

PROTECT YOUR WORKPLACE. COMPLY WITH NEW PSYCHOSOCIAL RISK REGULATIONS.

Ensure the safety, wellbeing,
and compliance of your team with
Performance Advantage HR.



A SIGNIFICANT CHANGE IN WORKPLACE EXPECTATIONS

Recent changes in workplace legislation have increased responsibilities for employers.

All workplaces—regardless of size or industry—must act immediately to comply.

“Failing to manage psychosocial risks is no longer optional—compliance is now mandatory.”

- 1 A documented process to identify psychosocial hazards in your workplace.
- 2 Risk assessments for hazards relevant to your environment.
- 3 Controls to eliminate or mitigate identified risks.
- 4 Clear behavioural and conduct policies covering bullying, harassment, and sexual harassment.
- 5 A confidential, safe, and accessible reporting process, including a whistleblower policy and contact points.
- 6 Training for managers and staff on respectful behaviour, reporting, and early intervention.
- 7 Monitoring and review processes through surveys, discussions, and incident reviews.
- 8 Records of all risk assessments, actions taken, and completed training.

LET'S BUILD A STRONGER TEAM TOGETHER

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YOUR LEGAL OBLIGATIONS

WHAT YOU MUST HAVE IN PLACE:



- ✓ Documented processes for identifying psychosocial hazards
- ✓ Risk assessments for workplace-specific hazards
- ✓ Controls to eliminate or reduce risks
- ✓ Behavioural and conduct policies (bullying, harassment, sexual harassment)
- ✓ Confidential reporting processes (whistleblower policy and contact points)
- ✓ Training for managers and staff on respectful behaviour, reporting, and early intervention
- ✓ Monitoring & review processes through surveys, discussions, and incident reviews
- ✓ Records of risk assessments, actions taken, and training completed

HOW WE CAN HELP

WE'RE YOUR COMPLIANCE PARTNER

- ✓ Psychosocial Risk Management Policy
- ✓ Whistleblower Policy
- ✓ Compliance Audit Checklist (management perspective)
- ✓ Staff Survey – structured consultation process
- ✓ Psychosocial Risk Reporting Form
- ✓ Psychosocial Risk Register
- ✓ Training Materials – educational graphic and induction video
- ✓ Implementation Support – practical guidance to deploy all tools

Our Psychosocial Risk Management Kit makes compliance simple and practical

ACT NOW – PROTECT YOUR PEOPLE AND YOUR BUSINESS

Performance Advantage HR provides the tools, guidance, and support you need to meet these new legislative requirements with confidence.

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