# EEA Health and Safety Workshop July 2025

# Critical Risk - Work Capacity
# Psychosocial Risk

# Critical Risk – Orion definitions

*"A Safety, Health or Wellbeing Risk, with potential to cause fatal or life changing injury or illness".*

## Work Capacity Critical Risks

**Fatigue** – worker injured or exposed to potential for injury due to working fatigued.

**Drug & Alcohol** – worker injured or exposed to potential for injury due to working under the influence of drugs and/or alcohol including failure to declare and manage prescribed medications.

**Psychosocial** – worker injured or exposed to potential for injury or ill-health due to work and workplace factors causing serious mental or physical harm or death (including post-traumatic stress disorder, burnout, anxiety or depression, muscular pain disorders, heart disease or impaired immune systems).

# Psychosocial risk profile and risk assessment

**Orion**

**Risk profile** – We need to develop an understanding of the hazards that contribute to psychosocial risk within **our** business.

**'How we work'**

(job demands, autonomy and workload)

**'Who we work with'**

(relationships, leadership, team culture)

**'Where we work'**

(physical environments, equipment and exposure to hazardous tasks/situations)

**Risk assessment** – tool/s to help record identified 'hazards', context 'factors', current controls and control gaps (to help establish what is working well, and where we can take action to improve our risk management activity).

# How we're managing psychosocial risks

- **Aligned approach**

Using ISO:45003 and WorkSafe guidance to shape our practice.

- **Data review**

Reviewed existing data and aligned themes with the 2024 Enlightened Survey and FY25 H&S reporting.

- **People Leader engagement**

Shared the plan and gained support to involve teams in focus groups.

- **Employee engagement**

Created safe spaces for open conversations and deeper understanding.

- **ILT feedback – Mirror walks**

Shared themes from our data reviews and employee voice to inform next steps.

- **Building our risk profile**

Identified hazards (barriers) and controls (buffers) and explored actions to strengthen psychosocial risk management.



INTERNATIONAL STANDARD

ISO 45003

First edition 2021-06

Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks

*Management de la santé et de la sécurité au travail — Santé psychologique et sécurité au travail — Lignes directrices pour la gestion des risques psychosociaux*



Managing psychosocial risks at work

GUIDELINES FOR ALL BUSINESSES

April 2025

Inclusion Council members

Wellbeing initiative uptake

Complaints and grievances

Project debriefs

Training feedback

1:1 interviews

Incident investigations and findings

"*We didn't need a special 'survey' – a lot of data is already on hand*"

Focus groups

Performance review outcomes

Staff turnover

Incident and emergency response debrief

Health and safety representatives

Statement of Accountabilities reviews

# How we engaged our people on psychosocial risk

**Orion Board, ILT & People Leaders** - Briefed on psychosocial risk and the focus group approach to developing our risk profile.

**All staff** – Participated through focus groups, surveys, and 1:1 interviews — engaging a broad cross-section including People Leaders, Inclusion Council, and Health & Safety Committee members.

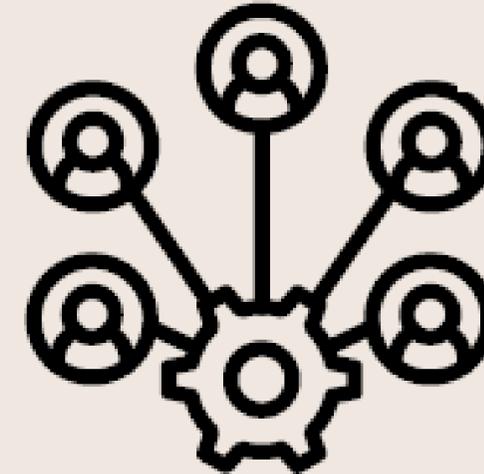Over 1,100 individual data points collected!

**ILT feedback session (mirror walk)** - Shared and explored key risk themes identified through engagement activities and shared employee 'quotes'.

