

WELLBEING RISK ASSESSMENTS



Wellbeing Risk Assessments are made available for situations where employers are concerned about risk to staff members' psychological safety or wellbeing, particularly if there is a mental health risk of injury. Typically Wellbeing Risk Assessments are used for frontline staff who do inherently stressful work on a daily basis and are at higher risk of psychological injury. The current COVID-19 pandemic is placing considerably more pressure on many roles. This risk assessment will help scope and manage elevated risk for impacted staff.

HOW DO THEY WORK

- Wellbeing Risk Assessments are generally delivered face to face but can be done via teleconferencing where necessary
- Usually undertaken by a mental health specialist such as a registered psychologist
- Where the nature of the employee's work increases their psychological risk injury or PTSD.
- Manager makes a referral with signed consent form
- Thorough assessment followed by detailed semi-structured interview
- Limited confidentiality if report is required
- Recommendations made eg referral for follow up support, mental health care plan through a GP etc.

WHEN MIGHT THEY BE HELPFUL?

Wellbeing Risk Assessments are particularly helpful for employees working in environments where there is an inherently high level of cumulative stress or unpredictability. Below are some of the typical contexts where these assessments may be most relevant and needed.

- Frontline roles dealing with the public directly
- Emergency services workers eg Police, Ambulance Paramedics, Protective Service Officers
- Health workers particularly working in mental health
- Call centre staff dealing with public
- Any role where they may experience verbal abuse eg retail roles, security, flight crew, utility company employees etc.

NEXT STEPS?

Speak to your Client Relationship Manager or simply call **1300 687 633** or email **consulting@convergeintl.com.au**

MORE
INFORMATION

T 1300 687 633
E consulting@convergeintl.com.au
convergeinternational.com.au