



Psychosocial Safety
and Leadership
Awards
2026

nbn Co

FINALIST

Innovation in Psychosocial Risk Management

nbn Co developed Leaders as First Line of Defence to shift psychosocial safety from a wellbeing issue to a core WHS hazard prevention discipline. Co-designed with Australian Psychological Services, the program combines diagnostics, immersive scenario-based learning and behavioural nudges, with organisational procedures and a live control library. It equips leaders to take ownership of local controls and escalate systemic risks.

Early outcomes show leaders' self-rated knowledge increased by more than 41%, confidence increased by 36–45% and awareness of how to report and escalate psychosocial hazards increased by 37%. Ninety per cent of nbn People Leaders have completed the training.

What stood out to the judges was the program's blend of diagnostics, immersive scenario-based learning and behavioural nudges, along with its implementation across a large, geographically dispersed workforce in blue- and white-collar environments.

10 September, 2026 – Tweed Heads

