

Psychosocial Hazards Training Launch

Welcome

Monday 3 February 2025

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Session Outline

- *The Workplace Health and Safety (Psychosocial Risks) Amendment Regulation 2022*
- What is a Psychosocial Hazard?
- What is a mentally healthy workplace?
- Psychosocial Hazards
- Grievances and Dispute Resolution





WHSQ Psychosocial Hazards Regulation

A Person Conducting Business or Undertaking (PCBU) has a health and safety duty in relation with psychosocial hazards.

PBCUs must **ensure, so far as is reasonably practicable, the health and safety (including psychological health) of workers** and other stakeholders are not put at risk from work carried out as part of the conduct of the business or undertaking.





What is a Psychosocial Hazard?

Psychosocial hazards arise from, or relate to:

- Design or management of work
- Workplace interactions and behaviours
- Work environment
- Plant environment



Examples of Psychosocial Hazards

High/low job
demands

Low job
control

Poor
support

Poor change
management

Lack of
recognition

Low role
clarity

Poor
workplace
relationships

Remote /
isolated work

Bullying and
Harassment

Violence/
aggression

Poor
justice



Benefits of Managing Hazards

↑ employee/team performance

↑ engagement

↑ financial savings

↑ retention

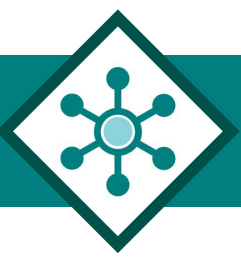
↑ creativity/innovation

↓ sick leave/absence/presenteeism

↓ conflict

↓ Insurance premiums

↓ WH&S Breach/fines



Our Mission

OUR VISION STATEMENT

Build independence to nourish the lives of individuals and strengthen communities.

OUR MISSION STATEMENT

To enable people to continue to live independently by providing meals, social contact and services that support their wellbeing, health and safety.

VALUES

The core values of Queensland Meals on Wheels are:

- Demonstrate Integrity
- Work with Accountability
- Be One Team
- Inspire Trust
- Innovate and Adapt

FOCUS AREAS

- 1.Services
- 2.Capacity
- 3.Sustainability
- 4.Positioning

A Mentally Healthy Workplace



Questions

Area Manager – Member Support

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www.qmow.org



