



PSYCHOSOCIAL RISKS: IT'S IMPORTANT TO TALK ABOUT THEM



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Health and safety at work

Do you often feel stressed at work? Does it exhaust you? Is a situation of conflict bothering you? Have you been the victim of aggression, unwanted sexual conduct, harassment and/or discrimination at work? Know that you're not on your own.



What are the signs?

- You're feeling more nervous, aggressive, you're quickly irritated, sad, etc.
- You find it hard to concentrate, you're making more mistakes, you're forgetting things, etc.
- You suffer from anxiety and panic attacks, you feel exhausted by your work.
- You can't stop worrying about work.
- You suffer from palpitations, insomnia, muscle pain, etc.
- You have an increased or a decreased appetite.
- You feel the need to use products or medication to 'keep going' (coffee, alcohol, sleeping pills, etc.)?
- In short, you no longer feel like yourself.



Who can help?

Don't keep it in. Talk about it!



The HR department, your supervisor or employer can help you find a solution.

If your organisation has a confidential counsellor, you can go to this person for confidential advice or support. Your counsellor's details can be found in the employment regulations.



If you prefer to seek help outside the organisation, you can go to the prevention advisor on psychosocial aspects (PAPA) of the Securex External Occupational health services.



What specifically does this mean?

If you contact your confidential counsellor or PAPA, within 10 calendar days a **confidential** intake talk will first take place. You will be listened to and receive information about possible next steps. At the end of this conversation you can decide to not proceed or to start an informal or formal psychosocial intervention.

In any case, the employer will not be informed of this first talk, unless you want him to.



What types of interventions are there?

Informal psychosocial intervention

The aim of this intervention is to find an informal solution through conversations, interventions with another person of the company (colleague, supervisor, human resources department, etc.) or attempts at mediation.

You can take an informal step yourself or you can prepare or carry it out with the confidential counsellor or the PAPA.

If the informal way does not lead to a positive result, you can still request a formal psychosocial intervention.



Formal psychosocial intervention

Don't you want to use the informal psychosocial intervention? Or is it not having the desired result? Then you can opt for the formal intervention. Only the PAPA can carry out this type of intervention.

There are two situations:

- **With collective character:** we talk about collective risks when several people are at risk of suffering damage. In this case, the problem is on group level. This procedure can be initiated by one or more persons and is anonymous.
- **With individual character:** we talk about a psychosocial intervention with an essentially individual character when a person runs the risk of suffering damage. The PAPA notifies the employer of the request and shares the identity of the person who made the request.

Contact the psychosocial
cell of your Securex
occupational health and safety
service for advice

0800 100 59

Available from Monday to Friday
from 08:30am to 12:00pm and
from 1:00pm tot 4:30 pm

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Do you have questions about this service?

Talk to your HR department or you internal health and safety officer.

