

Psychological Hazard Management Checklist

Use this checklist to identify where your organisation may need to take action to meet WHS obligations and protect employee wellbeing.

<input type="checkbox"/>	Step 1: Identify Common Psychosocial Hazards
<input type="checkbox"/>	High job demands (workload, time pressure, emotional labour)
<input type="checkbox"/>	Low job control (limited autonomy or influence)
<input type="checkbox"/>	Poor support from managers or colleagues Lack of role clarity
<input type="checkbox"/>	Poor organisational change management
<input type="checkbox"/>	Inadequate reward or recognition
<input type="checkbox"/>	Unfair work practices
<input type="checkbox"/>	Remote or isolated work
<input type="checkbox"/>	Conflict or poor workplace relationships
<input type="checkbox"/>	Bullying, harassment, or discrimination
<input type="checkbox"/>	Exposure to traumatic events or material
	<p>TIP: Start with a simple employee pulse survey or focus group to uncover hidden risks. Use language your people understand and give them a safe channel to speak up.</p>
<input type="checkbox"/>	Step 2: Assess Current Controls
<input type="checkbox"/>	Do we have a documented process to manage this risk?
<input type="checkbox"/>	Are employees aware of the available supports?
<input type="checkbox"/>	Are leaders trained to identify and respond early?
<input type="checkbox"/>	Are we monitoring for early warning signs (e.g. turnover, absenteeism, complaints)?
	<p>TIP: Review your HR policies and onboarding materials - are expectations and supports clearly communicated? Train frontline leaders to spot early warning signs before issues escalate.</p>

<input type="checkbox"/>	Step 3: Review and Improve
<input type="checkbox"/>	Have we consulted workers about psychosocial risks and control measures?
<input type="checkbox"/>	Do we regularly review the effectiveness of our controls?
<input type="checkbox"/>	Are incidents or complaints followed up with timely action?
<input type="checkbox"/>	Are psychosocial hazards integrated into our broader WHS risk management process?
	<p>TIP: <i>Don't wait for an incident to evaluate your approach. Regular check-ins with teams and anonymous feedback loops can help you stay ahead of emerging risks.</i></p>