

PSYCHOSOCIAL HAZARDS CHECKLIST

The following are the 11 key psychosocial hazard areas covered in the Victorian Occupational Health and Safety (Psychological Health) Regulations 2025. As an employer you need to have a **proactive process** in place to identify hazards to psychosocial health in these areas and, so far as is reasonably practicable, eliminate or reduce the risks to psychological health. Please tick the box if you have this covered, cross the box if you do not.

- ☐ **High and low job demands:** Work that involves sustained or repeated high emotional, mental, or physical effort, or conversely, work with too little demand.
- ☐ **Low job control:** Jobs where workers have little control over aspects of their work, such as how or when a job is done.
- ☐ **Poor support:** A lack of necessary practical or emotional support from supervisors and co-workers, or lack of tools and resources.
- ☐ **Lack of role clarity:** Situations where there is uncertainty about tasks, frequent changes, or conflicting roles and responsibilities.
- ☐ **Poor organisational change management:** Poorly managed, supported, or communicated changes to work conditions.
- ☐ **Inadequate reward and recognition:** Low levels of acknowledgement, reward, or recognition for efforts and achievements.
- ☐ **Poor organisational justice:** When processes for making decisions are unfair, or there is a lack of dignity, respect, or informational fairness.
- ☐ **Traumatic events or materials:** Direct or indirect exposure to traumatic events (e.g., accidents) or content (e.g., viewing violent footage).
- ☐ **Remote or isolated work:** Work in locations or situations where access to help or support is difficult.
- ☐ **Poor environmental conditions:** Exposure to poor-quality or hazardous physical working environments, including inadequate work-provided accommodation.
- ☐ **Harmful behaviours** (Violence, Aggression, Bullying, and Sexual/Gendered Harassment): These are often grouped together as behaviours that cause, or are likely to cause, harm to health.

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