BlueGuard Integrity WHS Services

PROTECTING YOUR TEAM. ENSURING SAFETY. BUILDING TRUST.

FREE WORKPLACE RESOURCE

Not every workplace hazard is visible.

A practical psychosocial risk conversation & workplace check-in guide.

For supervisors, team leaders, workers and small businesses. A simple starting point for recognising work-related pressures, listening to people and making improvements.

MEASURE UNDERSTAND IMPROVE



Why this matters

Psychosocial hazards can arise from how work is designed, managed and experienced. They may not be visible during an inspection, but they can affect health, safety and performance. This guide focuses on work-related factors – not diagnosing anyone or asking workers to disclose private health information.

01 / MEASURE

Spot the pressures in the work

Ask people about the work, not whether they are coping. Tick areas that may need a closer look. A tick indicates a prompt for assessment, not proof of risk.

☐	**Workload & pace**	Unreasonable demands, repeated urgency, insufficient breaks or staffing.
☐	**Roles & change**	Unclear responsibilities, conflicting directions or poorly communicated change.
☐	**Support & supervision**	Limited help, feedback, training or access to decision-makers.
☐	**Respect & behaviour**	Bullying, harassment, conflict, discrimination or disrespectful conduct.
☐	**Exposure & environment**	Distressing incidents, aggression, isolation or remote work conditions.
☐	**Control & fairness**	Little say in tasks, unpredictable rosters or inconsistent treatment.

02 / UNDERSTAND

Have a useful conversation

Try asking:

- What makes the job harder than it needs to be?
- When does that pressure increase?
- What would help?
- Are there situations people avoid raising?

Listen for: Patterns across teams or shifts, frequency, duration, severity, who may be exposed, and whether existing controls work. Include worker and HSR input where applicable.

Avoid: Seeking medical details, promising absolute confidentiality, dismissing concerns, or treating resilience training as a substitute for fixing hazardous work conditions.

03 / IMPROVE

Turn the conversation into action

Choose one or two practical changes, assign ownership and agree on a review date. Prioritise changing the work or conditions creating the risk, rather than relying only on individual coping strategies.

Hazard / work pressure	What will change?	Owner / review date

Follow through



- Tell the team what was heard and what will happen next, without identifying individuals.
- Check whether the change reduced exposure to the hazard – and ask workers again.
- Escalate serious or immediate risks through your organisation's WHS and incident processes.

A simple conversation starter



"We want to understand what in our work creates avoidable pressure, and what we can realistically change. You do not need to share personal information. We will listen, assess the risks and report back on actions."



Important note

This is a general awareness and consultation aid, not a complete psychosocial risk assessment, legal advice or a substitute for applicable WHS duties. Follow relevant jurisdictional requirements, consult workers and health and safety representatives where required, and use appropriate reporting and support pathways. If someone is in immediate danger, call 000.