

Risk Assessment Psychosocial Hazards

NSW

Psychosocial Hazards

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 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 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 - Position 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 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 Code of Conduct	1	5	M6
Psychosocial Hazard	Discrimination	4	5	E9	1 - Actions in accordance with the Code of Conduct	1	5	M6
Psychosocial Hazard	Workers' Efforts are not Recognised	4	3	H7	1 - Regular site Toolbox Meetings	1	3	L4
Psychosocial Hazard	Hazardous physical working environments	4	4	H8	1 - Operational Hazards addressed in Risk Assessments & Work Method Statements	2	4	M6

Activity	Hazard	Probability	Consequence	Ranking	Control	Probability	Consequence	Ranking
Psychosocial Hazard	Poor Procedural Justice (processes for making decisions)	4	3	H7	1 - Regular meetings to manage operational requirements. 2 - Detailed in the Procedure Communication	1	3	L4