

pH<sup>x</sup>

PSYCHOSOCIAL HAZARD  
IDENTIFICATION



## HOW DOES IT COMPARE

The pH<sup>x</sup> Psychosocial Hazard Assessment was developed in collaboration with Deakin University in 2023. It consists of a psychosocial survey and hard data analysis developed specifically to assess the 14 common psychosocial hazards identified by Safe Work Australia (2019). It has been translated into multiple languages.

## COMMON PSYCHOSOCIAL HAZARDS ASSESSED

1. Job demands
  2. Low Job control
  3. Poor support
  4. Lack of job clarity
  5. Poor organisational change management
  6. Inadequate award recognition
  7. Poor organisational justice
  8. Traumatic events or material
  9. Remote or isolated work
  10. Poor physical environment
  11. Violence and aggression
  12. Bullying
  13. Harassment including sexual harassment
  14. Conflict or poor workplace relationships and interactions
- Updated 2026*
15. Job insecurity
  16. Fatigue
  17. Intrusive surveillance

Assessment	Developed	COMMON PSYCHOSOCIAL HAZARDS ASSESSED														Hard Data	Multiple Languages	Academically Backed	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14				
pH <sup>x</sup>	2023	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
AWB	2009	✓	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
COPSOQ	1997	✓	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	✓	X
DISQ	2004	✓	X	X	X	X	X	X	X	X	?	X	X	X	X	X	X	✓	X
ERI	1996	?	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	✓	✓
QPS NORDIC	2000	✓	✓	✓	✓	X	X	X	X	X	X	X	X	X	✓	X	✓	X	X
HSE	2004	✓	✓	✓	✓	✓	X	X	X	X	X	X	X	X	✓	X	✓	X	X
ILO	2012	✓	✓	✓	X	X	✓	✓	✓	X	✓	✓	✓	✓	✓	X	X	X	X
JCQ	1985	✓	X	✓	X	X	X	X	X	X	X	X	X	X	X	X	X	✓	X
JCI	1976	?	?	?	?	?	?	?	X	X	X	X	X	X	?	X	X	X	X
JDS	1974	?	?	X	?	X	?	X	X	X	X	X	X	X	X	X	X	✓	X
JSS	1979	✓	X	✓	X	X	X	X	X	X	X	X	X	X	X	X	X	✓	X
MOHQ	2003	✓	X	X	✓	✓	X	X	X	X	✓	X	X	X	✓	X	X	X	X
MJDQ	1985	✓	X	X	✓	X	✓	X	X	X	X	X	X	X	X	X	X	X	X
NIOSH	1988	✓	✓	✓	✓	X	X	X	X	X	X	X	X	X	✓	X	✓	X	X
OSI	1995	✓	X	✓	X	X	X	X	✓	X	X	X	X	X	✓	X	✓	X	X
OSI	1998	X	X	X	✓	X	✓	X	X	X	X	X	X	X	✓	X	✓	X	X
OSI-R	1998	✓	X	✓	✓	X	X	X	X	X	✓	X	X	X	X	X	X	X	X
People@Work	2007	✓	✓	?	✓	✓	✓	✓	X	X	X	✓	✓	X	✓	X	X	X	✓
PMI	1998	✓	X	X	X	X	✓	X	X	X	X	X	X	X	✓	X	✓	X	X
PWC	2000	✓	✓	✓	X	✓	X	X	X	X	X	X	X	X	X	X	X	✓	X
VBBA	1994	✓	X	X	✓	X	X	X	X	X	X	X	X	X	✓	X	✓	X	X
START	2006	✓	✓	✓	X	X	✓	X	✓	X	✓	X	X	X	X	X	✓	X	X
SDS	1980	✓	X	X	✓	X	✓	X	X	X	X	X	X	X	X	X	X	X	X
VOS	1984	✓	X	✓	✓	X	✓	X	X	X	X	X	X	X	✓	X	✓	X	X
SRA	Unknown	✓	✓	✓	✓	✓	X	X	X	X	X	X	X	X	✓	X	X	X	X
SSOS	1999	✓	✓	X	X	X	✓	X	X	X	X	X	X	X	X	X	X	X	X
SATIN	2009	X	X	X	X	✓	X	X	X	X	✓	X	X	X	✓	X	✓	X	X
Tripod Sigma	2003	✓	X	✓	✓	X	X	X	X	X	X	X	X	X	X	X	X	X	X
WDQ	2006	✓	X	✓	✓	X	X	X	X	X	✓	X	X	X	✓	X	✓	X	X
WEMS	2010	✓	X	✓	X	✓	X	X	X	X	X	X	X	X	X	X	✓	X	X
WES	1974	✓	✓	✓	✓	X	X	X	X	X	✓	X	X	X	X	X	✓	X	X
WES	Unknown	✓	X	✓	X	✓	✓	X	X	X	✓	X	X	X	X	X	X	X	X
VT	1994	X	X	X	✓	X	X	X	X	X	✓	X	X	X	✓	X	✓	X	X
WOAQ	2006	X	X	X	X	X	✓	X	X	X	✓	X	X	X	✓	X	X	X	X
WSAQ	2010	✓	✓	✓	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	X
PSC-12	2010	X	X	?	X	?	X	?	X	X	X	X	X	X	X	X	✓	X	X