# Top 5 barriers (hazards) supported by 'employee quotes'
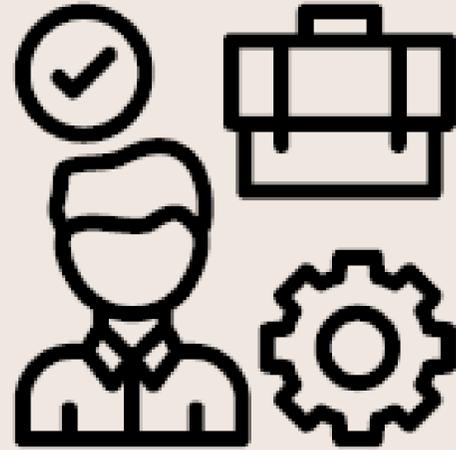
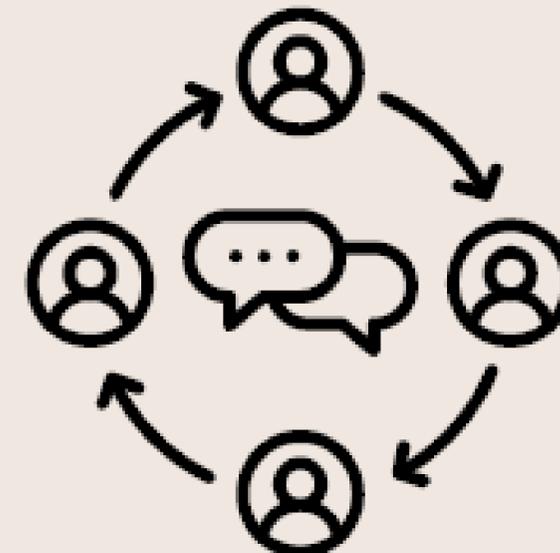**Work environment / Equipment / Hazardous tasks**
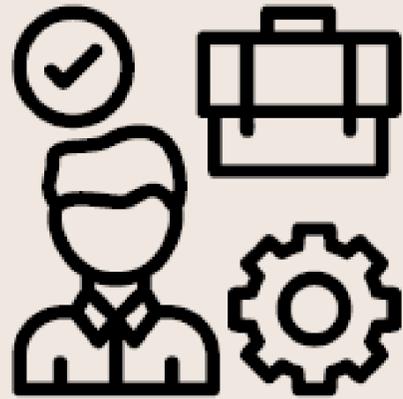
**Interpersonal relationships**

**Supervision**

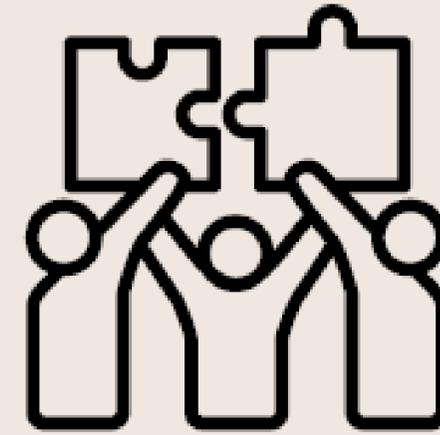**Job demands**

**Organisational workgroup culture**

# Top 5 buffers (current controls) supported by employee 'quotes'

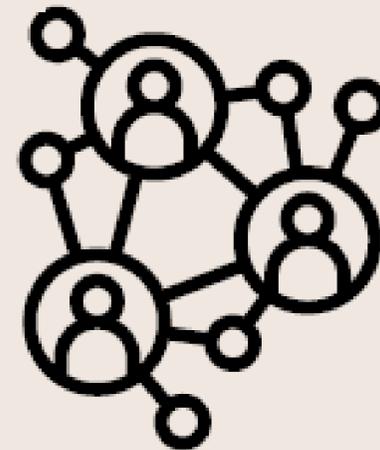**Work environment / Equipment**

**Support**

**Workplace culture**

**Job control and flexibility**

**Relationships**

# Engagement and consultation – what's next

- **Develop our risk assessment:**

  - Update our risk assessment tool to reflect our findings
  - Identify our 'control' gaps
  - Implement actions to improve our management of our psychosocial risks


- **Align activities and actions to our 2025 Enlightened (employee) survey feedback**


