



**ROYAL
AGRICULTURAL
SOCIETY**
of WA

Psychosocial Hazard Awareness

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Learning Objectives for Session

- What is a psychosocial risk versus a psychosocial hazard?
- State by State snapshot
- Committee and Employer obligations
- Psychosocial hazards and impacts
- Stress – our brain's response and indicators
- Minimising the risks of psychosocial hazards

What is Psychosocial Hazard vs Risk?

A psychosocial ***hazard*** is a workplace condition that could cause psychological harm, while a psychosocial ***risk*** is the likelihood and severity of harm resulting from exposure to that hazard.

Why Does It Matter?

Understanding the difference helps organisations move beyond just ticking boxes into action.

Identifying hazards lets you eliminate or reduce them where possible.

Assessing risks helps you prioritise which hazards are actually causing harm – and tailor your interventions accordingly.

State by State

State/Territory	Code of Practice
ACT	Code of Practice Work Health and Safety (Managing Psychosocial Hazards at Work) WorkSafe ACT
Qld	Code of Practice Managing the risk of psychosocial hazards at work WorkSafe Qld
NSW	Code of Practice Managing Psychosocial Hazards Safework NSW
NT	Code of Practice Managing Psychosocial Hazards at Work NT WorkSafe
Tas	Code of Practice Managing Psychosocial Hazards at Work WorkSafe Tasmania
Vic	Psychological Health Compliance Code (Dec 2025) WorkSafe Victoria
WA	Code of Practice Psychosocial hazards in the workplace WorkSafe Western Australia

Committee Responsibilities

Officers, such as company directors, have a duty to exercise due diligence to ensure the PCBU complies with its duties under the WHS Act and WHS Regulations (or State equivalent).

Committee Responsibilities

Checklist of Due Diligence Requirements for Company Officers under the Work Health and Safety Act 2011 (Cth) (WHS Act)

Reasonable steps required to be taken (Steps taken from section 27(5) of the WHS Act)	Questions to be answered by Company Officers	Possible methods of compliance
Acquire and keep up-to-date knowledge of WHS matters.	- How does the Company currently keep up to date with WHS matters? (ie. updates, briefings) - What form do these updates take? - Is there sufficient information included in the update? - How does the Company ensure that this information gets distributed to the right officers/employees/workers? - How do you ensure that you have access to this information? - Who is responsible for ensuring that the Company's safety management system captures this process formally?	- Keep up to date with relevant publications. - Attend training and awareness briefings regarding the law and the officer and the Company's obligations. - Ensure regular receipt of developments in workplace health and safety (ie. legislative and recent case law as well as relevant Australian Standards). - Monitor and review information regarding safety matters and performance. - Ensure that WHS matters are considered at any regular Executive level (and higher) meetings.
Gain an understanding of the nature of the operations of the business or undertakings of the person conducting the business or undertaking (PCBU) and generally of the hazards and risks associated with those operations.	- How well do you and other officers of the Company understand the Company's operations? - How are changes to the operations communicated? - How do you and other officers stay current? - How do you and other officers understand hazards? - How are the major hazards of the Company identified? - How do you show evidence of your understanding?	- Gain an awareness of the Company's core operations and activities and hazards associated with those operations and activities. - Gain an understanding of higher risk activities as well as major hazards associated with the core operations/activities (including hazards associated with a high-consequence but low-frequency risk profile). - Gain an understanding of common risks and hazards in the industry in which the Company operates. (Note: The above can be achieved through measures such as regular site visits, attending briefings and/or training in the Company's operations and safety systems, or seeking advice

Risk Management Approach Overview



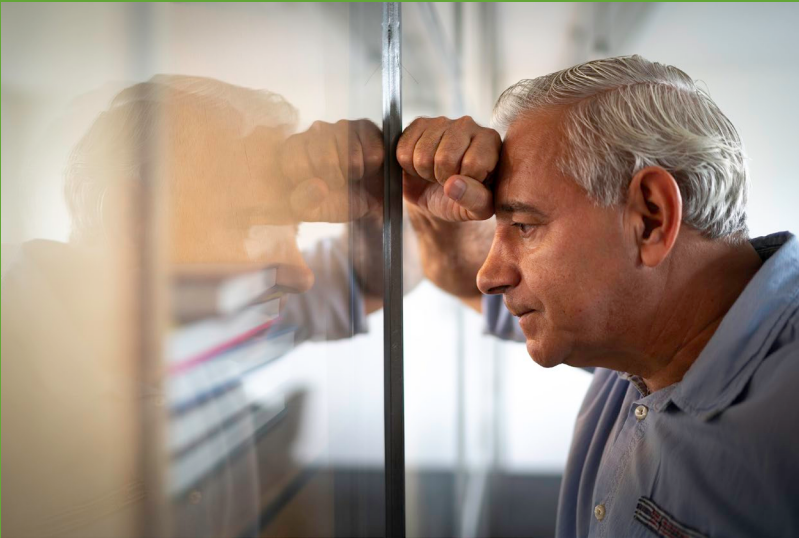
What are some work- related Psychosocial Hazards?



SafeWork Australia identifies a broad range of psychosocial hazards including the following that might relate to an Ag Show environment:

- ☐ High job demands
 - ☐ Poor support
 - ☐ Poor or no policies and procedures
 - ☐ Poor workplace relationships
 - ☐ Lack of role clarity
 - ☐ Violence and traumatic events
 - ☐ Fatigue
 - ☐ Inappropriate and unreasonable behaviour
- + 12 more ...

What is the impact on individuals or organisations?