Comparative Date Source: Asia Pacific Centre for Work, Health and Safety, University of South Australia (2018). Fact Sheets: Psychosocial Risk Assessment Tools

— The People at Work Survey will be decommissioned on 1 October 2026.

## PSYCHOSOCIAL HAZARDS

A psychosocial hazard is a hazard that arises from, or relates to, the design or management of work, a work environment, plant at a workplace, or workplace interactions and behaviours and may cause psychosocial harm, whether or not the hazard may also cause physical harm.\*In severe cases exposure to psychosocial hazards can lead to death by suicide.

*\*Code of Practice - Managing the risk of psychosocial hazards at work (Workplace Health and Safety Queensland)*

Workers are likely to be exposed to a combination of psychosocial hazards; some hazards may always be present, while others only occasionally.

Safe Work Australia have identified the common psychosocial hazards you should consider when identifying hazards in your workplace. These are not exhaustive. It is important to understand that:

- workers are likely to be exposed to a combination of psychosocial hazards.
- some risks may be constantly present.
- some risks will arise sporadically.
- some hazards by themselves may cause serious harm, such as experiencing workplace violence.
- it will often be a combination of psychosocial hazards that causes harm.
- harm can be caused by a single instance or over time with repeated or prolonged exposure.

## OBLIGATION TO IDENTIFY HAZARDS

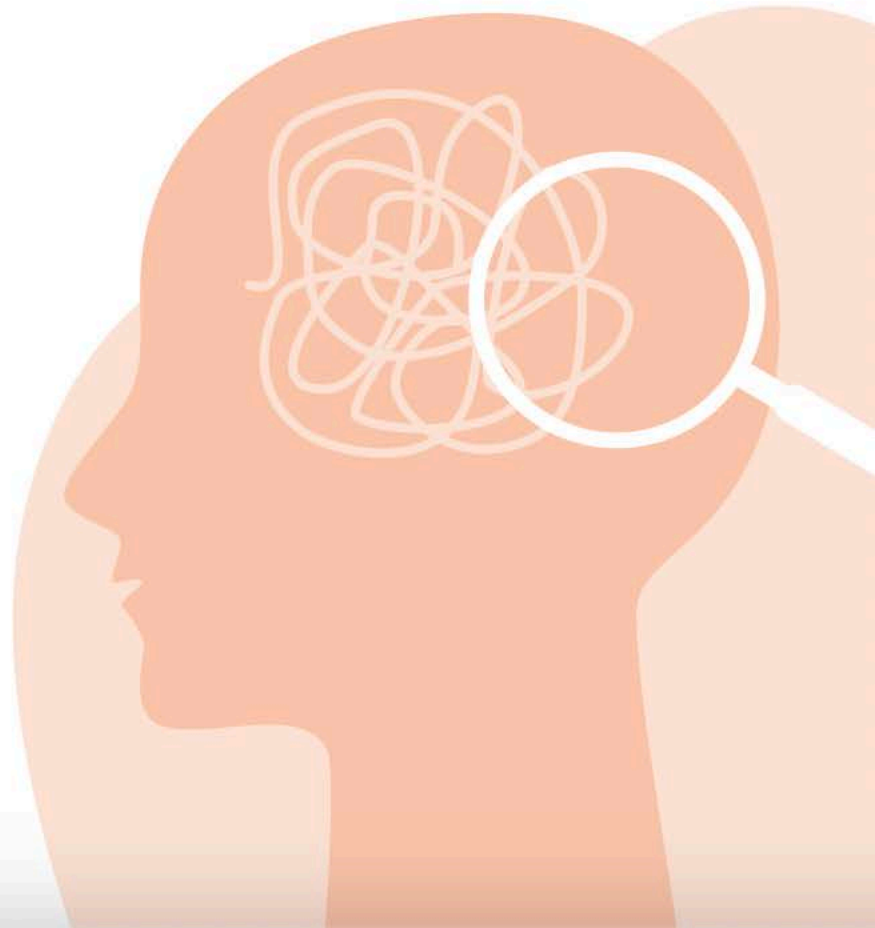
The various safety legislations in place in Australia identify an obligation for all employers to do everything reasonably practicable to identify the risks to health and safety within their organisations. This includes risks to health and safety caused by psychosocial hazards.

