



Four Steps to Managing Psychosocial Hazards and Risks

Step 1: Identify

Psychosocial hazards and risks can be identified by:

- talking and listening to your workers
- inspecting your workplace
- taking note of how your workers interact
- reviewing reports and records
- using a survey tool to gather information from staff

Step 4: Review

Maintain, monitor, and review control measures when necessary. It is important to regularly review control measures to ensure they remain effective.

Step 2: Assess

Consider what could happen if workers are exposed to the identified hazards and risks.

Many hazards and their associated risks are well-known but some may need to be identified through a formal assessment process.

Step 3: Control

Where possible, eliminate the risk. This is always the safest option, but if it isn't possible, minimise the risk as much as possible through planning and prevention.



Employee Matters provides the expertise and tools to help businesses meet their legal obligations and create psychologically safe workplaces by:

- Conducting risk assessments and employee consultations to identify psychosocial hazards
- Supporting compliance with workplace health and safety legislation, including the duty to eliminate or minimise risks to psychological health
- Assisting in the development and implementation of control measures such as job design improvements, workload management, and addressing workplace behaviours
- Establishing effective reporting mechanisms and fostering a culture where psychosocial risks are proactively managed and addressed

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