

# Managing Psychosocial Hazards

Evidence-based training to help your people identify, prevent and manage psychosocial hazards — and meet your WHS obligations with confidence.

Australian work health safety legislation now recognises **psychosocial hazards** — factors at work that can harm the psychological and physical health of employees. Employers are required to adopt a process that **identifies, assesses and mitigates** these hazards. We take a *positive prevention approach*, equipping both leaders and team members with the knowledge they need.

MICROLEARN SERIES · 10 MINUTES EACH

ALL STAFF · 10 MIN

## Spotting the Signs — Part 1

*Role-related hazards*

- Define all 17 psychosocial hazards and their legal context
- Recognise hazards related to carrying out your role
- Spot warning signs and understand their health impacts
- Know when and how to take appropriate action

ALL STAFF · 10 MIN

## Spotting the Signs — Part 2

*Environment & behaviour hazards*

- Identify hazards linked to work conditions and environment
- Recognise harmful interpersonal behaviours and interactions
- Understand how hazards escalate and interact
- Access response options when you encounter these hazards

LEADERS · 10 MIN

## Managing Psychosocial Hazards as a Leader

*Microlearn — introduction or refresher*

- Recognise your specific WHS obligations as a people leader
- Apply the 4-step risk management process with confidence
- Identify, assess and mitigate hazards using a clear framework
- Recognise the productivity benefits of proactive prevention

LEADERS · 2 HOURS · FACE-TO-FACE OR ONLINE

## Understanding & Preventing Psychosocial Hazards

*Interactive leaders workshop*

- Clear overview of the legal framework and key provisions
- Continuum of behaviours that creates psychosocial risk
- Simplified model for mitigating and addressing risks
- Frameworks for a holistic approach that prevents hazards arising
- Tips to embed early intervention conversations in team and 1:1s

## Explore Our Solutions

Learn more about Enmasse's full suite of psychosocial hazard management programs, consulting and coaching services — and how they integrate into your organisation's WHS framework.

VISIT OUR SOLUTIONS PAGE → [enmasse2.com/solutions](https://enmasse2.com/solutions)

## Browse the Course Catalogue

Explore all available microlearns, elearns, workshops and resources in our Managing Psychosocial Hazards category. Mix and match modalities to suit your team's needs.

VIEW COURSE CATALOGUE → [enmasse2.com/catalogue](https://enmasse2.com/catalogue)