

1. Heads of Power

Work Health and Safety Act 2011 (Qld)

Work Health and Safety Regulation 2011 (Qld)

Managing the Risk of Psychosocial Hazards at Work Code of Practice 2022 (Qld)

2. Purpose

This policy outlines Council's commitment to identifying, managing and minimising psychosocial hazards in the workplace, in compliance with Work Health and Safety (WHS) laws and the *Managing the risk of psychosocial hazards at work Code of Practice 2022*.

3. Scope

This policy applies to all Council workplaces, including permanent and temporary locations, and to all Councillors, employees, contractors and volunteers engaged in Council business.

4. Definitions

- **Psychosocial Hazard:** Any hazard that may arise from or relate to the design or management of work, a work environment, plant at a workplace or workplace interactions that may cause psychological or physical harm.
- **Examples:** Job demands, low job control, poor support, remote work, trauma exposure, bullying, harassment, and poor organisational change management.

5. Policy Statement

Council is committed to:

- Identifying and managing psychosocial risks.
- Designing work to minimise harm and promote wellbeing.
- Providing a safe and supportive work environment.
- Implementing trauma-informed practices and using evidence-based controls tailored to specific psychosocial risks.

6. Responsibilities

- **All Workers:** Must take reasonable care for their own and others' health and safety and report psychosocial risks.
- **Managers and Supervisors:** Must ensure work is designed and managed to minimise harm and consult workers on risks.
- **ELT and CEO:** Provide strategic leadership, risk assessment frameworks, and resourcing.

7. Risk Management

Council will:

- Conduct regular psychosocial risk assessments.
- Implement appropriate control measures (e.g. workload balancing, trauma support).
- Provide education, training and support to provide employees with the skill set to identify and manage psychosocial hazards.
- Review control measures following any incident or concern raised.

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8. Confidentiality and Support

- Concerns and reports will be treated confidentially.
- Council will provide access to support services (e.g. EAP, cultural advisors, peer supports).

9. Related Documents

- Bullying, Harassment and Discrimination Policy
- Workplace Health and Safety Policy
- Risk Management Plan
- Prevention and Response Plan – Positive Duty and Psychosocial Hazard Compliance
- Employee Code of Conduct
- WHS Incident Reporting Procedure

10. Document Control

This policy will be reviewed every two years, or sooner in response to incidents or changes in law.

11. Policy Owner

Human Resources Manager.