

PSYCHOSOCIAL SAFETY TOOLKIT FOR HSRs



This Toolkit has been design to provide Health and Safety Representatives with the step-by-step guidance, tools and knowledge they need assess and manage psychosocial hazards in their workplace or designated work group (DWG). This can also be used with your organiser to help organise surrounding these hazards.

As well as this Toolkit, we also have a **Psychosocial Community of Practice**, developed as a stand-alone website which provides a full suite of resources, education and trainings for HSRs, Unions Organisers, Officials and Delegates. You will find further resources (i.e. example PIN and Cease Work Notices) and our community pages (Facebook and Whatsapp groups) here. **As this resource is only available to union affiliates you must [register for access](#).**

THIS TOOLKIT CONTAINS:

1. NATIONAL GUIDANCE MATERIAL

This booklet is a complete resource outlining each hazard, rights and responsibilities. You might like to start here if you need more knowledge surrounding what each hazard is. You can also find detailed fact sheets on each hazard [here](#).

2. STEP BY STEP GUIDANCE

If you're aware that psychosocial hazards are present in your workplace, start here. This will give you a step-by-step guide on how to use the following resources to manage them.

3. SURVEYING TOOL – ONLINE AND PAPER VERSIONS

Our online survey is [available here](#). This link can be shared with workers in your DWG to assess how psychosocial safe the worksite is. Workers can also print their results to share with you (Note: add the scores of all workers surveys together and divide by the total number of workers to get your DWG's overall score). You can also use this survey to establish what the most prevalent hazards are.

There is also a paper survey available in this toolkit which contains more in-depth questions – this version will not provide you with an automatic score but is useful to assess management commitment and organisational issues in more detail.

4. ACTION PLANNING TEMPLATE

Taken from our Mind Your Head workplace pilot, this template will help you develop an action plan for your own workplace.



5. HIERARCHY OF CONTROL GUIDANCE

Clear information on how to apply control measures to each hazard.

6. IMPLEMENTATION STRATEGY

An example strategy on how to implement your action plan.

7. POSTERS FOLDER FOR WORKPLACES

Educational posters for your worksite.