



Psycho-Social Hazards: Risk Assessment and Response

TRAINING

Navigating, preventing and managing
psychosocial hazards in the workplace



Facilitated by
LOUISA DETEZ
Organisational Psychologist and
Principal Consultant
Australian Psychological Services

Online → 10 & 17 July 2024 (Wednesday)



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Overview

The Psychosocial Code of Practice is becoming more and more important as organisations realise how important it is to prioritise mental health and deal with psychosocial risks in the workplace. This code acts as a core framework, directing organisations in creating conditions that support mental health and reducing risks. In a time when putting the wellbeing of employees first, organisations understand that adhering to this code is essential to long-term success and growth. Organisations may foster a culture of understanding, support, and resilience by upholding their values, which will eventually result in happier and more productive workplaces for everybody.

This comprehensive course is designed to equip participants with the knowledge and skills needed to navigate the complex landscape of psychosocial wellbeing in the workplace. Participants will come away with a strong foundational understanding of the entire Code, starting with understanding its purpose along with how to define and implement Code recommendations.

Who Should Attend

Co-ordinator, Officer, Advisor, Lead, Manager, Adviser, Leader, Specialist, Business Partner, Project Officer:

- Occupational Psychologist
- Workplace health and safety
- Employee Wellbeing
- Human Resources
- Health, Safety & Wellbeing
- Mental Health
- Employee Assistance Program (EAP)
- Occupational Health and Safety (OHS)
- Conflict Resolution Specialist/Mediator
- Organisational Counsellor
- Organisational Psychologist
- Employee Relations

From Federal, State and Local government organisations

Learning Outcomes

- Identify individuals at risk of exposure to psychosocial hazards
- Understanding the risk assessment process
- Working and collaborating with leaders
- The role of job design
- Determine sources and severity of psychosocial risks
- Evaluate the effectiveness of existing controls

Why Attend

- Benchmark and network with peers from all over the public sector
- Understand the questions you need to be asking
- Dial in from anywhere!
- Gain the opportunity to be a part of a community of practice

Meet Your **Facilitator**



LOUISA DETEZ
Organisational Psychologist and
Principal Consultant
Australian Psychological Services

Louisa is a registered organisational psychologist and principal consultant at Australian Psychological Services. Louisa has worked in and consulting for many different government and private sector organisations, including the resources sector, education, state and federal government, global accounting and law firms, quick service restaurants, emergency services and policing, healthcare and not-for-profit. Louisa has extensive experience supporting companies to meet their psychological health and safety regulatory requirements – some of which includes conducting psychosocial risk assessments, developing and applying trauma management and critical incident response frameworks and delivering capability development training. Louisa is a keen facilitator and enjoys working with all levels within organisations, from senior executives, middle managers, down to frontline staff.

Louisa is passionate about creating sustainable healthy workplaces and supporting everyone to understand the role they play in creating great work environments.

Preparation

This workshop is highly interactive with group activities and discussions throughout. Come prepared with some current challenges you are facing in your organisation.

To participate you'll need:

- A computer with camera and microphone
- Strong internet connection
- Quiet, well-lit space
- Current challenges you are facing

Register Early & Save

Extra Early Bird	Early Bird	Standard Price
Register by 26 th Apr	Register by 24 th May	Register by 9 th Jul
\$795 + GST	\$995 + GST	\$1,195 + GST
Save \$400	Save \$200	-

CLICK HERE TO REGISTER 

*Group Discounts Available - Contact Registration at registrations@publicsectornetwork.com or Call on **(02) 9057 9070**

10:00am Opening Remarks

- Welcome
- Introductions
- Overview and Setting Expectations

10:30am Module 1: Introduction to Risk Assessment Process

The business case for managing psychosocial risk

- What we mean by mental health and wellbeing
- Why mentally healthy workplaces are good for business

11:00am Introducing the risk assessment process

- The risk assessment process
- Protective and hazardous psychosocial factors
- Psychosocial hazard identification activity

12:30pm Break

01:00pm Module 2: Managing Psychosocial Hazards

Assessing risk and prioritising controls

- Considering vulnerability that increases risk
- Balancing controls to manage exposure to hazards
- Mapping your controls activity

01:45pm Job design to manage psychosocial hazards

- Job design as a critical control
- Understanding work as done
- What good job design looks like

02:30pm End of Day 1

Feedback from earlier training sessions

“Very interactive and engaging, some very useful content.”

10:00am Welcome and Recap

10:15am Module 3: First Line of Defence

Leaders as the first line of defence

- Leaders as a critical control
 - Understanding what psychosocial leadership behaviour looks like
 - Leader activity
-

11:00am Having care conversations as part of early intervention

- Recognising the signs
 - How to conduct a care conversation
 - Escalation to support
-

11:45am Break

12:15pm Module 4: Escalations

Integrated roles and responsibilities for managing psychosocial risk

- What an integrated approach to psychological health and safety looks like
 - Shared roles and responsibilities across role functions
 - Evaluating the effectiveness of psychosocial risk management
-

01:30pm Escalation pathways

- Internal supports
 - External supports
 - Mapping your escalation pathways activity
-

02:15pm Closing Remarks

02:30pm End of Training

“Very relevant for me in my role, informative and well targeted, helpful information and resources.

“It was great. I learned a lot and I feel I got value for money.”

“The course was detailed and informative. Well explained and had great interaction points.”



Get In Contact

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