

PSYCHOSOCIAL RISK ASSESSMENT

WHY?

The imperative nature of fostering a secure and salubrious work environment is underscored by the forthcoming amendments to occupational health and safety (OH&S) legislation. These amendments mandate that organisations proactively discern and mitigate psychosocial hazards.



- Employers are anticipated to be obliged to undertake the following actions:
- Formulate and record comprehensive strategies for the management and prevention of psychosocial hazards.
- Regularly assess and update measures for risk control as required by specific situations.
- Engage in dialogue with employees to gather insights and feedback.
- Present the documented strategy for risk management and prevention to a WorkSafe Inspector upon request.
- Submit periodic reports to WorkSafe detailing incidents of bullying, sexual harassment, aggression, and violence.

An effective management of psychosocial risks in the workplace correlates with enhanced outcomes for both the organisation and its employees. This includes a measurable return on investment and the avoidance of significant expenses arising from absenteeism, reduced productivity despite presence (presenteeism), compensation claims, human resources and industrial relations inquiries, as well as potential penalties such as infringement notices and fines.

HOW IT WORKS

Connexus collaborates with clients to enhance their risk assessment protocols by integrating psychosocial factors, in line with SafeWork Australia's risk management framework. Our approach encompasses a series of methodical steps aimed at identifying and diminishing psychosocial risks to the furthest extent reasonably achievable. These steps include:

IDENTIFY HAZARDS

Review workplace data, conduct observations and psychosocial risk survey

ASSESS RISK

Review existing controls measures, assess and prioritise risk

CONTROL RISKS

Control measure recommendations prioritised based on assessed risk

REVIEW CONTROLS

In consultation, develop implementation, prevention and evaluation plan

OUTCOMES

A report in alignment with OH&S regulations includes a risk register and a prevention plan to show compliance, and can be incorporated into a broader health, wellbeing, and risk management strategy.