



UQ Resources: Managing the risk of psychosocial hazards at work

Leader Information Pack

Background

Health and safety risks to workers include both physical and psychological injury risk. In relation to work, a psychosocial hazard is an adverse workplace interaction or condition of work that compromises a worker's health and wellbeing.

In 2023, the Queensland Government introduced the [Managing the risk of psychosocial hazards at work Code of Practice 2022](#). The Code is a practical guide that outlines how to prevent harm from psychosocial hazards at work, including both psychological and physical harm. The Code is an **approved code of practice** under the **Work Health and Safety Act 2011 (WHS Act)**.

This pack has been developed to ensure you are aware of the various training programs and resources available to support the implementation of effective risk management practices at the local level.

Risk Management Resources	Link
One page quick guides on common psychosocial hazards. These brief guides provide a description of the hazard, how it might present in the workplace and steps that can be taken to help manage the risk.	High and low job demands
	Low job control
	Poor support
	Poor organisational justice
	Poor change management
	Low recognition and reward
	Low role clarity
	Poor workplace relationships
	Remote and isolated work
	Traumatic events and materials
	Work-related violence and aggression
	Bullying
	Harassment, including sexual harassment
	Poor environmental conditions
Psychosocial Hazards- Guidance Material for Managers	Psychosocial Hazards- Guidance Material for Managers (uq.edu.au)
Psychosocial Risk Assessment Supporting Tool. This tool can be used to support the identification of relevant psychosocial hazards present for further risk assessment.	Psychosocial Risk Assessment -Supporting tool-current.pdf (uq.edu.au)
Tip Sheet: Psychosocial Risk Assessment	UQ Psychosocial Risk Assessment Tip Sheet.pdf



Taking Action: Example Control Measures. This is a Workplace Health and Safety Queensland (WHSQ) resource that provides examples of control measures to support the elimination or mitigation of psychosocial risk.

[Taking-action-example-controls-WHSQ.pdf \(uq.edu.au\)](#)

Summary Poster: Psychosocial Hazards for Supervisors

[psychosocial-guide-for-supervisors.pdf](#)

People at Work. Free WHSQ psychosocial risk assessment survey and training resources.

[People at Work](#)

Psychosocial Reporting and Risk Management

Link

Reporting psychosocial hazard and incidents. This webpage outlines reporting and referral options for matters relating to psychosocial hazards

[Reporting psychosocial hazards and incidents - Current staff - University of Queensland \(uq.edu.au\)](#)

Trauma Informed Principles. Responding to Psychosocial Reports or Incidents

[Trauma Informed Principles Guidelines \(uq.edu.au\)](#)

Healthy Workplaces Resources

Link

Tip Sheet: **Leading Well for Thriving Teams**

[Leading a Mentally Healthy Workplace- Tip Sheet for Managers.pdf \(uq.edu.au\)](#)

Tip Sheet: **Supporting a Person with Suicidal Thoughts**

[Supporting a person with suicidal thoughts.pdf \(uq.edu.au\)](#)

Mentally Healthy Workplaces Toolkit. WHSQ resource that provides practical tools to create and maintain mentally healthy workplaces.

[Mentally healthy workplaces toolkit | WorkSafe.qld.gov.au](#)

Training Resources

Link

Understanding and Managing Psychosocial Risk for Supervisors (e-learning)

[Workday](#)

Understanding Compassion Fatigue (e-learning)

[Workday](#)

Understanding Vicarious Trauma (e-learning)

[Workday](#)

Trauma Informed Practice (instructor led via Zoom)

[Workday](#)

Supporting Students with Mental Health Conditions (online)

[Workday](#)

Supporting Staff Experiencing Domestic and Family Violence for Supervisors (instructor-led in-person)

[Workday](#)