

# Psychosocial Risk Management Masterclass

Explore evidence-based and practical implementation of psychosocial risk management in organisations of all sizes and industries. Hear case studies and receive free tools and resources to use in your workplace.



Presented by  
Dr Tessa Bailey  
CEO, The Opus Centre

4HRS ONLINE OR FACE TO FACE

· INSPIRE · MOTIVATE · WELLBEING · LEAD · INNOVATE

**Everyone** is feeling more overworked and burnt out than ever before. Workplaces are pushing for greater productivity and managing constant change. The world of work is rapidly transforming through AI, automation and global competition, job demands are shifting from being physical in nature to more cognitively demanding. While established organisations have decades of experience in managing physical hazards, many are less prepared to confidently meet psychosocial risk management obligations. Never has this been clearer than during the COVID-19 pandemic, as work has shifted online and out of the office, bringing a new set of psychosocial health and safety challenges.

Hear about the new evidence-based methods for proactive management of psychosocial risk, giving organisations a competitive advantage through retention of good staff and increasing productivity.

This Masterclass led by leading psychosocial pracademic Dr Tessa Bailey, explores the practical implementation of psychosocial risk management in organisations of all sizes and industries. Hear about key research and case studies that will help you solidify a psychosocial risk management plan for your own workplace. Hear about best practice workplace resources and successes of other organisations.

## Masterclass Agenda

### Topic 1: Understanding how 'Best Practice' Psychosocial Risk Management can Drive Better Health, Productivity, and Retention Outcomes

- What is psychological health and wellbeing and why is it important?
- Discuss the psychosocial factors and how do they impact workplace wellbeing
- Prevention through job design: How can job design impact bullying in the workplace?
- The theory of stress at work

**Activity:** Identifying psychosocial risk factors affecting workplace health and safety

### Topic 2: How to Identify Psychosocial Hazards in Your Organisation

- Discussing on why are we hearing so much about psychosocial factors?
- Looking at when does psychosocial factors become hazards?
- What are the differences between psychosocial hazards and risk?
- How to utilise lead indicators for psychosocial risk and to predict future trends in workplace health and safety (WHS) and wellbeing
- Using Psychosocial Safety Climate (PSC) as a leading of employee's health

**Activity:** Gap analysis of your workplace psychosocial identification process

### Topic 3: Exploring Several Psychosocial Risk Assessment Tools to help you to Respond to Psychosocial Risk in Your Workplace

- ISO standard 450003
- Guarding Minds at Work
- People at Work
- Psychosocial Safety Climate
- Proactive Reactive Climate

**Activity:** Explore and evaluate available risk assessment tools

### Topic 4: Review Case Studies Highlighting Specific Strategies that Successfully Reduced Psychosocial Risk at the Individual, Team, and Organisational Levels

- Research based programs for multiple employers and industries
- Understanding the Psychosocial Safety Hierarchy of Controls (PSHoC) and how to use it
- Explore the employers' activities and frameworks used
- Examples of effective actions to include in action plans
- Key learnings from the case studies

**Activity:** Identify possible controls for your workplace using the PSHoC

### Topic 5: Develop a Psychosocial Intervention Plan that you can Start to Implement Immediately

- Learn about the action planning tool to bring back to your workplace
- Complete an action plan for hazards in your workplace
- Get tips and tricks on taking effective action
- Explore some of the barriers to success and how to ensure ongoing evaluation

**Activity:** Share and receive feedback on your Action Plan

## Testimonials

**Senior Manager of Health & Safety Wellbeing, ASIC:** Five Stars!

**Senior WHS Manager, Department of Education:** The training was on point, allowing discussion on current/recent events that have significantly impacted the psychosocial climate of organisations. Great information and resources to guide an end-to-end process for embedding psychosocial awareness and action in an organisation.

## Facilitator

**Dr. Tessa Bailey** is a leading expert in psychosocial safety and workplace mental health. As CEO and Principal Psychologist at the OPUS Centre for Psychosocial Risk, Dr Tessa develops evidence-based strategies to enhance worker health and productivity. A published author and sought-after speaker with over two decades of experience in research and applied practice, her expertise involves building safety systems and sustainable workplace interventions to better manage psychosocial risk. She has collaborated with diverse industries, government agencies, and academic institutions around the world to create healthier and more productive workplaces.