



The forum for workplace relations leaders

PSYCHOSOCIAL RISKS

The importance of internal collaboration

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The WHS laws – Psychosocial risks

Regulation 55D

(1) A person conducting a business or undertaking must implement control measures:

- (a) to **eliminate** psychosocial risks so far as is reasonably practicable; and
- (b) if it is not reasonably practicable to eliminate psychosocial risks—to **minimise** the risks so far as is reasonably practicable.

The WHS laws – Psychosocial risks

In determining the control measures to implement, must have regard to all relevant matters, including:

- (a) the duration, frequency and severity of the exposure of workers and other persons to the psychosocial hazards; and
- (b) **how the psychosocial hazards may interact or combine**; and
- (c) the **design of work**, including job demands and tasks; and
- (d) the **systems of work**, including how work is managed, organised and supported; and
- (e) the **design and layout, and environmental conditions**, of the workplace, including the provision of:
 - (i) safe means of entering and exiting the workplace; and
 - (ii) facilities for the welfare of workers; and
- (f) the design and layout, and environmental conditions, of workers' accommodation; and
- (g) the **plant, substances and structures at the workplace**; and
- (h) workplace interactions or behaviours; and
- (i) the information, training, instruction and supervision provided to workers.

Interaction between WHS laws, related laws and other aspects of people management

The psychosocial hazards identified in the Model Code of Practice





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Thank You

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