PSYCHOSOCIAL HAZARDS · WHS ACT · SELF-ASSESSMENT

Psychosocial Hazard Bingo Card

Under the WHS Act, employers must ensure, so far as reasonably practicable, the health and safety of workers - and this includes psychological health. WorkSafe WA's *Code of Practice: Psychosocial Hazards in the Workplace* sets out the hazards employers are expected to identify and manage, using the same four-step risk management process that applies to any other workplace hazard.

We invite you to use this resource as a quick, practical starting point to spot where your organisation may be exposed - before those risks escalate into a complaint, a claim, or a WorkSafe inquiry. Please consider this a guide, not as a substitute for a full risk assessment.

Why a bingo card?

Those who have done our training will be familiar with the bingo card - this one explains a little more. Twenty squares, twenty hazards - one for every row of Table 2.1 of the Code of Practice. An easy-to-digest way to see the whole picture at once rather than working down a list.

How to use this resource: mark a square if you're confident your organisation has that hazard well managed. An unmarked square is a signal - not a failure - to start a conversation.

The four-step process (WHS Act)

1. **Identify** - find the psychosocial hazards present in your workplace.
2. **Assess** - work out the risk each hazard poses, and how serious it could be.
3. **Control** - put measures in place to eliminate or minimise the risk.
4. **Review** - check regularly that controls are working, and adjust as needed.

☐ **Poor leadership & culture** Do leadership practices and workplace culture actively support psychological safety?	☐ **Poor or no policies** Are policies and procedures clear, consulted on, understood - and actually followed?	☐ **Work demands** Are workloads, pace and emotional demands manageable and properly resourced?	☐ **Low levels of control** Do workers have say over how, when and in what order their work is done?
☐ **Inadequate support** Do workers get the feedback, information, equipment and support they need?	☐ **Lack of role clarity** Are duties, expectations and reporting lines clear and free of conflict?	☐ **Poor change management** Is change planned, communicated early and genuinely consulted on?	☐ **Low recognition & reward** Is effort recognised fairly, with real chance to develop and use skills?
☐ **Poor organisational justice** Are decisions made, applied and explained fairly and consistently?	☐ **Insecure work** Is insecure work (casual, contract, seasonal, gig) treated as a risk?	☐ **Adverse environmental conditions** Are noise, temperature, air quality and amenities fit for purpose?	☐ **Adverse natural events** Is there a plan for cyclone, flood or fire disruption and the uncertainty it brings?
☐ **Remote work** Are remote workers supported, connected and able to get help when needed?	☐ **Isolated work** Are people working alone or at home checked in on and kept included?	☐ **Fatigue** Are hours, rosters and rest managed to prevent mental or physical exhaustion?	☐ **Burnout** Is chronic work stress spotted early, with time for rest and recovery?
☐ **Inappropriate behaviour** Are bullying, harassment, violence, conflict and discrimination addressed early?	☐ **Family & domestic violence** Is there a policy, and practical support, for workers experiencing FDV?	☐ **Traumatic events** Is support in place for workers exposed to death, serious injury or near misses?	☐ **Vicarious & secondary trauma** Are workers repeatedly exposed to others' trauma or distressing material supported?

What next?

If you've got a few empty squares, you're not alone - and you don't need to tackle everything at once. EEO Specialists can support you with:

Resources:

- A Psychological Safety & Psychosocial Hazards Power Hour for your managers
- Our Risk Audit Tool
- Our Psychosocial Hazards Fact sheet

Our workshops:

- Employees - Psychosocial Hazards Workshop
- Employees - Brain Chemistry of Burnout Workshop
- Managers - Psychosocial Hazards Workshop
- All staff - Psychosocial Hazards Corporate Theatre Experience

This checklist is general guidance only and does not constitute legal advice. Reasonably practicable steps will vary by workplace.

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