SAFEWORK AUSTRALIA
2018 NATIONAL GUIDE
WORK-RELATED HEALTH AND SAFETY: A SYSTEMATIC APPROACH TO MEETING YOUR DUTIES
Work-related psychological health and safety: A systematic approach to meeting your duties
Why is this approach important?

- Legal duties
- Improve approach to injury prevention & recovery
- Respond to early warning signs
- Business benefits
Psychosocial hazards

- High job demands
- Low job demands
- Low job control
- Poor support
- Poor workplace relationships
- Low role clarity
- Poor organizational change management
- Low recognition & reward
- Poor organizational justice
- Poor environmental conditions
- Remote work
- Isolated work
PREVENT

Good work design
Risk management
Monitoring and review
Leadership
Management commitment
Consultation with workers
Cooperation and coordination

RECOVER

INTervene EARLY

Promote general health and well-being
Managing risks to psychological health & safety
Step 1 – Identify

• Talking
• Inspecting
• Observing
• Reviewing
Step 2 – Assess risks
STEP 3 – CONTROL RISKS

Eliminate risks
Achievable workloads & targets

Minimise risks
Management & allocation, role clarity, flexible work, support

Administrative risk controls
Job rotation, behavior standards, information/training/supervision, consultation, policies and procedures, management standards and procedures
Step 4 – Review
Intervene early
Manager & supervisor roles in early intervention
Recovery

• Safety
• Nature of injury
• Training and support
• Recovery At Work (RAW) policies & procedures
What is the role of health promotion?
Act early!
Don’t wait for a claim!

IAN FIRTH, email ian.firth@safework.nsw.gov.au
STATE INSPECTOR, PSYCHOSOCIAL SERVICES TEAM, Health & Return to Work, Safework NSW