

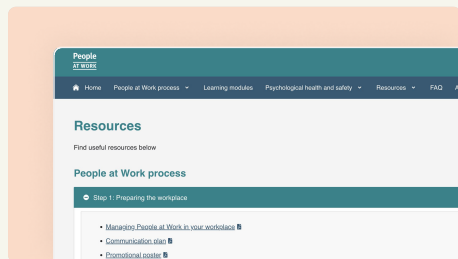
Step two: Risk assessment

Psychosocial risk assessment: Tools and resources



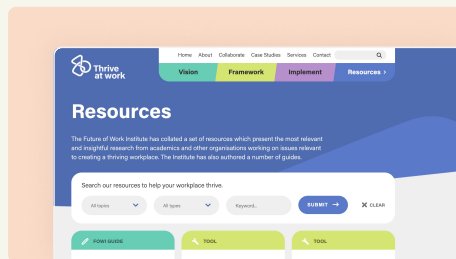
Employee surveys for hazard identification and risk assessment

In addition to Sonder's list of [employee survey question suggestions](#), here are some resources that'll help you gather information from your team.



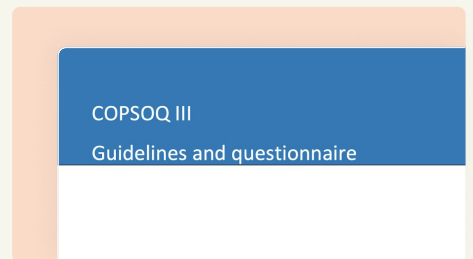
[People at Work](#)

People at Work is a free, evidence-based tool and process that helps organisations identify and manage psychosocial risks. The People at Work survey can provide early indications of poor psychological health and safety and can assist employers to meet the requirement for employee consultation.



[Thrive at Work Survey](#)

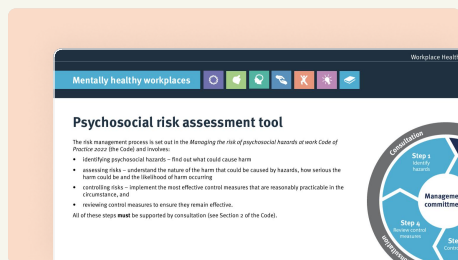
Thrive at Work, an initiative of the Future of Work Institute at Curtin University, offers a free survey tool to better understand current employee wellbeing and measure the degree to which employees believe the organisation mitigates illness, prevents harm, and promotes thriving. Like People at Work, this survey can assist employers to identify psychosocial hazards and assess risks, as well as meet requirements for employee consultation.



[The Copenhagen Psychosocial Questionnaire III \(COPSOQ-III\)](#)

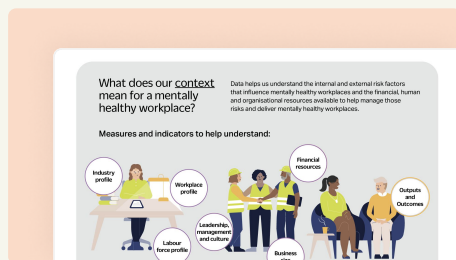
The COPSOQ-III is a free and evidence-based instrument for the assessment and prevention of psychosocial risks. Implementation should involve active participation from employee representatives and management throughout the preparatory work, implementation of the risk assessment questionnaire, and monitoring of preventative interventions.

Risk assessment guidelines and tools



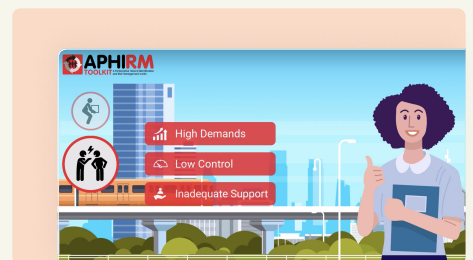
[Worksafe QLD Mentally Healthy Workplaces Psychosocial Risk Assessment Tool](#)

Worksafe QLD offers a comprehensive risk identification and assessment tool that, as it aligns with the Model Code of Practice: Managing psychosocial hazards at work, is helpful for leaders in all states and territories. It provides a step-by-step approach to identifying hazards, assessing, prioritising and controlling risks, and reviewing controls. Additionally, the Mentally Healthy Workplace Toolkit provides guides such as: how to interrogate workplace data to identify psychosocial hazards, and how to run focus groups to identify psychosocial hazards.



[Measuring Mentally Healthy Workplaces](#)

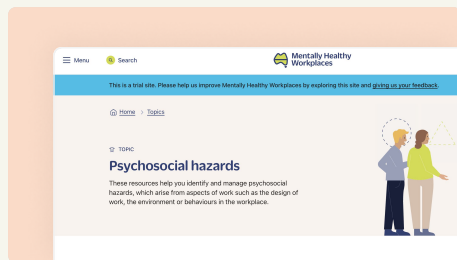
This guide helps HR leaders to develop robust measures and indicators that will help in the process of reviewing and evaluating psychosocial controls, enabling continuous improvement. It offers a step-by-step approach to identifying relevant measures (including leading and lagging indicators), selecting reliable data, and applying valid interpretation.



