

Workplace Psych Safety

workplacepsychsafety.au | Registered Psychologist (AHPRA) | Tasmania, Australia

What the Model Code of Practice Means for Your Organisation

A practical guide for Tasmanian employers

The Safe Work Australia *Model Code of Practice: Managing Psychosocial Hazards at Work* provides practical guidance on how employers must meet their duties under WHS legislation. In Tasmania, the WHS Act requires employers to eliminate or minimise psychosocial risks so far as is reasonably practicable.

What Are Psychosocial Hazards?

Psychosocial hazards are aspects of work design, work environment, and organisational culture that can cause psychological or physical harm. The Code identifies 14 specific hazard categories:

• High or low job demands	• Low job control	• Poor support
• Lack of role clarity	• Poor organisational change management	• Inadequate reward & recognition
• Poor organisational justice	• Traumatic events or material	• Remote or isolated work
• Violent or aggressive behaviours	• Bullying	• Harassment incl. sexual harassment
• Conflict or poor workplace relationships	• Low supervisor support	•

What Are Your Legal Obligations?

Identify	Proactively identify psychosocial hazards in your workplace.
Assess	Assess the risks those hazards create for your workers.
Control	Implement control measures — addressing the source, not just symptoms.
Review	Review and update controls regularly and after any significant change.
Consult	Consult with workers and their representatives throughout the process.

The Code makes clear that the primary response must address the source of hazards — not just provide employees with resilience training or EAP access.

What Happens If You Don't Comply?

- WorkSafe improvement notices or enforceable undertakings
- Prosecution under the WHS Act
- Significant workers' compensation liability
- Reputational damage and loss of employer trust
- Serious, preventable harm to your people

What Should You Do Now?

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| Step 1 | Conduct a psychosocial hazard identification process |
| Step 2 | Assess which hazards pose the greatest risk in your specific context |
| Step 3 | Design and implement controls at the organisational level |
| Step 4 | Document everything and set a schedule for regular review |

Not sure where to start? Workplace Psych Safety provides strategic psychosocial risk audits aligned with the Model Code. Contact us at workplacepsychsafety.au for a no-obligation conversation.