

Psychosocial Hazard Management Policy

Purpose

[Business name] is committed to identifying and managing psychosocial hazards as part of our work health and safety responsibilities.

Psychosocial hazards are aspects of work that may cause psychological harm if not managed appropriately.

Examples of psychosocial hazards

Examples of psychosocial hazards in our workplace may include:

- include any of the below that apply to your workplace
- high workloads or time pressure
- low job control
- poor support
- low role clarity
- poor organisational change management
- inadequate reward and recognition
- poor organisational justice
- traumatic events or material
- remote or isolated work
- unsafe/uncomfortable physical environment
- bullying or harassment
- violence or aggression
- poor workplace relationships.

Our approach

[Business name] will:

- identify psychosocial hazards
- assess risks
- implement actions to reduce risk
- monitor whether actions are effective
- review controls regularly.

We may use:

- select any of the below or add your own
- worker consultation
- surveys
- incident reports
- team discussions
- workplace observations
- action plans.

Consultation

Workers will be consulted about:

- psychosocial hazards and risks
- workplace changes
- proposed control measures
- review of actions.

Responsibilities

Management and supervisors

Managers and supervisors are responsible for:

- responding to identified hazards
- supporting consultation
- implementing agreed actions
- escalating concerns where required
- add your own.

Workers

Workers are expected to:

- participate in consultation
- report hazards or concerns
- follow workplace policies and procedures
- add your own.

Reporting concerns and accessing supports

Psychosocial hazards or concerns can be reported to:

[Supervisor/Manager/Contact person].

Review

This policy will be reviewed:

- every [12 months/2 years]
- following significant workplace changes
- after serious incidents in the workplace.

X

[Name, Position]

[Date]