

Queensland Primary Health Care Network

Psychological Health Unit update

31 August 2022



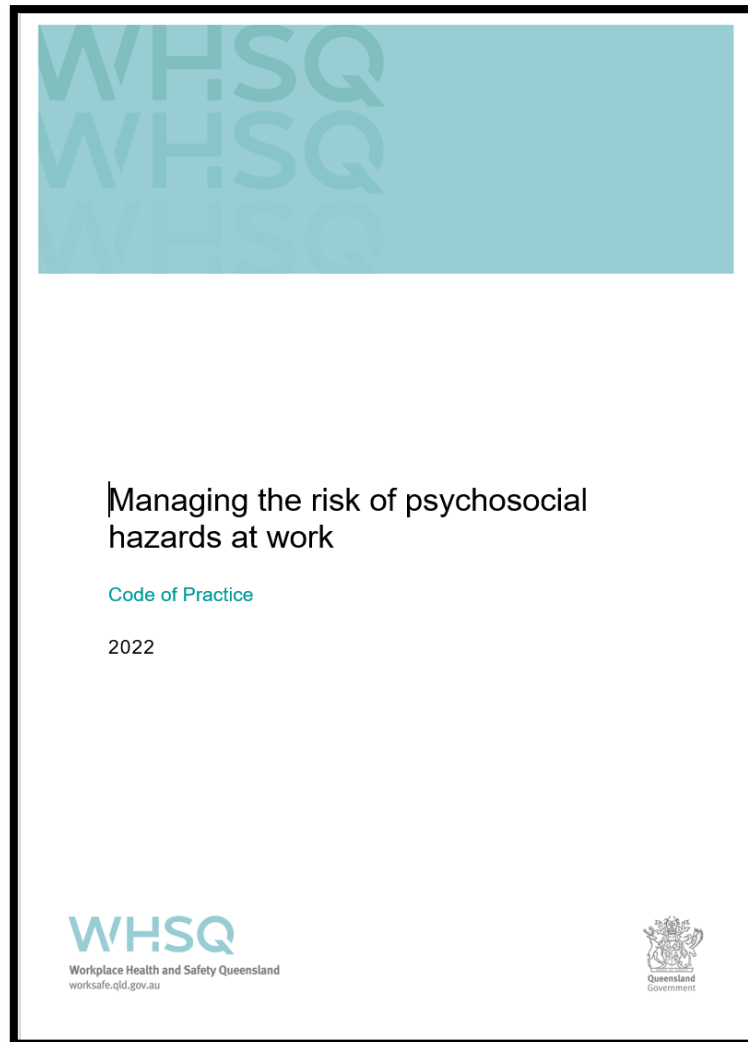
Workplace Health and Safety Queensland
worksafe.qld.gov.au



Acknowledgement of Country

We respectfully acknowledge the Traditional Custodians of the land on which we meet today. We also pay our respects to Elders past and present, and extend that respect to Aboriginal and Torres Strait Islander people.

Managing the risk of psychosocial hazards at work code of practice



- The purpose of the Managing the risk of psychosocial hazards at work code of practice (the code) is to provide practical guidance for duty holders about their existing obligations to eliminate or minimise risks to psychological health and safety under the Work Health and Safety Act 2011 (WHS Act).
- The Code does not create a new work health and safety duty or expand existing duties; rather, it will explain how to meet these duties.
- It is anticipated the code will be approved in the final quarter of 2022, with a proposed commencement date in the first quarter of 2023.

The principal aim of the code is to provide **practical guidance** on how to achieve minimum safety standards. It does this through providing clear, accessible, and useful information for PCBUs and other duty holders about psychosocial hazards.

Example content:

- ❖ What are work-related psychosocial hazards?
- ❖ Who has a health and safety duty in relation to psychosocial hazards?
- ❖ Identifying work-related psychosocial hazards
- ❖ Factors that may put workers at higher risk
- ❖ How to conduct a risk assessment
- ❖ Recording the risk management process
- ❖ Responding to complaints, incidents or reports of psychosocial hazards
- ❖ Examples of work-related psychosocial hazards, example control measures, and an example work-related bullying policy.

People at Work

- An Australian **validated** and **evidence-based** psychosocial risk assessment survey tool with benchmarking.
- A five step process to **identify, assess** and **control risks** to **psychological health at work**.

It is nationally available via a **digital platform** consisting of resources, interactive learning modules and automated custom reports

– all for free.



