

Your Psychological Health & Safety Cheat Sheet

Have these in place to satisfactorily address psychosocial risks
(and meet WHS legal duties in Australia)

#	Activity	✓
1.	Documented process for consulting with workers to identify psychosocial hazards, understand exposure, and develop control measures.	
2.	Documented process for consulting, coordinating, and cooperating with other duty holders with whom the PCBU has a shared duty in relation to psychosocial hazards.	
3.	Documented key psychosocial hazards for the whole organisation and specific teams.	
4.	Demonstrate consideration of the severity, frequency and duration of psychosocial hazard exposures, and how various psychosocial hazards combine to increase risk, in determining control measures.	
5.	Due consideration of the aspects of work and worker demographics that influence risk of psychological harm.	
6.	Documented controls at the organisation level and team level to reduce risk to ALARP.	
7.	Demonstrated controls applying work redesign (not simply admin/policy controls).	
8.	Documented assessment/evaluation of controls to determine their effectiveness.	
9.	Documented timeframe and process for reassessing psychosocial hazard exposure.	
10.	Records of information, training, instruction, and supervision provided to workers that is relevant to their role in relation to psychosocial hazards, hazard identification, and control measures.	

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.

Psychological harm caused by work can include distress, burnout, anxiety, depression, PTSD, etc.

Work redesign is an approach to revisiting and restructuring work to meet the specific needs of groups of workers.

PCBU: Person Conducting a Business or Undertaking

ALARP: As Low as Reasonably Practicable



Consult at scale, demonstrate due diligence. Leverage the **FlourishDx** psychological health and safety technology platform to address all requirements for psychosocial risk management.

Psychological health and safety
made simple.