Risks to Psychological Health: A risk management approach

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Risks to Psychological Health

- Risks to Psychological Health - Defined
- Work to date
- WorkSafe Health & Safety Priorities 2015/16
- Psychological Health Program
- Key Activities for 2015/16
- Questions
The Occupational Health and Safety Act 2004

s21 Duties of employers to employees

s22 Duties of employers to monitor health and conditions etc.

s25 Duties of employees
‘Stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.’

World Health Organisation, 2003
Work to date: Psychological Health

Workplace Prevention of Mental Health – Guidelines for Organisations - ISCCR

More information about Preventing work-related stress for employees in the private sector

Fatigue
Prevention in the workplace

More information about Preventing work-related stress for health and safety representatives (HSRs) in the private sector

Occupational violence

More information about Preventing work-related stress – examples of risk control measures

Talk Safe. Think Safe. Work Safe.
#HSWeek2015
WorkSafe - Health & Safety Priorities 2015/16

**Mandatory Work**
- Major Hazards Facilities
- Mines
- Construction
- Dangerous Goods

**Strategic Work**
- Manual handling
- Psychological Health
- Bullying
- Work Related Violence

**Industries in focus**
- Occupational disease
- Asbestos
- Safe Design
- Young Workers

**Health**
- Worker Health

**Transport**
- Warehousing

**Manufacturing**
- WorkSafe

**Construction**
- Health
- Construction
- Agriculture

**Talk Safe. Think Safe. Work Safe.**
#HSWeek2015
Health & Safety Priority 2015/16 – Psychological Health

**Approach**
- Target & prioritise the highest risks
- Eliminating risk @ source
- Improved compliance & risk control
- Increasing awareness & capability
- Working with & through others
- Whole of organisation approach

**Industry Focus**
- Health
- Education
- Public Admin and Safety
- Work Related Violence
- Bullying
- Young Workers

**Key Statistics**
- National priority
- Complex issue
- 11% of all scheme claims

**Target industries account for >50% of all Mental Injury claims**

**Top Occupations:**
- Police Officers
- Welfare and Community workers
- Nurses

**Top Mechanisms:**
- Bullying/ harassment
- Mental stress
- Work pressure
- Exposure to traumatic event

**Goals**
- Annual 3% reduction in Mental Injury claims
- Reduction in reported exposure to psychological risks in the workplace
- Increased Emp knowledge & confidence in preventing & responding to psychological health risks
- Increased recognition of WorkSafe as a source of information on preventing & responding to psychological health risks

- Reduce harm by ensuring employers understand what is required by law and have the confidence to act pro-actively to systematically eliminate / minimise exposure to sources of psychological harm
### How we will achieve our 2017 Goals

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<th>Target and prioritise the highest risk</th>
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<td>Eliminate &amp; minimise risk through safe design &amp; higher order controls</td>
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<td>Build industry capacity to proactively manage OHS risks</td>
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<td>Increase industry knowledge, awareness and capability</td>
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<td>Working with and through others</td>
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<td>Taking a whole of WorkSafe view</td>
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### What we will deliver in 2015/16

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<th>Topic Focus</th>
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<td>Stress</td>
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- Deliver & evaluate the Healthy Workplace Tool Inspectorate Pilot Program.
- Develop a best practice stress compliance framework for Victorian workplaces.
- Review guidance for bullying and stress to increase employer and worker uptake of tools.
- Conduct response & strategic visits with a focus on eliminating at source stress, violence and bullying.
- Engage with Hospital services to improve controls for psychological health risks within healthcare.
- Engage with the Department of Education to improve controls for psychological health risks for primary and secondary teachers.
- Support and contribute to the Public Sector ‘Round Table’ to focus on eliminating at source stress, bullying and harassment.
- Continue the Public Hospitals Intervention & DHHS collaboration to improve prevention and response to Occupational Violence in hospitals.
- Facilitate Risks to Psychological Health Stakeholder Working Group meetings over the 2015/16 year.
- Develop a communications campaign to improve information, resources and tool accessibility and useability with a focus on managing controls.
- Awareness raising at Work Safe Week with employer and worker workshops on the prevention and management of stress, bullying and harassment and violence in the workplace.
- WorkSafe continues to support the People at Work project - a psychosocial risk assessment tool of organisational factors of job demands and job resources that can influence worker health and wellbeing. Currently funded and therefore free for employers until February 2016.
- Work with industry and community partners to extend support, training and education opportunities for targeted industries & workplaces:
  - Victoria Trades Hall Council, ANMF, anti-bullying, anti-violence campaigns
  - Victorian Equal Opportunity and Human Rights Commission management training packages on healthy workplace behaviours
  - Department of Education tools, resources, information and training support for Principals to manage a healthy workplace
  - Young worker education and engagement via community groups
  - Integrating promotion of positive mental health and wellbeing (WorkHealth) with protection from mental illness (i.e. through risk management approach) and addressing mental illness (i.e. through providing access to mental health services and RTW).
Questions?