PSYCHOSOCIAL SAFETY EMPLOYER INFORMATION SHEET

(Managing the Risk of Psychosocial Hazards at Work)

WORKFORCE POSITIVE

CHANNELLING HUMAN ENERGY

What Employers Need to Know:

A) CREATING A POLICY

- A good place for employers to start is to ensure they create and implement a Psychosocial Safety Policy.

> **DO YOU NEED HELP CREATING A POLICY? Visit Workforce Positive to get started on your Psychosocial Safety Policy.**

B) RISK MANAGEMENT

- As an employer, it is important for you to meet your health & safety obligations under the code and regulations. You can do this by following a 4-step risk management process:

STEP 1:
Identify the psychosocial hazards

STEP 2:
Assess the risk

RISK MANAGEMENT

STEP 4:
Maintain & review the content

STEP 3:
Control the risk

Step 1: Identify Psychosocial Hazards

Psychosocial hazards and their effects are not always obvious:

Some psychosocial hazards, when present at low levels over a long period of time, can accumulate to significantly affect psychological health.
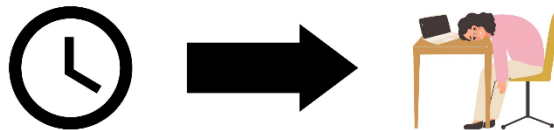
Other psychosocial hazards may cause more immediate harm, such as a single stressful event. In many circumstances, psychosocial hazards will interact and combine to create the risk of harm.
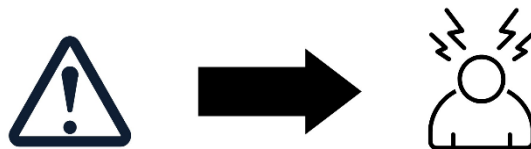
As a guide to identifying Psychosocial Hazards, please follow the below checklist:

Are there high or low job demands? Job demands are one of the most common sources of psychological harm.	Is there inadequate reward and recognition?
Is there low job control?	Is there poor organisational justice?
Is the employee offered poor, little or zero support?	Is there evidence of traumatic events or materials?
Is there a lack of role clarity?	Is there violence & aggression?
Is there poor organisational change management?	Bullying

Step 2: Assessing Psychosocial Risks

Once psychosocial hazards have been identified, a risk assessment should be carried out to help determine what control measures are reasonably practicable in the circumstance.

TO VIEW A PSYCHOSOCIAL RISK ASSESSMENT TEMPLATE PLEASE CLICK HERE.

The template is suitable for all businesses and has been designed by the QLD Government as a standard practise.

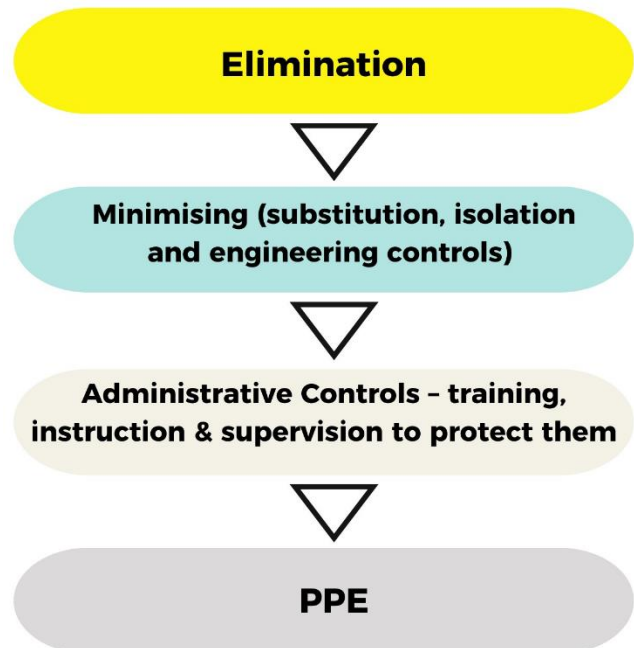**NEED HELP CONDUCTING A RISK ASSESMENT?**

Visit Workforce Positive's website by clicking here. Learn more about how we can help you conduct a risk assessment for your business.

Step 3: Controlling the Risk of Psychosocial Hazards

Figure 2. Hierarchy of Control

As an employer you have a duty to eliminate the risks as reasonably practicable. If it is not reasonably practicable to eliminate the risk, the risk must be minimised so far as is reasonably practicable.

Elimination

▽

Minimising (substitution, isolation and engineering controls)

▽

Administrative Controls – training, instruction & supervision to protect them

▽

PPE

Step 4: Maintain & Review Controls

→ The aim of a risk assessment is to reach psychological safety at work, so it is important to review the control measures.

→ **What is Psychologically safe?**

Psychologically safety is a condition where workers feel included, safe to learn, safe to contribute and safe to challenge the status quo.

[Workforce Positive](#) can help you with a risk management plan to help implement controls for the risks identified and an evaluation plan to track the effectiveness of controls. We are here to help you reach psychological safety.

Give our office a call at: (07) 4602 9990 or email: megan@workforcepositive.com