

# PSYCHOSOCIAL SAFETY, WORKPLACE CULTURE & PEOPLE RISK

According to Safe Work Australia, psychological injury and mental health related workers' compensation claims are significantly more costly and result in longer time off work compared to physical injury claims. Mental health claims have now become the most expensive category in the workers compensation system. Recognising the risks of psychological strain, poor workplace culture and challenging behaviours, is critical, and is far more effective and less costly than addressing and repairing once serious harm has already occurred.

Evexia has significant expertise in the assessment, prevention and mitigation of psychosocial hazards, having undertaken reviews for more than 15 years, across hundreds of organisations within Government, Private and the Not-for-profit sector. We focus on the mitigation of potential harm, while also leveraging the protective factors that support wellbeing, engagement and resilience.

Whether your organisation is experiencing significant challenges, workplace conflict, navigating change or striving to strengthen culture, our reviews provide a roadmap for meaningful progress and long-term wellbeing. Understanding your people, their needs, their roles and the risks, supports healthier, more resilient workplaces, and creates safe and high performing teams.

Evexia's approach to psychosocial safety reviews and workplace culture:

## **Applies the Code of Practice and meets the duties and obligations under:**

- Workplace Health and Safety Act 2011
- Managing the Risk of Psychosocial Hazards at Work: Code of Practice (2022)
- Guide for Preventing and Responding to Workplace Bullying (2016)
- Use of evidence based tools along with engagement for multi-source, multi-domain assessment and analysis
- Directly assesses factors that increase the risk of workplace conflict, bullying and harassment (including sexual harassment).

## **Future focused and psychologically safe**

- Focus on both individual and system based contributors to Psychosocial Safety
- Examining psychosocial risk factors along with positive or protective factors.
- Entails deep listening and respectful questions
- Trauma informed and psychologically safe
- Non-adversarial and restoration focused approach to workplace culture.

## **Creating Actionable and Evidence Based Strategies**

- Mitigation and modification strategies that directly address issues and foster positive practices at the Organisational, Leadership, Workgroup and Individual level.
- Co-designed with participants to create buy-in and sustainable outcomes
- Recommendations target the outcome required to minimise harm and improve safety and wellbeing.