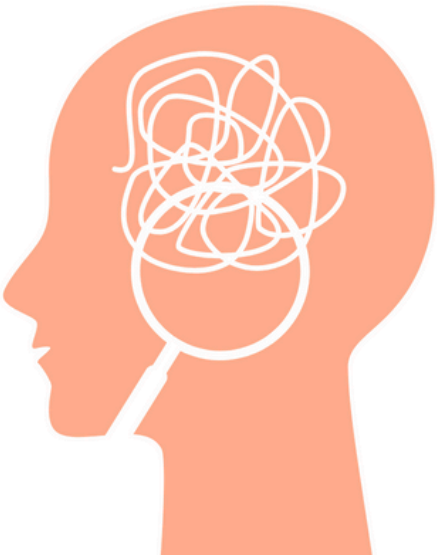
pH^x PSYCHOSOCIAL HAZARD ASSESSMENT



REGULATORY FOCUS

Psychosocial Hazards have become the focus of regulators across the country. New South Wales, Queensland, Western Australia, South Australia, Tasmania, ACT and Northern Territory have all adopted the changes to Work Health and Safety Regulations which prescribe how employers must identify and manage psychosocial hazards in the workplace.

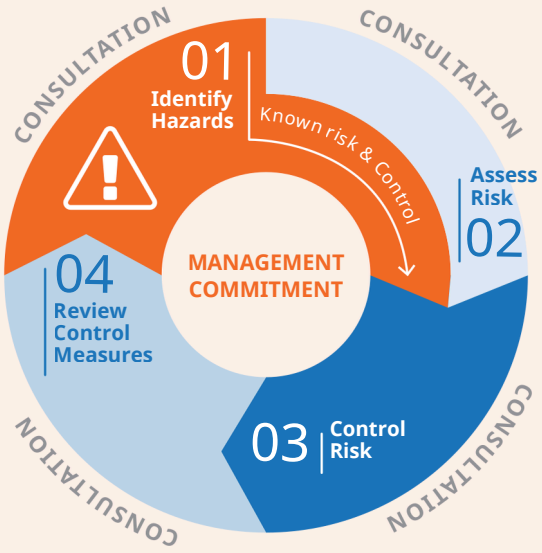
In December 2025, the Occupational Health and Safety (Psychological Health) Regulations 2025, came into effect in Victoria. These regulations have helped clarify a Victorian employer's obligations in relation to the management of psychosocial hazards in the workplace, including their obligation to identify psychosocial hazards present in their organisation.

There have already been several successful prosecutions across Australia of employers who have failed to address the psychosocial hazards in their workplaces.

OBLIGATION TO IDENTIFY HAZARDS

The various safety legislations in place in Australia identify an obligation for all employers to do everything reasonably practicable to identify the risks to health and safety within their organisations. This includes risks to health and safety caused by psychosocial hazards.

Identification of hazards is the first step in Safe Work Australia's four step risk management process to assist employers in meeting their obligations in this area:



COMMON PSYCHOSOCIAL HAZARDS ASSESSED

1. Job Demands
2. Job control
3. Role clarity
4. Support
5. Organisational change management
6. Reward and recognition
7. Organisational justice
8. Traumatic events or material
9. Remote or isolated work
10. Physical environment
11. Violence and aggression
12. Bullying
13. Harassment including sexual harassment
14. Conflict or Workplace relationships and interactions
15. Fatigue
16. Job Insecurity
17. Intrusive Surveillance

PSYCHOSOCIAL HAZARD IDENTIFICATION

Identifying the psychosocial hazards present in your organisation can be a daunting task.

Developed in conjunction with Deakin University, the **pH^x Psychosocial Hazard Assessment** has been developed specifically to identify the presence of the 17 common psychosocial hazards in your workplace.

The assessment utilizes self-report data obtained through qualitative interviews and the completion of a psychosocial survey. It also analyses objective data obtained from organisational records. Following analysis of self-report and objective data, your organisation will receive:

- A detailed and comprehensive review of the 17 common psychosocial hazards, identifying the specific hazards of concern for your organisation
- An understanding of the variances between staff and management perspectives
- Benchmarked measures for future comparison

MEETING OBLIGATIONS

Undertaking the **pH^x Psychosocial Hazard Assessment** assists employers in meeting their obligations relating to:

- Identification of psychosocial hazards
- Consultation with workers

PRICING

The cost of the **pH^x Psychosocial Hazard Assessment** is $30,000 plus GST.

CONTACT

If you would like to take up this offer, please contact Alex Stratton from Aegis Risk Management Services:

Mobile: 0457 667 529

Email: alex.stratton@aegisrms.com.au