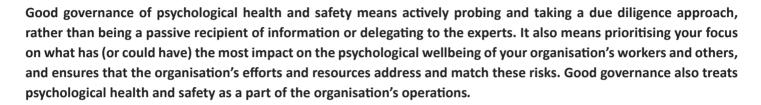


# WHAT IS GOOD GOVERNANCE



# Good governors are...



### **CAPABLE**

psychological H&S knowledge
and capability Welcome and seek
diverse advice, insights and
perspectives to understand



## **CURIOUS**

Stay curious about the realities of how work is prioritised, planned, resourced, completed and experienced. Constructively sceptical of continuously positive



#### **COURAGEOUS**

Acknowledge they don't have all the answers Challenge themselves and others, ensuring an environment of honesty, transparency, learning and improvement.



### **CONTEXT-DRIVEN**

external factors that affect work and an organisation Build understanding of their organisation's psychosocial risks and effectiveness of controls.



# **CARING**

Recognise people (and their wellbeing) are the organisation's greatest asset Create environment of trust and transparency.

# **ROLE AND DUTIES OF OFFICERS**



To meet your duties as an Officer under the Work <u>Health and</u>
<u>Safety Act</u>, you must take reasonable steps to:

- ...develop and keep up-to-date knowledge of psychological health and safety matters
- 2 ...know the operations of the PCBU and the health and safety psychosocial risks associated with it
- ...ensure and verify the PCBU has and uses all appropriate resources and processes to eliminate or minimise psychosocial risks to health and safety to lowest level reasonably practicable
- ...ensure and verify that the PCBU has appropriate processes for receiving and considering information about incidents, psychosocial hazards and risks, and for responding in a timely way to that information
- 5 ...ensure and verify the PCBU has, and implements, processes for complying with any duty or obligation of the PCBU under the WHS Act.

# Good governance for psychological health

### **GATHERING INSIGHTS**

- Psychosocial risk assessments
- **☑** Incident reports
- Senior leader frontline psychological H&S engagements
- ✓ HSR attendance at governance meetings
- **Employee engagement surveys**

## REASONABLY PRACTICABLE

What is 'reasonably practicable' cannot be definitively determined by the PCBU themselves. The knowledge, practice and controls that others outside of the PCBU have or are using informs what is deemed reasonably practicable and is designed to be progressive in nature.

As one PCBU improves the way a risk is eliminated or minimised, it sets a higher bar for all other

PCBUs in terms of what is deemed reasonably practicable.



Organisational overview of psychological health and safety

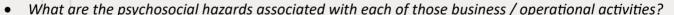
# **GOOD PRACTICE DUE DILIGENCE QUESTIONS**



The role of Officers is one of active due diligence, seeking assurance and being 'chronically uneasy' about the work-related psychosocial risks that their workers may face. Here are some questions that you should be able to answer, based on the information provided to you by management of your organisation (PCBU):

### Risk identification





• Are particular groups / cohorts / demographics exposed to particular psychosocial hazards?

# Risk management

- What are the reasonably practicable controls and processes to eliminate / minimise these risks?
- What process have we followed to determine when a control may not be reasonable?
- How assured am I that all workers / leaders have the necessary training and competencies relating to psychological health and safety?

### **Engagement**

 How assured am I that workers are being effectively involved in psychological health and safety matters, including design of controls, inspections and investigations?

# **Assurance and learning**

- What are the processes for verifying and stress testing psychosocial risk controls and processes?
- How ell are psychosocial risk controls and processes known about, understood and being applied?
- How assured am I that the organisational causes of work-related psychosocial harm are being uncovered, actions to address are being assigned to appropriate leaders for actioning across the PCBU and that actions are being tracked and monitored?