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## Psychological Hazard Management

Tools and resources to support the development of wellbeing programs and to assist with implementation and compliance with WHS legislative obligations regarding mental health and psychosocial risk management at work are provided in this guideline.

Where PDF are available to download, it is recommend to print or save (in case the link changes or the document is removed).

These guidelines are current as at the publishing of this document.

### WHY DO WE NEED TO MANAGE THE RISK?

A psychosocial hazard (or work stressor) is any occupational hazard related to the way work is organized, designed or managed.

When these hazards, or aspects of the work environment are not managed well, they can negatively impact an organization in many ways including decreased production, increased turnover or absenteeism and potential workers compensation claims.

There is increased regulatory interest in ensuring organizations have risk management strategies in place to identify, prevent, and control psychological and social hazards as well as physical hazards.

### RELEVANT ISO STANDARDS

[ISO 45003:2021 Occupational health and safety management – Psychological health and safety at work – Guidelines for managing psychosocial risks](#)

### REGULATIONS / CODE OF PRACTICE

[SWA – Model Work Health and Safety Regulations](#)

[QLD – Managing the risk of psychosocial hazards at work Code of Practice 2022](#)

[NSW – Code of Practice - Managing psychosocial hazards at work 2022](#)

[WA – Code of Practice – Psychosocial hazards in the workplace 2022](#)

[TAS—Code of Practice—Managing psychosocial hazards at work 2022](#)

### REGULATORY GUIDANCE MATERIAL

[Worksafe VIC – Psychological Hazards contributing to work related stress](#)

Guidance to help employers identify features in work design or management that may increase risks of work related stress and psychological or physical harm.

[SafeWork SA – Psychological hazards and work related stress](#)

Comprehensive list of common causes of psychological hazards and how to manage them.



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### REGULATORY GUIDANCE MATERIAL

#### [SWA - Psychosocial Hazards](#)

Details on WHS duties, managing psychosocial risks using the risk management process and links to other resources

#### [SWA – Work related psychological health and safety – A systematic approach to meeting your duties—January 2019](#)

National guidance material that covers preventing harm, early intervention, supporting recovery and where to get help

#### [NSW - Example of a Risk Register](#)

### OTHER RESOURCES

#### [International Labour Organisation \(ILO\) – Ensuring compliance with legislation on psychosocial risks](#)

A module developed by the ILO which explains the concept of psychosocial risk at work and the steps involved in psychosocial risk management.

Note: the section on the role of labour inspectors unlikely to be relevant, but an interesting read regardless.

#### [NOPSEMA – Psychosocial risk management guidance note](#)

A comprehensive document developed and published by the National Offshore Petroleum Safety and Environment Management Authority. It does include some references to Legislative Requirements under Offshore petroleum and Greenhouse Gas Storage Act, but regardless; provides information on psychosocial risk as a safety and occupational hazard; and guidance on how to implement control measures to effectively demonstrate a reduction of psychosocial risk to a level that is ALARP.

#### [Comcare - Supporting mentally healthy workplaces](#)

#### [Comcare – How managers can support worker mental health](#)

#### [Comcare - Creating safe and healthy workplaces](#)



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### OTHER RESOURCES

[Heads up - Healthy workplaces](#)

[Heads up - Developing a workplace mental health strategy](#)

Workplace resources for employers, managers and small business', this is a useful 'how-to' guide for organisations.

[Beyond Blue - Good practice framework for mental health and wellbeing in police and emergency services organisations](#)

[EY - Psychosocial Risk Management - how effectively are you managing your psychosocial risks?](#)

### ONLINE TOOLS

[Worksafe NSW: Workplace Pulse Checklist](#)

A quick 5 minute assessment (11 questions) to help you evaluate your current level of commitment, understand how the business compares to others in NSW (of a similar size) and a printable action plan with recommendations to improve performance.

[Head4Work: Check your workplace mental health safety](#)

Competency based training and assessment program free for Tasmanian registered business'.

[People at Work: a psychosocial risk assessment tool](#)

A free and validated Australian psychosocial risk assessment survey that assists employers to better identify and manage work related risks to psychological health.

[Worksafe QLD - Psychosocial risk assessment tool](#)

[LaTrobe University APHIRM Toolkit](#)

A participative hazard identification and risk management toolkit to address both the physical and psychological hazards and provides free tools and resources to help organisations manage risk

### DOWNLOADABLE AUDIT TOOLS

[WA Department of Mines, Industry Regulations and Safety - Mentally healthy workplaces audit - technical guide May 2020](#)



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### EXTERNAL SUPPORT SERVICES

There are numerous consultancies and for-fee providers who offer services and can support the development of robust systems to manage psychosocial risks and hazards at work tailored to your organisation, its risk profile and needs.

Recommend signing up to newsletter and mailing lists as often free seminars are available.

In no particular order (AFPA do not have a relationship with any of these providers):

- [Flourish DX](#)
- [FEFO Consulting](#)
- [The Opus Centre for Psychosocial risk – Psychosocial risk audit](#)
- [Yes Psychology & Consulting](#)
- [AI Group](#)
- [Psychgroup Training & Advisory](#)
- [Kylie Young Consulting](#)