

# 5 Step Approach to Managing Psychosocial Hazards

**ISO 45003 – Occupational health and safety management – Psychological health and safety at work – Guidelines for managing psychosocial risks**

**Work Safe Code of Practice: Psychosocial Hazards in the Workplace**



# MANAGING PSYCHOSOCIAL HAZARDS

The road to success

## **GAP ANALYSIS 01** ●

We will conduct a Gap Analysis to see what you are already doing well and to identify areas for growth

## **IDENTIFYING RISK WORKSHOP 02** ●

We will conduct a workshop with you using our template risk register that identifies potential risks.

## **CURRENT STATUS REPORT AND ACTION PLAN 03** ●

Based on this information we will develop a systematic plan to describe exactly how your organization can achieve best practice.

## **SYSTEMATIC SOLUTIONS 04** ●

We will select and recommend a range of solutions and assist you in implementation to create psychosocial safety in your organisation

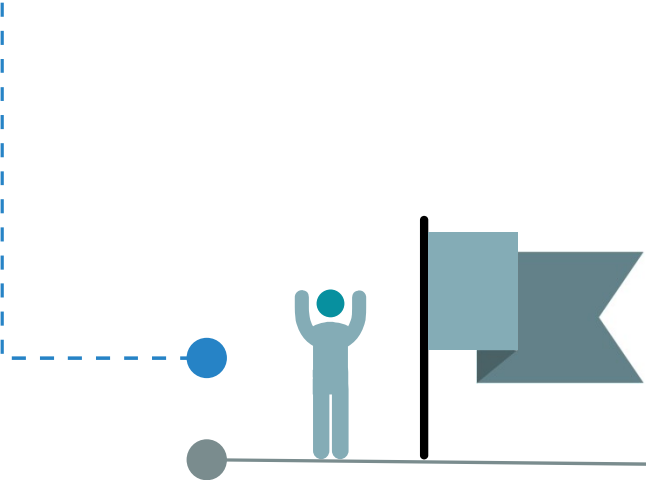
## **ASSESSMENT 05** ●

David has been a registered lead auditor for over 30 years and will guide you on your path to success..



# Step 1. Gap Analysis

A Tailored Business Plan



**01** **Identify**  
What you are already doing well

**Review**  
Of your current documents and systems **02**

**03** **Measure**  
Current systems against ISO 45003 and Work Safe COP

**Submit**  
Proposal (quotation) for services outlining the roadmap to success **04**

The new WHS legislation means PCBU's must now take a **proactive** stance to risk identification and management of psychosocial hazards.

The Risk workshop participants could/should ideally **include management team members** and some people from the **operational sections** of your company.



We will facilitate a workshop to identify current risks in your organisation using our **Risk Register Template**.

HAZARD	TOOL 01	TOOL 02	TOOL 03
Identifying a psychosocial hazard (company data to go into)	✓	✓	✓
Identifying a psychosocial hazard (company data to go into)	✓	✗	✗
Identifying a psychosocial hazard (company data to go into)	✓	✓	✓
Identifying a psychosocial hazard (company data to go into)	✓	✗	✓
Identifying a psychosocial hazard (company data to go into)	✗	✓	✓
Identifying a psychosocial hazard (company data to go into)	✗	✗	✓

The Risk Register records the **likelihood** of a hazard occurring and **potential consequences**. It includes provision for **mitigation** and has a **rank scoring** system so risk can be **prioritized**.

# Step 3. Current Status and Action Plan

We will provide you with:

An accurate picture of where you are at.



An **Action Plan** which will describe how the requirements of the ISO standard and Code of Practice will be addressed in your organisation.



A **road map** to steer the implementation team in what needs to be done.



# Step 4. Systematic Solutions

From our extensive experience we will select and recommend a range of solutions to assist you in meeting the Standard and the Code



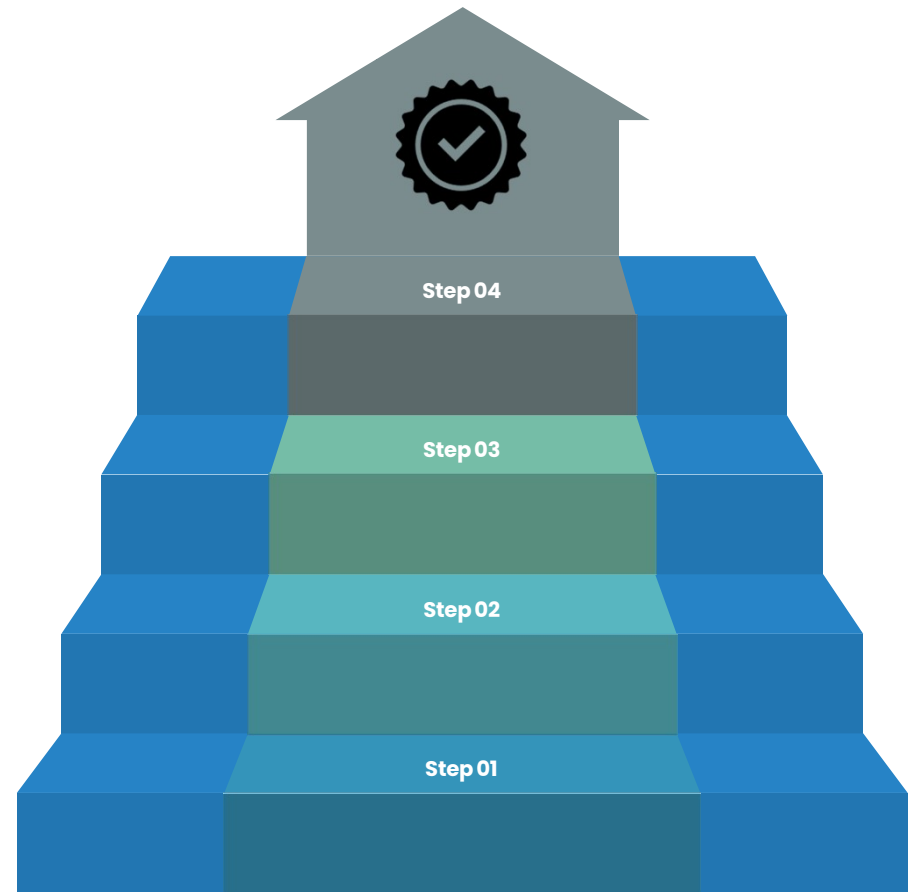
# Step 5. Assessment



David has been a registered Lead auditor since 1990 and has conducted many internal and external audits in more than 200 organisations and has an expert understanding of compliance.



We will conduct a comprehensive internal assessment so you can feel confident that you are meeting your legal requirements to provide a psychologically safe environment for your staff.



**For more information on how we can help you meet ISO 45003 and the WorkSafe Code of Practice please contact us.**



**David Ingham**



David has serviced more than 400 Australian & global organisations from a wide spectrum of industry.



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