

WORKPLACE PSYCHOSOCIAL RISK ASSESSMENTS

Practical psychological health risk management for Victorian SMEs

Protect your people. Understand your obligations. Get a practical plan for managing psychosocial risks — without unnecessary complexity.

WHO IS THIS FOR?

Victorian small and medium businesses seeking independent, practical assistance to identify and control work-related psychosocial hazards. Employers have duties under the Occupational Health and Safety Act 2004 and the Occupational Health and Safety Regulations 2017, as amended by the 2025 psychological health reforms.

WHAT DO WE ASSESS?

We look at how work is designed, managed and experienced — including high job demands, low support or job control, bullying, harassment, workplace conflict, occupational violence, fatigue, isolated work and poorly managed change.

HOW DOES THE ASSESSMENT WORK?

1 UNDERSTAND	Discuss your business, workforce, existing controls and current practices.
2 CONSULT	Gather worker input through suitable surveys, interviews or discussions.
3 ASSESS	Identify hazards, assess risks and review existing risk controls.
4 PLAN	Provide prioritised recommendations, responsibilities and suggested timeframes.
5 SUPPORT	Optional assistance to implement actions and review their effectiveness.

WHY CHOOSE OHS & HR MANAGEMENT SYSTEMS?

SME-focused experience • Independent Victorian OHS advice • Respectful worker consultation • Recommendations tailored to your workplace — not a generic checklist.

We treat psychological health as part of your overall OHS management system, with an emphasis on achievable risk controls rather than paperwork alone.

WHAT WILL YOU RECEIVE?

A documented assessment and practical action plan showing the key hazards and risks, existing controls, improvement priorities, recommended actions and who should be responsible.

Don't wait for a psychological injury to reveal a workplace risk.

Talk to Julie about a psychosocial risk assessment for your business.

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