

PSYCHOSOCIAL SAFETY 101: WHAT EVERY BUSINESS NEEDS TO KNOW

The rules have changed — and so must your workplace

Friday 5 December 2025

1:00 PM (AEST)

Meet the Speakers



Maja Trpevska

Director, **Integrated People Solutions** with 18+ years helping small businesses build strong, compliant, and people-first workplaces. Specialising in HR compliance, performance management, and building positive cultures that drive results.



Dhawal Patel

Director at **RAS-OHS** with broad OHS compliance expertise spanning manufacturing, healthcare, maritime and oil and gas.
Helping businesses manage risk proactively. With deep expertise in OHS legislation and psychosocial risk management, they support organisations in creating safer, healthier workplaces that meet evolving compliance standards.





- ▶ Service based business focusing on enhancing business efficiency, compliance, and workforce development through tailored strategies
- ▶ Helping businesses optimise talent, reduce turnover, and boost productivity

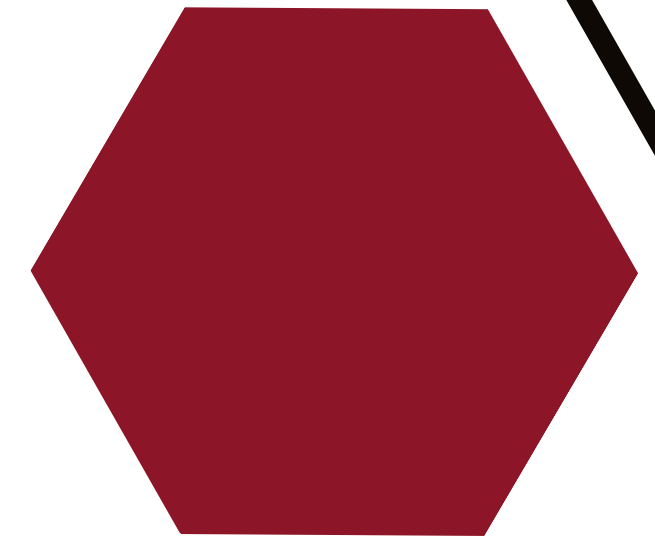
MISSION

Helping you with people solutions



VISION

Creating a future where managing people is easy,
compliance is stress-free, and workplaces are
happier and more productive





CORE VALUES

Integrity

We maintain high standards

Reliability

We are dedicated to providing top-tier consultation services

Quality

Providing your with best practice advice





RAS- OHS is a specialist OHS advisory and solutions provider supporting Victorian businesses with practical, defensible and risk-based systems. We combine conventional OHS consulting with modern tools and emerging technologies such as collaborative automation, digital capture and structured risk systems to help employers achieve compliance, reduce harm and improve business outcomes.



PURPOSE

To support businesses with intentional, risk-based OHS advisory and solutions that strengthen safety and business outcomes.

