

Psychosocial Risk Assessment

Why? Creating a safe and healthy workplace has never been more important with proposed amendments to OH&S legislation requiring organisations to identify and control psychosocial risks.

Specifically, it is expected that employers will be required to:

- Develop and document risk management and prevention plans for psychosocial hazards
- Review and revise risk control measures in certain circumstances
- Consult with employees
- Provide the documented risk management and prevention plan to a WorkSafe Inspector on request
- Report complaints of bullying, sexual harassment, aggression and violence to WorkSafe periodically

A workplace that effectively controls psychosocial risks has been associated with improved organisational and employee outcomes, generating a return on investment, while avoiding substantial costs related to absenteeism, presenteeism, workcover claims, HR and IR investigations, infringement notices and fines, amongst others.

HOW IT WORKS

Converge partners with clients to review their risk assessment process to include psychosocial elements, following SafeWork Australia's risk management process. We adopt the following steps to apply the risk management approach to eliminate or reduce psychosocial risks, as far as reasonably practicable:



OUTCOMES

A report aligning with OH&S legislation, which contains a risk register, implementation and prevention plan to demonstrate compliance. This information can be integrated into a health, wellbeing and risk management strategy.