

Recognising & managing psychosocial hazards

● RISK & COMPLIANCE

Top up your team's knowledge of work health and safety risks in three quick learning bites to help meet your WHS obligations at all levels of employment.

The Enmasse microlearn series on psychosocial hazards paces learners through the key Commonwealth-legislated hazards using video and audio-rich storytelling to help bring home the warning signs and the need to take action early. Learners come away with a clear understanding of what the hazards are and what can be done if they are present.

Why your team needs to know

Your team members on the ground are often the first to observe a hazard or its warning signs, and may even be the source of it. Under WHS law, employees need to be able to recognise and report psychosocial hazards to fulfil their own duties of care, and to participate meaningfully in the consultative risk management process required of leaders and organisations.

Why your leaders need to know

Leaders hold the primary duty of care under WHS law. They control work design, team culture and resource allocation – the very factors that create or eliminate psychosocial hazards. Without understanding both the hazards and the four-step risk management process, they cannot identify, assess, control or monitor the risks they are legally obligated to manage.

1 Spotting the signs of psychosocial hazards (part 1)

Work health safety obligations, how hazards can lead to harm, role-related hazards in action, prevention/response steps

🕒 10 mins 🗣️ all staff

2 Spotting the signs of psychosocial hazards (part 2)

Work setting hazards in action, behaviour hazards in a nutshell, prevention/response steps, the interrelated/compounding nature of hazards

🕒 10 mins 🗣️ all staff

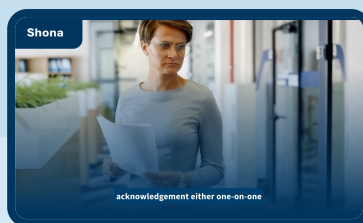
3 Managing psychosocial hazards as a leader

Leader obligations and responsibilities, the 4-step risk management process in action, protective factors for leaders

🕒 12 mins 🗣️ leaders



Interactive quizzes to reinforce key points



Video anecdotes to help visualise the hazards and their impacts



Key process information simplified

Features & highlights

- video/audio rich for engagement
- bite-sized, self-paced, audio-narrated for on-the-go learning and fitting into busy schedules
- supports accessibility with video transcripts and screen reader optimisation
- SCORM-compliant for hosting in your platform or our Behaviour Change Hub
- maps 17 hazards to 3 easy-to-remember categories (links included to state/territory hazards)
- relatable workplace examples to help recognise hazards and their harm from a team member's perspective
- stronger focus on less-familiar hazards, avoiding repetition with respect-at-work training content
- option to customise with links to your policies, support and hazard reporting options

How to roll out



Related workshops

Complement and round out your psychosocial hazards training program selecting from one of our leader or all-staff workshops. For hazard-specific options, you can find more in our catalogue at enmasse2.com

Understanding & preventing psychosocial hazards

A practical session for leaders highlighting their WHS obligations and building on their capacity to identify, assess and control psychosocial risks in their team. Takes a detailed look at the 4-step risk management process and explores the compounding, interrelated nature of psychosocial hazards and their impacts.

🕒 1 or 2 hrs 👤 leader

Respect at work

Builds awareness of the behaviours that put people at risk, including sexual harassment, bullying, discrimination and victimisation, and the legal obligations that apply to everyone at work. Includes response options tailored to your organisation and practical active bystander skills for supporting others harmed by inappropriate behaviour.

🕒 1 or 2 hrs 👤 all staff

Respect at work for leaders

Equips leaders with a comprehensive understanding of their responsibilities in relation to the key types of misconduct, using a strong preventative-proactive focus in line with positive duty. Draws on practical frameworks for active bystander intervention, trauma-informed care (for disclosures) and assertive, respectful conversations about behaviours.

🕒 1 or 2 hrs 👤 leader

Get in touch with us today for a demo at

📧 enmasse2.com
✉ enquiries@enmasse2.com

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