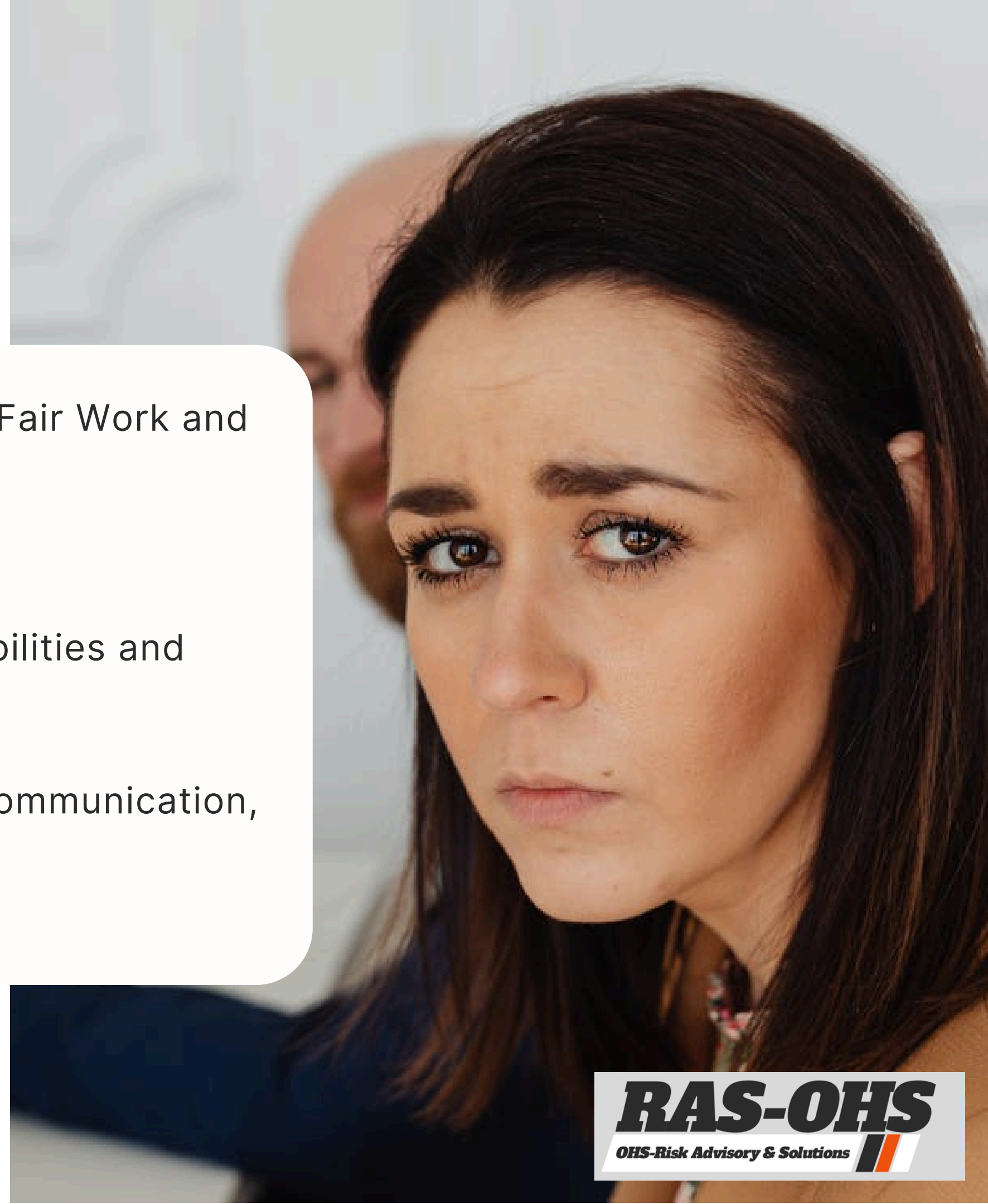
VALUES

Empathy + Passion + Integrity

Webinar

OBJECTIVES

- Overview of the new psychosocial legislation (Fair Work and OHS implications)
- What actually counts as a psychosocial hazard
- The difference between HR and OHS responsibilities and where they overlap
- Common risks in businesses: workload, poor communication, and conflict
- Simple steps to start your compliance journey



A photograph of two women with long brown hair, wearing business casual attire, sitting at a wooden table and looking down at a large sheet of paper. The background is a blurred indoor setting with a brick wall and a window. A large, semi-transparent red hexagon is overlaid on the bottom left of the image.

PSYCHOSOCIAL LEGISLATION

It is the Persons Conducting a Business or Undertaking (PCBU), generally the employer, to ensure, so far as is reasonably practicable, the health and safety of workers.

Regulations:

- VIC Legislation and guidance
- OHS Act 2004
- Occupational Health and Safety (Psychological Health) Regulations 2025
- Compliance code: Psychological health

This includes psychological health, not just physical health.

FAIR WORK OBLIGATIONS

Workplaces need to be free from **bullying, harassment, discrimination, and adverse action**, which are key psychosocial hazards.

Obligations under:

- Fair Work Act 2009 (ensuring fair and safe workplace practices)
- Anti-Discrimination and Equal Opportunity Acts (State and Federal)
- Sex Discrimination and Respect@Work amendments (2022)
- Workplace Bullying & Harassment Guidelines

IPS manages culture, communication, and leadership behaviour.



OHS OBLIGATIONS

- **Identify Hazards (Reg 14):** So far as is reasonably practicable (SFAIRP).
- **Control Risks (Reg 15):** Eliminate or reduce by changing work design, systems, management, or environment — training alone not enough.
- **Review Controls (Reg 16):** When work changes, new info emerges, incidents or psych hazards are reported, or at HSR request.

WHAT ARE PSYCHOSOCIAL HAZARDS?

- **Job demands** and unrealistic workloads or deadlines
- **Low job control** and micromanagement or little to no flexibility or autonomy
- **Poor support** and no emotional guidance, training or feedback
- **Unfair decision making** and favouritism or being biased
- **Low job clarity** and unclear position descriptions or reporting lines
- **Poor workplace relationships**, conflict or gossip, poor communication
- **Remote or isolated work** or **poor work-life balance**
- **Poor physical environment** where it is noisy or unsafe
- **Lack of recognition and reward** or **toxic culture**
- **Exposure to traumatic events** in crisis - health, community, etc.



