Medicine,
see [www.ammuppsala.se/Arbetsmiljö/Psykosocial arbetsmiljö](http://www.ammuppsala.se/Arbetsmiljö/Psykosocial%20arbetsmiljö)**

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The Psychosocial Pulse of the Workplace (APP)

A checklist for identifying hazards and shortcomings of the psychosocial work environment



This form is concerned with your assessment of conditions in the workplace. Decide whether the existing conditions are good or bad for the psychosocial work environment. Answer the following questions by ticking the Yes or No boxes as appropriate, and then tot up the score you have marked.

ORGANISATION (ORG)	Yes	No
1. Is <i>manning</i> sufficient?	<input type="checkbox"/>	<input type="checkbox"/>
2. Are there enough <i>managerial staff</i> for activities to be efficiently run?	<input type="checkbox"/>	<input type="checkbox"/>
3. Are the <i>allocation of tasks and direction</i> of work effective?	<input type="checkbox"/>	<input type="checkbox"/>
4. Are existing <i>powers and resources</i> commensurate with actual responsibilities?	<input type="checkbox"/>	<input type="checkbox"/>
5. Is enough known about the undertaking and its <i>objectives</i> ?	<input type="checkbox"/>	<input type="checkbox"/>
6. Are there enough <i>forums of information</i> and communication?	<input type="checkbox"/>	<input type="checkbox"/>
Total points	<hr/>	
Max. score = 6	<hr/> 6	
Percentage of max. score (e.g. 4/6 x 100 = 66%)	<hr/>	

PERSONNEL POLICY (PP)	Yes	No
7. Is <i>sickness absenteeism</i> too high?	<input type="checkbox"/>	<input type="checkbox"/>
8. Is <i>personnel turnover</i> too high?	<input type="checkbox"/>	<input type="checkbox"/>
9. Are <i>ill-health/stress reactions</i> dealt with in the workplace?	<input type="checkbox"/>	<input type="checkbox"/>
10. Do <i>managers</i> have enough skills for dealing with personnel problems?	<input type="checkbox"/>	<input type="checkbox"/>
11. Are <i>women and men</i> equally treated in the matter of working conditions?	<input type="checkbox"/>	<input type="checkbox"/>
12. Is there active <i>rehabilitation of sickness absentees</i> (persons sicklisted for over 30 days)?	<input type="checkbox"/>	<input type="checkbox"/>
Total points	<hr/>	
Max. score = 6	<hr/> 6	
Percentage of max. score	<hr/>	

SAFETY AND HEALTH/WORK ENVIRONMENT MANAGEMENT (AMA)	Yes	No
13. Are the <i>objectives</i> of safety and health management known?	<input type="checkbox"/>	<input type="checkbox"/>
14. Are there viable <i>routines</i> for safety and health management?	<input type="checkbox"/>	<input type="checkbox"/>
15. Is it clear which people are to perform which <i>safety and health duties</i> ?	<input type="checkbox"/>	<input type="checkbox"/>
16. Has <i>charting of risks</i> in the physical/mental work environment been carried out?	<input type="checkbox"/>	<input type="checkbox"/>
17. Are <i>accidents and incidents</i> investigated?	<input type="checkbox"/>	<input type="checkbox"/>
18. Are there routines for <i>first aid and crisis support</i> ?	<input type="checkbox"/>	<input type="checkbox"/>
19. Are <i>action plans</i> drawn up for safety and health management?	<input type="checkbox"/>	<input type="checkbox"/>
20. Are there annual <i>follow-ups</i> of systematic safety and health (work environment) management?	<input type="checkbox"/>	<input type="checkbox"/>
Total points	<hr/>	
Max. score = 8	<hr/> 8	
Percentage of max. score	<hr/>	

RISK SOURCES (RISK)**Yes****No**

- | | | |
|---|--------------------------|--------------------------|
| 21. Is work subject to <i>pressure of time</i> , owing to a heavy workload? | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. Has the <i>volume of work</i> increased in recent years? | <input type="checkbox"/> | <input type="checkbox"/> |
| 23. Is there <i>physically strenuous</i> work? | <input type="checkbox"/> | <input type="checkbox"/> |
| 24. Does work include elements of <i>mental strain</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| 25. Does <i>monotonously repetitive</i> work occur? | <input type="checkbox"/> | <input type="checkbox"/> |
| 26. Does extra <i>heavy work</i> occur, due to <i>others being off sick</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| 27. Does extra work occur owing to <i>high personnel turnover</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| 28. Does onerous <i>shift work</i> occur? | <input type="checkbox"/> | <input type="checkbox"/> |
| 29. Are there threats and <i>risks of violence</i> at the workplace? | <input type="checkbox"/> | <input type="checkbox"/> |
| 30. Is the workplace <i>threatened with closure</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| | | |
| 31. Do <i>disagreements and conflicts</i> often occur in the working group? | <input type="checkbox"/> | <input type="checkbox"/> |
| 32. Are there <i>conflicts with superiors</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| 33. Is there <i>condescending treatment by supervisory staff</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| | | |
| 34. Are people often forced to work <i>overtime</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| 35. Is <i>responsibility for expensive equipment</i> , machinery or suchlike onerous? | <input type="checkbox"/> | <input type="checkbox"/> |
| 36. Is there <i>fear of negative change</i> at work? | <input type="checkbox"/> | <input type="checkbox"/> |
| 37. Is there anyone who is <i>isolated</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| 38. Is anyone ever exposed to risks in connection with <i>solitary work</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |

Total points

Max. score = 18

Percentage max. score

_____	_____
_____	18
_____	_____

COUNTERPOISES TO STRESS (MMS)

- | | | |
|--|--------------------------|--------------------------|
| 39. Do people have any <i>opportunity of influencing</i> their own working situation? | <input type="checkbox"/> | <input type="checkbox"/> |
| 40. Is <i>support</i> or guidance obtainable from the boss? | <input type="checkbox"/> | <input type="checkbox"/> |
| 41. Are there sufficient <i>opportunities for development and further training</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| 42. Is there a <i>fair system of rewards</i> for good achievement? | <input type="checkbox"/> | <input type="checkbox"/> |
| 43. Can you get <i>help from fellow-employees</i> if you have problems at work? | <input type="checkbox"/> | <input type="checkbox"/> |
| 44. Does the working group have <i>effective cooperation procedures</i> ? | <input type="checkbox"/> | <input type="checkbox"/> |
| 45. Is there <i>consensus</i> between management and personnel concerning what is important at work? | <input type="checkbox"/> | <input type="checkbox"/> |

Total points

Max. score = 7

Percentage of max. score

_____	_____
_____	7
_____	_____

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