People at Work is proudly funded by



WORKSAFEACT

NT WorkSafe

safe work australia



Government of South Australia
SafeWork SA

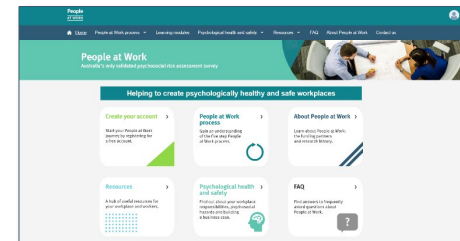


WORKSAFE TASMANIA

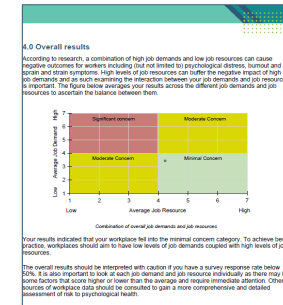


Australian Government
Comcare

The People at Work *digital* solution



An Australian
psychosocial
risk assessment survey

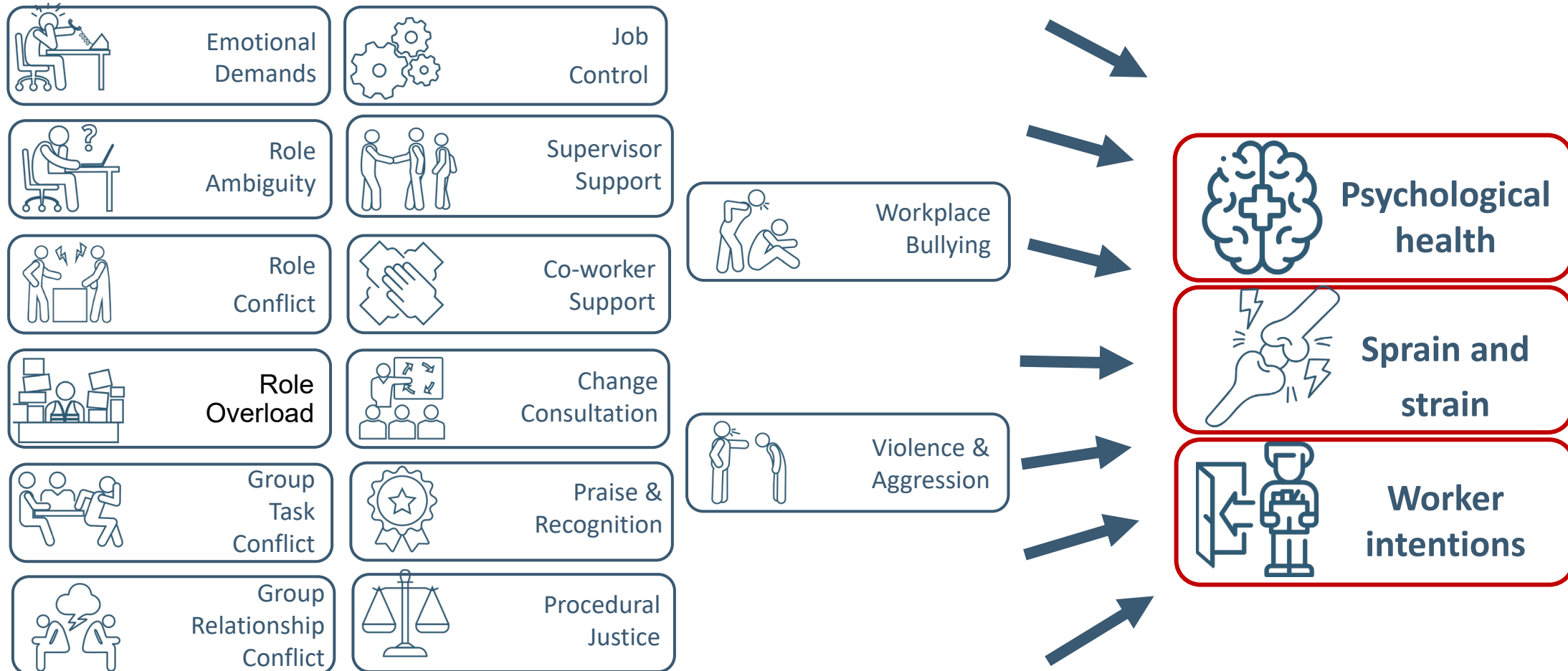


Custom survey
reports



Online resources

What does People at Work measure?



Benefits for industry

People at Work

- Easier compliance with health and safety duties for workplaces
- Better management of:
 - ✓ work-related psychosocial hazards and factors
 - ✓ prevention of psychological harm
- A mechanism for consulting and engaging with workers
- May reduce workers' compensation claims
- May improve worker productivity, satisfaction & engagement
- Employee value proposition - communicates a clear message to workers that the workplace values their psychological health and safety.