Individuals

- ☐ Anxiety
- ☐ Depression
- ☐ PTSD
- ☐ Sleep disorders
- ☐ Other psychological damage – fear, phobia
- ☐ Physical effects may include – fatigue-related accidents and other physical health problems

Organisations and Workplaces

- ☐ Reduced productivity
- ☐ Absenteeism
- ☐ Lower quality of work
- ☐ Workers comp/Insurance claims

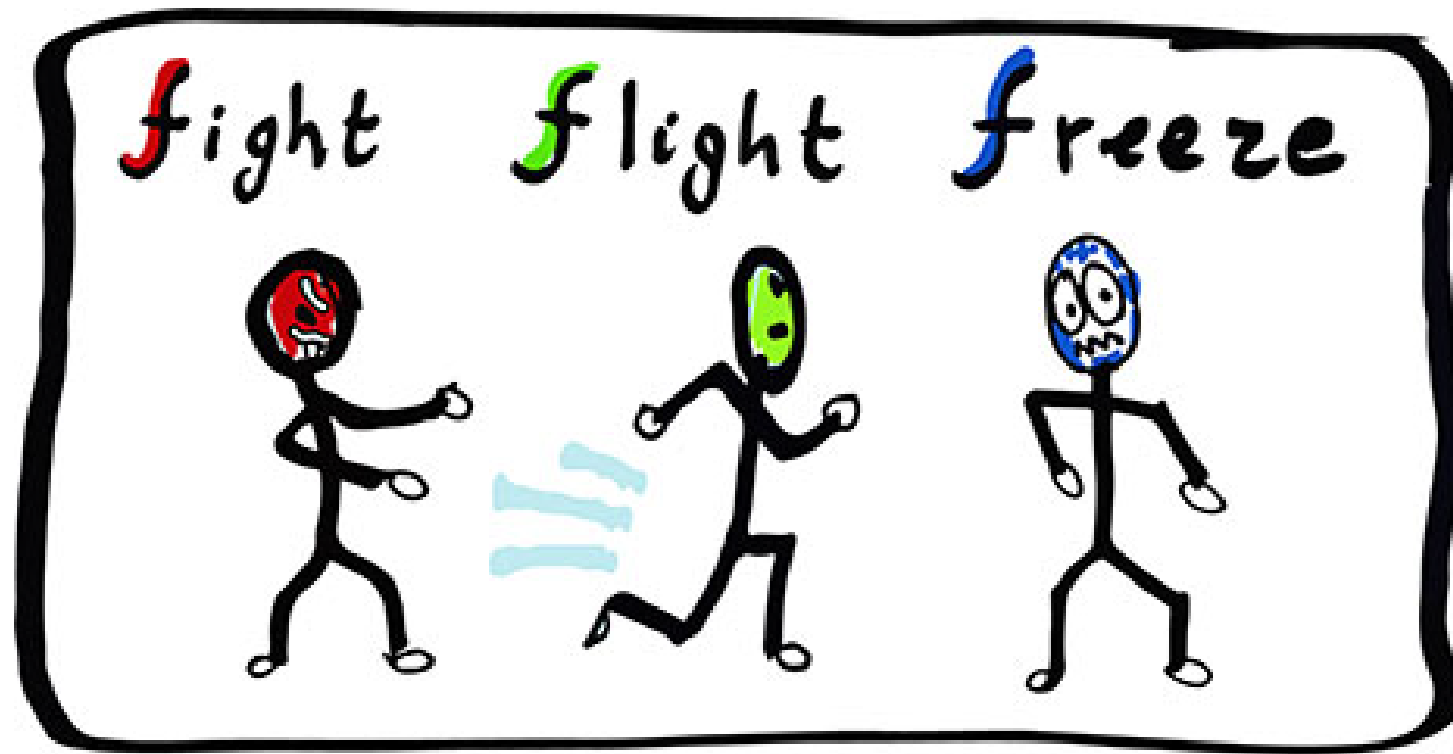
Stress indicators – me and others?

Are ***you*** stressed?

- Feeling overwhelmed or frustrated
- Feeling guilty or unhappy
- Being irritable
- Losing confidence or becoming indecisive
- Thinking negatively
- Racing thoughts
- Memory problems
- Excessive worrying

What to look out for in ***others***?

- Do they seem more anxious than normal?
- Are they losing their temper more quickly?
- Are they noisier (need to talk more)?
- Are they quieter than usual?
- Have they lost their sense of humour?
- Have they lost confidence?
- Are they avoiding you? Or
- Are they overcontacting you?



Dealing with
Stress in Self
and Others



Ask RUOK? Or Share with someone you trust



Regular check ins after the fact



Feedforward

Make it future focussed – ‘new brain’ leads to optimism and problem solving

Is there anything I can do to help make this work as well as possible?

Let’s talk about what is getting in the way so I can help you get on top of it



Decide when you or others need professional assistance



What else?

What can we do
for ourselves and
others on an
individual level?

Types of Reporting for Psychosocial Hazards

- ❖ Verbal discussions, emails or texts
- ❖ Hazard or incident report forms
- ❖ Formal grievances or complaints
- ❖ Medical certificates – workers comp claims

Reminders

- ❖ Access and guidance for workers on processes
- ❖ Escalation pathways for serious psychosocial hazards, bullying, harassment or threats to safety
- ❖ Confidentiality
- ❖ Fair and impartial
- ❖ Updates

What can we do at an organisational level



TRAINING AND
INDUCTING STAFF
AND VOLUNTEERS



POLICIES TO SUPPORT
PSYCHOSOCIAL
SAFETY



RISK MANAGEMENT
APPROACH



MONITORING AND
REPORTING



REGULAR REVIEW