

Psychological Health and Safety Due Diligence

Governance Questions for Company Directors

Company directors (officers), have a duty to exercise due diligence to ensure the PCBU complies with its duties under the WHS Act and WHS Regulations. With psychosocial risk regulations now in force within most jurisdictions in Australia, these are the key questions you can ask as part of your due diligence activities.

Topic	Satisfactory evidence?
Psychosocial hazards	
What are the main psychosocial hazards and risks of our operations?	
Have worker demographics, severity, frequency and duration of exposure, nature of the work and available sources of data been considered as part of the hazard identification process (e.g. hot spots, ongoing trends employee engagement surveys complaints, workers comp data, resourcing data such and known hazards from similar occupation groups and industries)?	
Risk control	
What is the organisation doing to control these risks?	
Have higher order controls been applied (e.g. work design rather than administrative or self-care/reactive controls)?	
Effectiveness of Controls	
How effectively are these controls being implemented?	
Is there appropriate data collection and reporting to provide oversight on the effectiveness of these controls?	
Have they been embedded into processes (e.g. management of change)?	
Ownership	
Is the organisation taking a multi-disciplinary approach to management of psychosocial risk? (e.g. including in P&C/HR and WHS teams?)	
Consultation	
What are we doing to consult with workers?	
Are we consulting with other duty holders with overlapping (e.g. commercial partners, CoR duty holders)?	
Respect@Work	
Is sexual harassment part of the psychosocial health and safety framework?	
Does it address the seven domains – (leadership, knowledge, risk assessment and transparency, culture, support, reporting, measuring)?	
Assurance	
What steps are being taken to verify all of this is appropriate and effective at reducing risks to workers?	

Glossary

A psychosocial hazard is anything in the design, management or social context of work that has the potential to cause harm to workers.

A psychosocial risk is the likelihood and consequence of harm occurring due to exposure to psychosocial hazards at work.

PCBU : Person Conducting a Business or Undertaking