PSYCHOSOCIAL HAZARD... SIMPLIFIED

If something about the way work is managed:

- **causes stress or distress,**
- **isn't being controlled or managed properly, and**
- **could reasonably cause psychological harm**
- **that may cause negative psychological responses**
→ risk to health

*then it's a **psychosocial hazard**.*

EMPLOYMENT CONDITIONS & FAIR WORK COMPLIANCE

- Clarifying key regulatory frameworks: Fair Work Act, National Employment Standards (NES), Modern Awards
- Developing and Maintaining Employment Contracts
- Aligning Policies and Procedures on expectations
- Record-Keeping and Payroll Compliance
- Risk Management and compliance audits
- Dispute Management such as Bullying and Conflict
- Training and Culture
- Change support and assist businesses with evolving

PRACTICAL CONTROLS FOR PSYCHOSOCIAL HAZARDS

Start With REC - Risk + Exposure + Consequence

- Set the context before choosing risk controls

Apply SFAIRP (CHALK) Cost + Harm + Availability + Likelihood + Knowledge

- Use CHALK to guide you through defensible, reasonably practicable risk controls

Engineering > Administrative

- Focus on workplace systems : socio-technical framework of people, processes, and technology that interact to achieve work outcomes and manage health and safety risks
- P&Ps are not systems

Prevention Plans

- Prompt: Make hazards visible early
- Support review, trends and continuous improvement



RISK & COST

Harm to Employees

Serious injury (psychological and physical), long-term trauma, and the risk of fatality or suicide.

Loss of Productivity

Absenteeism, burnout, turnover and reduced performance impacting business operations.

Legal and Financial Exposure

- **WorkCover Cost Impact**

Mental health claims cost \$67,400 each, among the highest injury costs for employers.

- **Personal + Organizational Liability - OHS Act 2004**

Workplace manslaughter (s.39G) and reckless endangerment (s.32) apply to individuals and organizations.

- **Significant Fines**

Up to 100,000 penalty units ≈ \$20.35 million for corporations.

- **Imprisonment**

Up to 25 years (workplace manslaughter) and 5 years (reckless endangerment) for individuals.





INTEGRATING HR & OHS

That means:

- One shared framework for identifying and managing psychosocial hazards
- Joint communication between HR, OHS, and leadership teams
- Consistent messaging — staff see that wellbeing, safety, and fairness are all priorities

This integration reduces duplication, strengthens compliance, and builds trust.



WORKING TOGETHER

HR:

- Review job design
- Adjust performance expectations
- Train leaders on workload management and recognition

OHS

- Assess “high job demands” as a psychosocial hazard
- Document the risk
- Record control measures in the WHS system

Together we ensure the issue is tracked, addressed, and monitored, covering legal compliance and cultural wellbeing.

CASE STUDY 1

Workload Pressure in a Small Accounting Firm

Staff report working 60-hour weeks during EOFY and feeling burnt out.

OHS:

- Conducts a psychosocial risk assessment
- Identifies “high job demands” and “poor work-life balance”

HR:

- Reviews resourcing
- Works with Leader to delegate work more evenly
- Trains managers to set realistic expectations

Outcome:

- Reduced hours
- Lower stress
- Documented compliance with OHS duties



CASE STUDY 2

Bullying Complaint in a Trade Business

An employee reports verbal abuse and intimidation by a supervisor/leader.

OHS:

- Records and investigates the incident as a psychosocial hazard under WHS regulations

HR:

- Conducts a formal workplace investigation in line with the Code of Conduct, Policies and Fair Work obligations

Outcome

- Combined HR and OHS process ensures both legal compliance and fair resolution



CONNECT WITH US

Integrated People Solutions (IPS):

- Strategic Workforce Planning
- Evidence Preparation
- Compliance Integration – embedding Fair Work
- Addresses behaviour, performance, and communication
- Cultural and Retention Support, fairness, wellbeing, and leadership
- Sustainable Growth

RAS-OHS: OHS Risk Advisory and Solutions

- Practical OHS compliance for businesses
- Psychosocial and Physical risk controls
- Prevention Plans - Risk Assessment (REC + SFAIRP)
- Solutions that improve safety and business outcomes (OHS processes and tech solutions)

We have a shared GOAL:

***A psychologically safe, legally compliant, and
high-performing workplace***



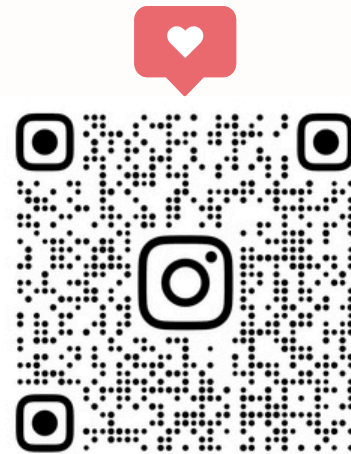
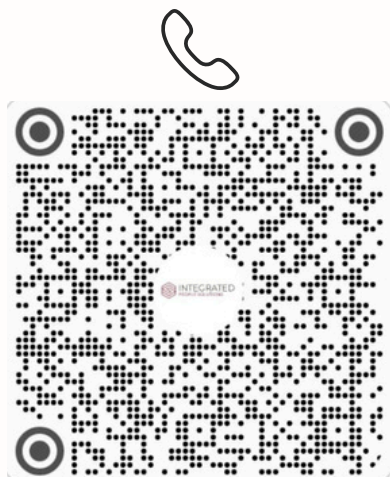
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THANK YOU!

Any Questions?