[A Participative Hazard Identification and Risk Management \(APHIRM\)](#)

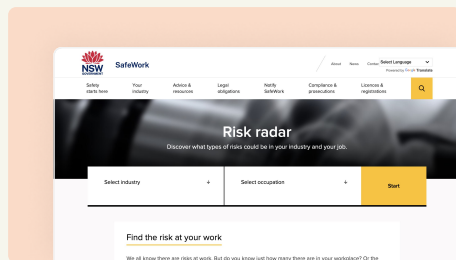
Developed by La Trobe University, APHIRM is a free, cloud-based toolkit that helps employers manage hazards that can cause musculoskeletal disorders (MSD). MSDs can be linked to psychosocial factors such as excessive work demands and poor managerial support. The toolkit assists with identifying psychosocial hazards, their drivers, associated risks, and possible controls.

Other useful tools to identify hazards and risks



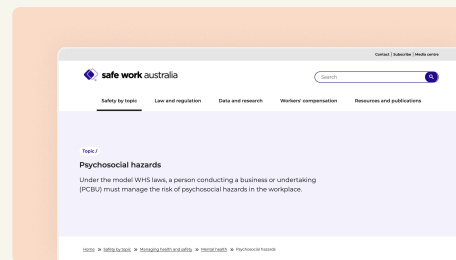
[Mentally Healthy Workplaces](#)

This beta platform, part of the Australian Government's National Workplace Initiative, curates the latest information and resources on mental health at work. It includes case studies, as well as learning modules on common psychosocial hazards like change management, bullying, and workplace conflict.



[NSW Safe Work Risk Radar](#)

This tool helps you take an evidence-based approach to understanding what types of psychosocial hazards and risks may be relevant to your organisation, based on industry and role types. The radar draws on NSW work injury, both physical and psychological, data from various sources.



[Safe Work Australia - Psychosocial Hazards Guidance:](#)

This provides comprehensive guidance on identifying and managing psychosocial hazards and risks. This resource offers a practical overview of the risk management process, including specific sections on how to identify psychosocial hazards, assess associated risks, and implement control measures.

Quick links to regulation



It's important to be familiar with legislation in your jurisdiction, you can find out more about what applies to your organisation in [Sonder's guide to navigating psychosocial risk management](#). Otherwise, these links are a great starting point:

[Australian Legislation](#)

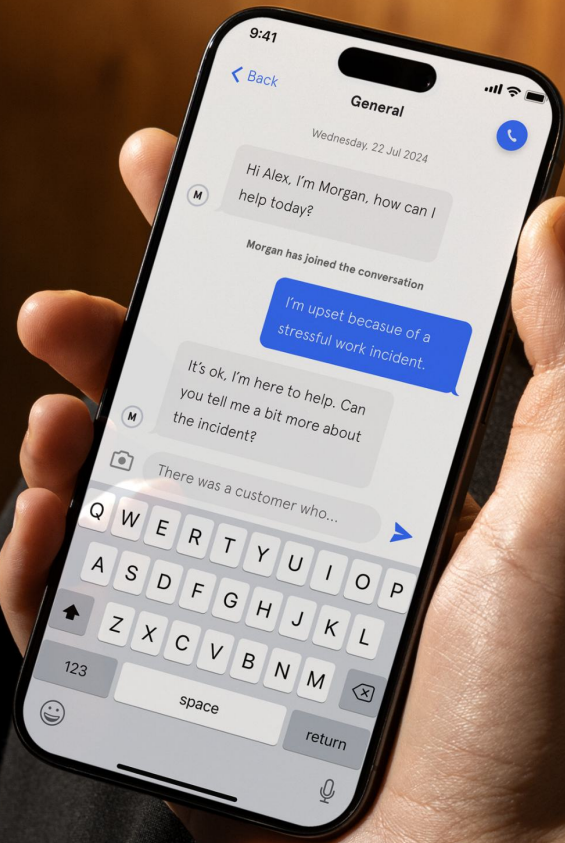
- [Model Work Health and Safety \(WHS\) Act](#)
- [Model Work Health and Safety \(WHS\) Regulations](#)
- [Model Code of Practice: Managing psychosocial hazards at work](#)

[New Zealand Legislation](#)

- [Health and Safety at Work Act 2015](#)

[International Standards](#)

- [ISO 45003:2021 - Occupational Health and Safety Management](#)



Protect your people. Protect your business.

Discover more tools and templates to help you navigate the risk management process [here](#).

Sonder is a workforce health and safety platform that provides safety, medical, and mental health support. To find out how Sonder can help you reduce people-related risks and costs, ensure compliance, and build a resilient, productive workforce, get in touch for a demo.



[Request a demo](#)