People at Work Digital

- Easier & smoother set up and generation of survey
- Automated collection of data and detailed reports (reduces error)
- Ability to increase reach (scale)
- Increase our indirect ability to impact businesses
- Increase the technical support over and above the survey to enable and educate Australian businesses.

PAW Data

Over **26,044** survey respondents to date - QLD represents 24% of the total proportion!

Highest number of responses by industry in Australia:



Public Safety and Administration



Healthcare and Social Assistance – 20% of total respondents



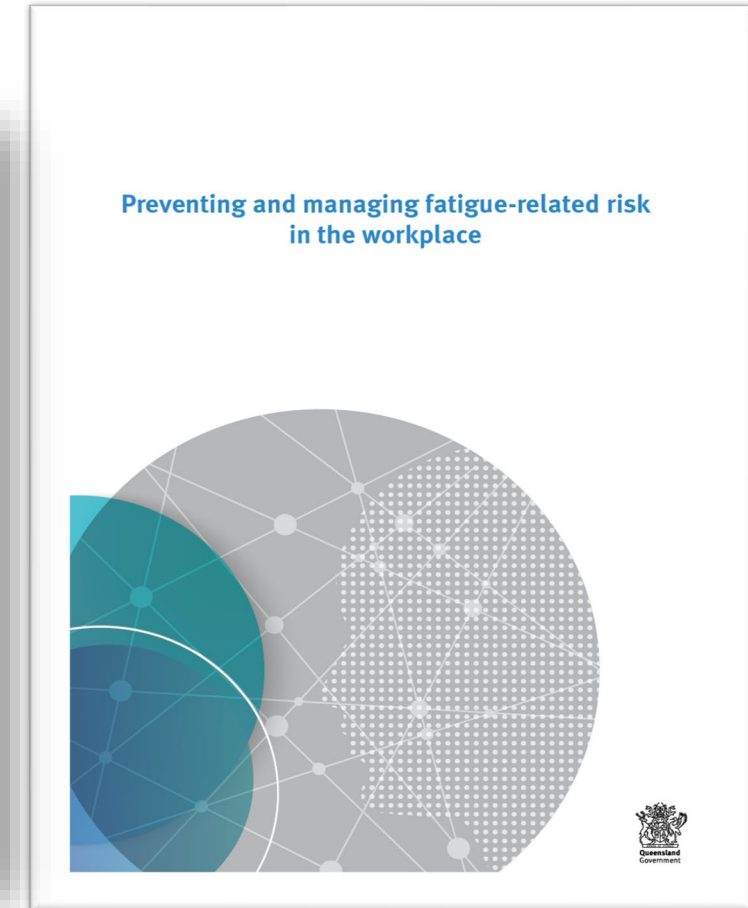
Education and Training

Additional WHSQ Resources



For healthcare and community service workers

- [Prevention and management of work-related violence and aggression in health services](#) (PDF, 1.55 MB) – a handbook that provides a framework to identify, prevent and manage aggression and violence in the health industry sector
- [Violence and Aggression Incident Investigation Tool](#) (PDF, 0.23 MB) – a tool that can help support a systematic investigation following a violence incident
- [A guide to working safely in people's homes](#) (PDF, 1.93 MB) – a handbook that provides practical advice about how to manage the health and safety for community workers working in people's homes
- [Work-related violence and aggression in residential aged, disability and youth care](#) (PDF, 1.56 MB) – guidance for employers and workers in residential aged, disability and youth care



Mental Health Week

8 - 16 October 2022

To register to attend visit:
www.worksafe.qld.gov.au

World Mental Health Day breakfast

Join us on World Mental Health Day for a breakfast event as we hear from our new Queensland Mental Health Ambassador Hayley Lewis.

10 October 2022



Regulating mentally healthy workplaces livestream

This livestreamed session explores common event based and accumulative psychosocial hazards and factors in the design or management of work ...

11 October 2022



Imagining a Workplace Without Burnout: New findings and a roadmap to prevention

This free livestream tackles this complex and multifaceted issue, exploring the importance of structure and cultural causes – rather than in...

12 October 2022



Suicide prevention for at-risk industries livestream

Join us for this free live panel session on breaking down stigma of mental health - and suicide prevention for at-risk industries.

13 October 2022



Diversity and inclusion for mentally healthy workplaces livestream

Join us as we discuss neurodiversity in the workplaces, reasonable adjustments and making workplaces healthy and safe for all.

14 October 2022





The material presented in this publication is distributed by the Queensland Government for information only and is subject to change without notice. The Queensland Government disclaims all responsibility and liability (including liability in negligence) for all expenses, losses, damages and costs incurred as a result of the information being inaccurate or incomplete in any way and for any reason.

© State of Queensland.