

# Psychosocial Risk Assessment



## UNDERSTAND CONTEXT

- Current vs desired state – where do you want to be level 1-5?
- Are your objectives focused on operational activity or a strategic organisational assessment?



## IDENTIFY PSYCHOSOCIAL HAZARDS

- Select methods to identify hazards, e.g., interview, evaluate data, review systems, and facilitate focus groups
- Seek feedback at scale using valid survey, e.g.,

[Psychosocial Dx](#)



Health and Safety Dx



Wellbeing Dx



Psychosocial Dx



## ASSESS RISK

- Understand the current reality based on the spectrum, e.g., struggling through to thriving.
- Understand likelihood and exposures
- Assess potential exposures.



## CONTROL RISK

- Evaluate control options
- Address risk in priority areas by considering both ease and impact.



## MONITOR & COMMUNICATE RISK

- Communicate based on the needs of your target audience
- Periodically evaluate control effectiveness and status of objectives.

For a comprehensive list of psychosocial factors, refer to have comparison of [ISO 45003 vs SafeWork Model Code of Practice](#)