

September  
2022

**New  
Psychological  
Health Regs**



**Can Apprentices  
Do Licensed  
Work?**

**R U Ok? Day**

**National Safe  
Work Day**

**Join Our Monthly  
Webinars**



# What's new in September?

## Safety Webinar – 9<sup>th</sup> September 2022

We invite you to join us at **10am on Friday 9<sup>th</sup> September** for our free monthly webinar to keep you up to date on workplace health and safety. Gary and the team present short informal sessions of only 20 to 30 minutes on topical issues and answer your questions.

**Register [here](#)**

**Missed our last webinar? View them [here](#)**

### SAFETY ACTION TEAM



**Gary Rowe**



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**Sarah Oliver**



**Jessica Kerigo**



**Miriam Oliver**

# New Psychological Health Regulations

## *Less Stress about Stress*

The Draft Victorian OHS (Psychological Health) Regulations are expected to come into force shortly. However, the 2004 OHS Act has long included “psychological health” as part of the definition of “health” e.g., S.5, so what’s new?

The psychological health regulations introduce specific requirements for employers to act pro-actively and not assume they have no related risks, or assume they are adequately controlled.

### **New Psychological Regs to Apply to Nearly Every Business**

The new psychological health regulations will apply to all Victorian employers with 50 or more employees and introduce specific actions in order to be compliant.

Therefore, these regulations will impact on virtually every Victorian business, and similar legislation is being rolled-out around Australia.

### **New Concept of Psychological Hazards**

These new regulations follow the usual risk management process e.g., identify hazards, assess the level of risk, and implement controls, with periodic reviews, but also introduces new categories of psychological hazards including:

- a) Aggression and violence;
- b) Bullying e.g., repeated unreasonable behaviour;
- c) Exposure to traumatic content or events;
- d) High job demands; and
- e) Sexual harassment, *per definition in Vic Equal Opportunity Act 2010, S.92.*



***These psychological regs are stressing me out!***

### **Duty to Act Pro-Actively**

Businesses will not be able to simply wait and see if any of these psychological hazards are present or result in incidents or allegations, but will need to act pro-actively e.g., conduct a psychological hazards risk assessment and prepare a control plan appropriate for the organisation and circumstances.

## Key Action for Employers

- 1) Conduct a psychological health risk assessment across organisation with appropriate consultation.
- 2) Prepare a psychological health control plan designed to prevent such hazards where possible or reduce the risks.
- 3) Review and update company policies and procedures.
- 4) Report 6-monthly to WorkSafe Vic, detailing any complaints, or "zero" report.

## Control Plans

Control plans to eliminate psychological risks or reduce them by altering:

- Management of work e.g., over-bearing supervision or controls
- Plant or equipment.
- Systems of work;
- Work design; or
- Workplace environment; or
- Using information, instruction, or training.

**Note:** Training and instruction must not be the predominant control measure.



## Psychological Health Code of Practice

WorkSafe Victoria intends to publish a Compliance Code to support the psychological health regulations. However, in the absence of the Vic code employers can use the existing national code of practice published by Safe Work Australia (SWA), entitled Managing Psychological Hazards at Work, dated July 2022.

***We will update you on developments when the Vic regulations come into effect, and as other states introduce similar legislation.***

## Can Apprentices Do Licensed Work?

We are often asked if businesses can allow work, which is subject to a trade licence, to be performed by apprentices on their sites.

The relevant legislation is vague, but our friends at a registered training organisation (RTO) for plumbing trades confirm that apprentices are allowed to undertake independent work for any activity (e.g., training unit) for which they have been signed-off as competent.

**Note:** A licenced tradesperson still must certify the work of any apprentice and provide appropriate supervision.

We recommend all businesses specify contractor firms are to supervise their workers especially apprentices, and confirm all work meets the specified standards.



The 8<sup>th</sup> of September is our National Day of Action when we remind Australians that every day is the day to ask, 'are you OK?' and start a meaningful conversation whenever they spot the signs that someone, they care about might be struggling with life.

The work of health professionals is vital, and their value cannot be underestimated however we all can play a role in supporting the people in our world.

You don't need to be an expert to have an R U, OK? conversation.

Listening and giving someone your time might be just what they need to help them through. Ask R U OK? No qualifications needed because a conversation could change a life. Find more resources for the R U, OK? conversation [here](#)



## Walk-To-Work Day

Now in its 22nd year, Walk to Work Day is being held on Friday 2 September 2022. The annual event, in support of Diabetes Australia, encourages employees and employers to build regular walking into their daily routines.

Walk to Work Day supports Diabetes Australia and promotes regular walking as a healthy activity. With millions of Australians living with all types of diabetes or at risk of type 2 diabetes there has never been a better time to get walking and start on the path to a healthier workplace and a healthier you.



Get involved to support the campaign:

**Get walking!** Walk as much as you can on Walk to Work day – Friday 2 September 2022.

If you can't walk all the way, use public transport, and get off the bus, train, tram or ferry a few stops earlier and walk the rest of the way to work or take a half-hour walk at lunchtime.

Walk in a group or individually – all walking helps support this important message.

## National Safe Work Month 2022

Safe Work Australia has released the theme and campaign kit for National Safe Work Month 2022 ahead of the official campaign launch on 1st October.

The theme for 2022 is **Know safety, work safely**- encouraging everyone to make health and safety a priority in the workplace.



**know safety,  
work safely**

Make safety at work your priority

October is National Safe Work Month



# Strategic Safety Planning

## Workshop - Thursday 10<sup>th</sup> November 2022

Most strategic safety plans do not create long-lasting improvement in performance, as is demonstrated by little real change and mediocre statistics in most organisations.

This workshop will explain why many genuine attempts to improve workplace safety fail, and – more importantly – what we need to do to achieve substantial, lasting, and profound changes which will underpin future growth and success.



**Venue:** Safety Action Boardroom, Clayton, Vic

**Date:** Thursday 10<sup>th</sup> November 2022

**Fee:** \$990 + GST, but early bird fee \$750+GST until 30 September 2022

## 2-Day Safety Leadership Workshop

Workshop includes; effective communication, safety legislation, what to do and not to do when there's a safety incident, risk assessments, introduction to safety culture, safe work procedures and how to conduct safety talks and positively change behaviours.

### Last chance to book for this month!

**14th & 15th September 2022**

Fee: \$1,500+GST

Includes catering, training materials and a comprehensive manual.

8am – 4pm each day

Safety Action, Clayton

[Click here](#) to register.



*"I wished I had done this course 20 years ago" – Manager, Melbourne Water*

*"Everything I thought I knew about safety law was wrong" – Metro Manager*