Risk Assessment

Managing Psychosocial Hazards at Work

| Work relationships | Job insecurity and organizational changes | Work demands | Traumatic events |

Hazards Requiring Attention: **0**

AS AT	**Thursday, 30 January 2025**
Next Review	**Friday, 30 January 2026**

Total Hazards Recorded   **11**

Critical Risk Hazards	**0**
High Risk Hazards	**0**
Moderate Risk Hazards	**6**
Low Risk Hazards	**5**

Risk Matrix - Refer Procedure Risk Management

Probability	Low	Minor	Moderate	Major	Critical
Negligible	L2	L3	L4	M5	M6
Unlikely	L3	L4	M5	M6	H7
Possible	L4	M5	M6	H7	H8
Likely	M5	M6	H7	H8	E9
Almost Certain	M6	H7	H8	E9	E10

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Activity	Hazard	Probability	Consequence	Ranking	Control	Probability	Consequence	Ranking
Psychosocial Hazard	Role Overload (high workloads or job demands)	4	4	H8	1 - Regular meetings to manage operational requirements. 2 - Detailed in the Procedure Consultation & Communication	2	4	M6
Psychosocial Hazard	Role Underload (low workloads or job demands)	1	3	L4	1 - Regular meetings to manage operational requirements. 2 - Detailed in the Procedure Consultation & Communication	1	3	L4
Psychosocial Hazard	Exposure to Traumatic Events	1	5	M6	1 - Minimal exposure to traumatic events during normal operations.	1	5	M6
Psychosocial Hazard	Role Conflict or Lack of Role Clarity	3	4	H7	1 - Job Descriptions in place for all employees.	1	4	M5
Psychosocial Hazard	Low Job Control	4	3	H7	1 - Regular meetings to manage operational requirements. 2 - Detailed in the Procedure Consultation & Communication	1	3	L4
Psychosocial Hazard	Poor Co-worker Support	4	3	H7	1 - Regular site Toolbox Meetings	1	3	L4
Psychosocial Hazard	Bullying	4	5	E9	1 - Actions in accordance with the Codue of Ethics and Professional Conduct	1	5	M6
Psychosocial Hazard	Discrimination	4	5	E9	1 - Actions in accordance with the Codue of Ethics and Professional Conduct	1	5	M6
Psychosocial Hazard	Workers' Efforts are not Recognised	4	3	H7	1 - Regular site Toolbox Meetings	1	3	L4

Activity	Hazard	Probability	Consequence	Ranking	Control	Probability	Consequence	Ranking
Psychosocial Hazard	**Hazardous physical working environments**	4	4	**H8**	1 - Operational Hazards addressed in Risk Assessments & Work Method Statements	2	4	**M6**
Psychosocial Hazard	**Poor Procedural Justice (processes for making decisions)**	4	3	**H7**	1 - Regular meetings to manage operational requirements. 2 - Detailed in the Procedure Consultation & Communication	1	3	**L4**