- **Develop meaningful actions with our people and establish measures we can <u>all</u> monitor to ensure <u>we</u> manage our psychosocial risk(s) effectively.**
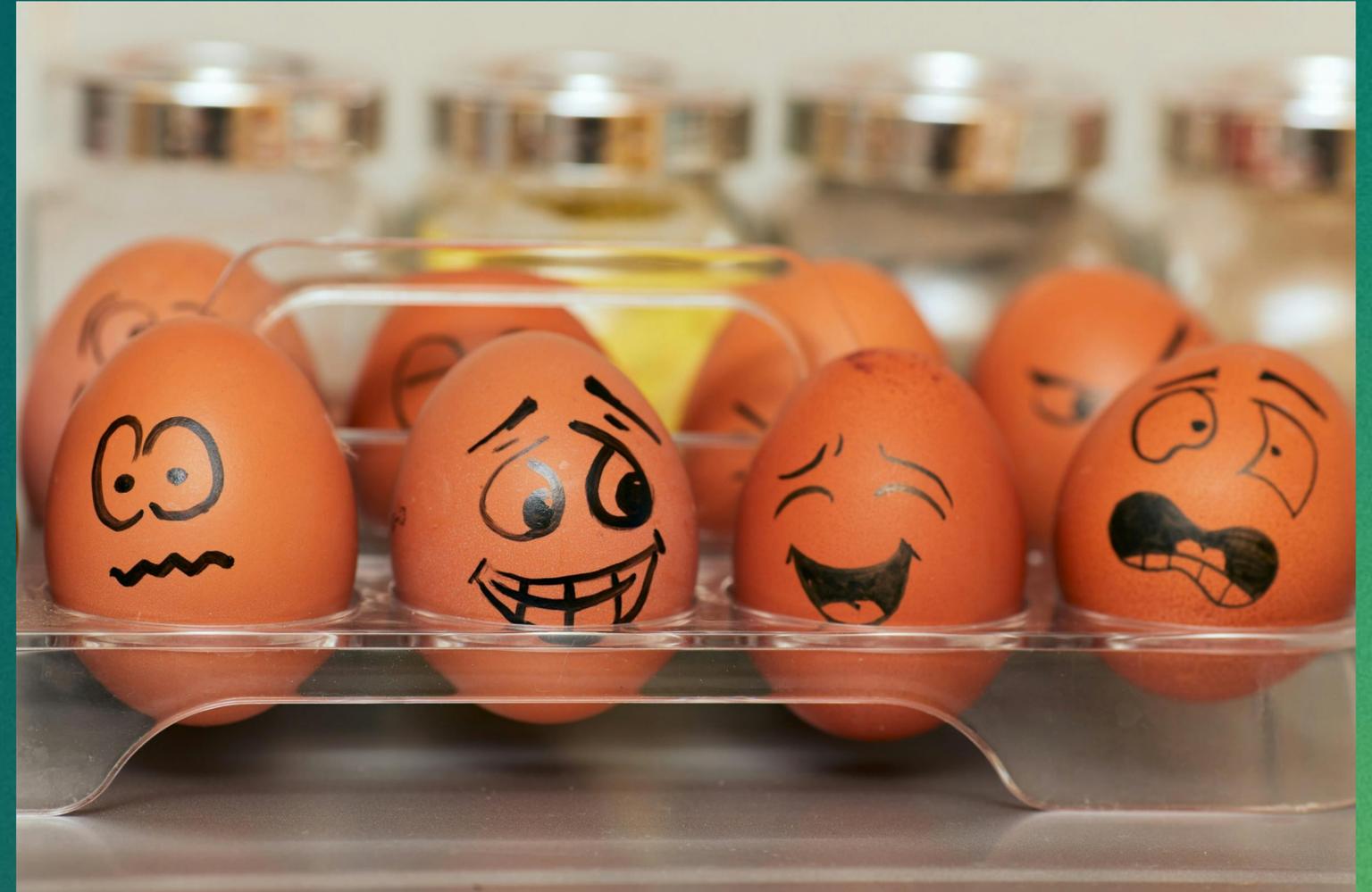
Questions?

Thank you

Orion

January 2025