

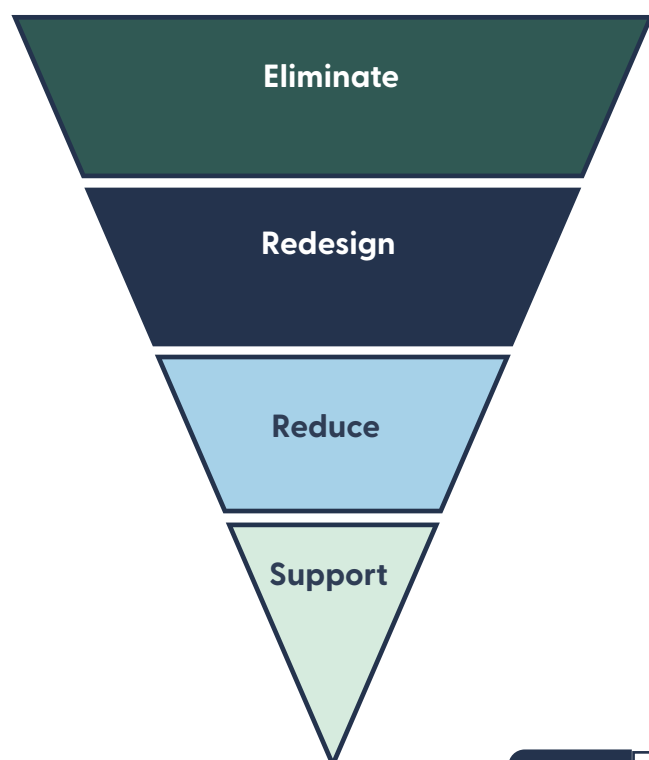


Step 2: Plan

Hierarchy of Controls

When deciding how to manage a psychosocial hazard in your workplace, it is important to understand that not all actions you can take are equally effective. Some actions reduce the risk of harm more effectively because they address the workplace issue itself.

The hierarchy of controls helps workplaces decide the best way to manage psychosocial hazards and support mental health at work. Actions higher in the hierarchy are generally more effective because they focus on improving work and preventing harm at the source.



If you can't eliminate the hazard completely, the next step is to redesign ways of working to lessen the risk of harm as much as possible...

...or to reduce your workers' exposure to the hazard.

Support strategies are important, but they should not replace fixing workplace issues that may be contributing to stress or psychological harm.

What this means	Example: Organisational change
Eliminate the risk	Remove unnecessary workplace change and only implement changes that are essential
Redesign ways of working to reduce the risk of harm	Establish a worker consultation group to help plan change and reduce uncertainty
Reduce worker exposure to the risk	Implement changes gradually to avoid repeated disruptions to work
Support workers to cope and recover	Encourage access to EAP and wellbeing supports



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PILOT VERSION