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# Psychosocial Hazards



Blue Kite HR Consulting

Spectrum Lawyers and Consultants



What are  
Psychosocial  
Hazards?

Why it is  
important?

WHS Law

Employer  
Role

Penalties

Steps and  
strategies



# Psychological Safety



Psychological safety is our shared belief that we are safe to speak up, to take risks, and to learn alongside each other.

*Dr Amy Edmondson*



Every job exposes workers to some form of psychosocial hazard.

Impacts the worker's mental health and well being.



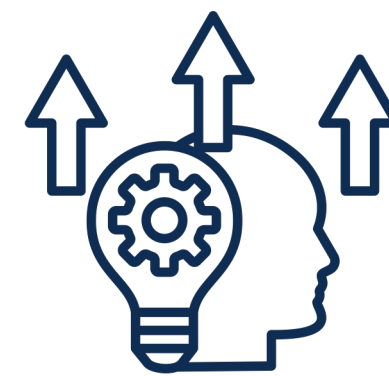
### Work Design



### Social Support



### Work conditions



### Work experience









# Top 7 Hazards



95%

Lack of role clarity

75%

Poor change management

79%

Indequate reward and recognition

69%

Poor supervisor support

68%

Isolated work

66%

Low job control

64%

Unachievable job demands

# WHS Law

The management of psychosocial hazards in the workplace is governed by the model Work Health and Safety (WHS) laws.

**Duty of  
Care**

**Model WHS  
Regulations**

**Code of  
Practice**

**Regular  
monitoring**



# Employer Role





# Employer Role





# Penalties



Since December 2023, penalties for non-compliance with WHS laws, including psychosocial hazards have increased.

## Category 1

- Individual: \$2.3M
- Body corporate: \$11.5M

## Category 2

- Individual: \$464 000
- Body corporate: \$2.3M

## Category 3

- Individual: \$155 000
- Body corporate: \$776 000

# Business Steps



**Increase awareness  
and training**

**Resource  
allocation**

**Documentation  
and reporting**

**Support systems and  
potential financial impact**



# Cost effective strategies



**Regular risk  
assessments**

**Open  
communication**

**Training and  
education**

**Ergonomic  
practices**

**Flexible  
work**

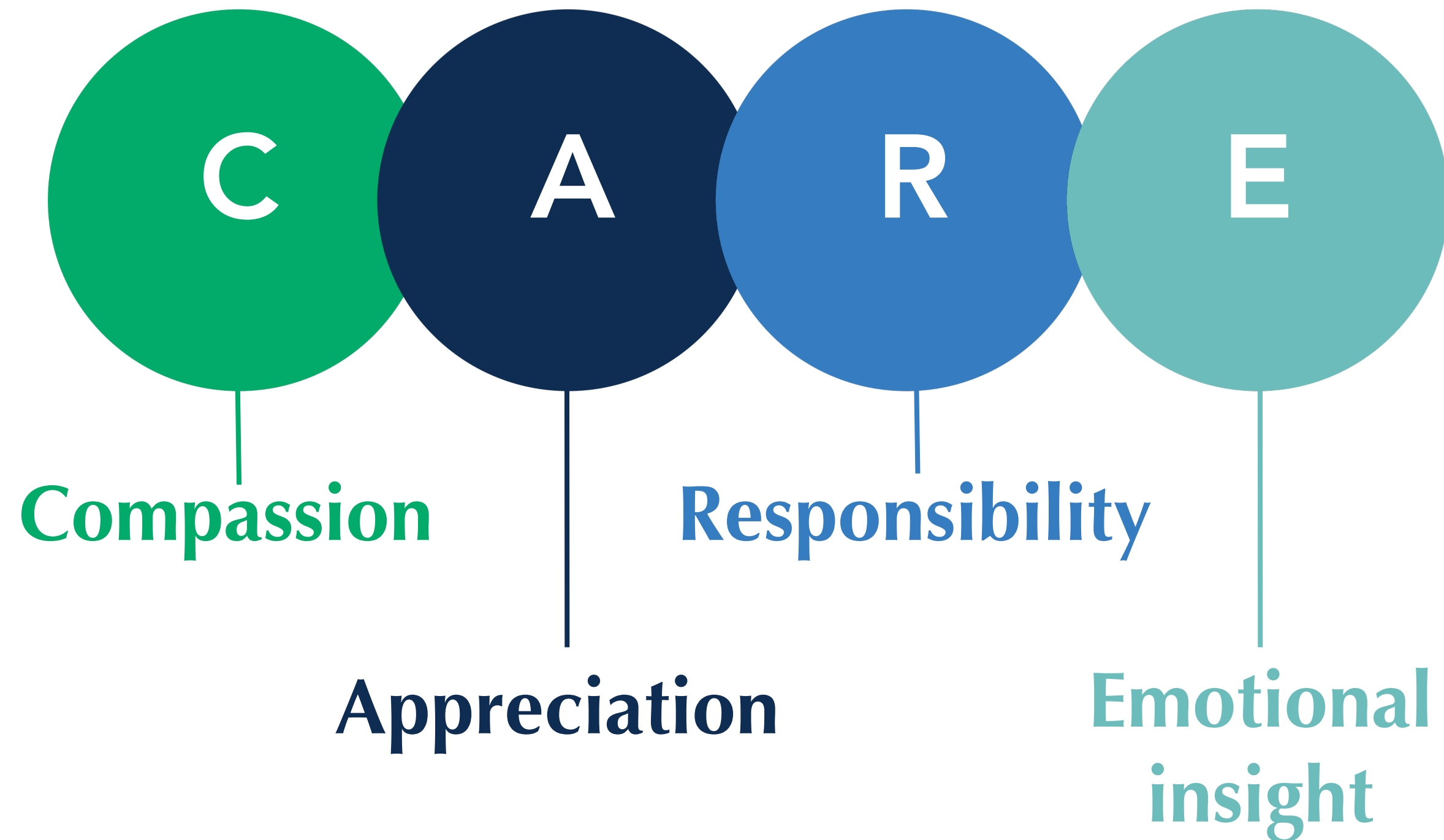
**Supportive  
work  
environment**

**External  
resources**



# Spotting and minimising Psychosocial hazards

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