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

Job demands	Poor physical environment
Low job control	Violence and aggression
Poor support	Bullying
Lack of job clarity	Harassment including sexual harassment
Poor organisational change management	Conflict or poor workplace relationships and interactions
Inadequate award recognition	
Poor organisational justice	Job insecurity
Traumatic events or material	Fatigue
Remote or isolated work	Intrusive surveillance



The Department of Defence was convicted and fined \$188,000 for failing to manage psychosocial hazards resulting in the death of a worker.

SafeWork NSW has launched a blitz inspection campaign relating to psychosocial hazards in the workplace. Targeting medium to large employers (200+ staff), non-compliance may result in regulatory action or prosecution.

In December 2025 the Occupational Health and Safety (Psychosocial Health) Regulations 2025 came into effect. These regulations are focussed on clarify employers obligations relating to the management of psychosocial hazards. Prior to the regulations coming into effect, Court Services Victoria was convicted and fined \$380,000 for breaches of workplace safety laws relating to psychosocial hazards.

**Failure to effectively manage psychosocial hazards in the workplace could result in significant financial penalties and/or jail sentences**

## IDENTIFICATION

The pH<sup>x</sup> Psychosocial Hazard Assessment has been developed to identify the presence of the 14 common psychosocial hazards in your workplace.

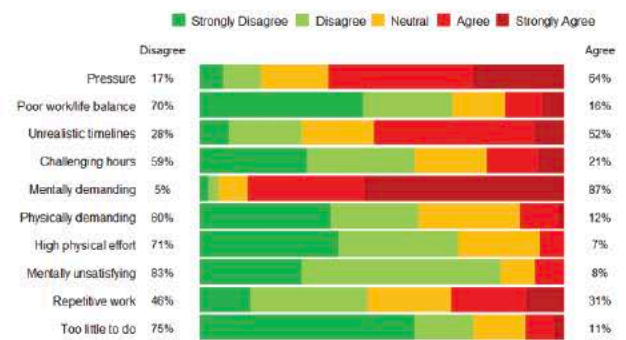
The assessment utilizes self report data obtained through qualitative interviews and completion of a psychosocial survey. It also analysis objective data obtained from the organisations records. Following analysis of self report and objective data your organisation will receive:

- A detailed and comprehensive review of the 14 common psychosocial hazards, identifying the specific psychosocial hazards of concern for your organization.
- An understanding of any variances between staff and managements perspective of the 14 common psychosocial hazards.
- Benchmarked measures for future comparison.

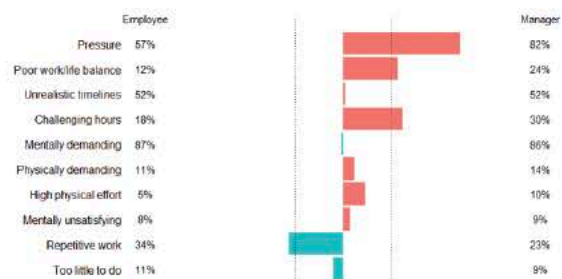
### EASY TO UNDERSTAND

Results are presented visually in a clear and concise format

**Figure 1.** Agreement with job demands as a hazard in your workplace



**Figure 15.** Employee and manager/supervisor agreement with job demands as a hazard in your workplace



### 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



#### CONTACT

To find out how pH<sup>x</sup> can assist you with the identification of your psychosocial hazards, please contact **ALEX STRATTON** | Mobile: 0457 667 529 | Email: alex.stratton@aegisrms.com.au