



Issue #17

## Psychosocial Risk Management - New Procedure

The [Psychosocial Risk Management Procedure](#) has been approved and is now available, outlining the University's framework to manage psychosocial risks and the actions supervisors and staff must take to manage and respond to hazards or concerns. For more information and guidance [see here](#).

An online training module is currently under development by Human Resources and will be released in August to provide leaders with an understanding of the actions they can take to create, respond and support a mentally safe workplace and to ensure staff are aware of the channels they can use to raise concerns with their supervisor or through reporting mechanisms such as the Integrity Unit and Unisafe, so that improvements can be identified and put in place.

Enterprise-wide [Psychosocial risk assessments](#) are also available which outline the psychosocial hazards that may be encountered in the University and the standard controls, which if maintained, can effectively manage the risks.

## Wellbeing Initiatives

Take 5 minutes to check out the upcoming Wellbeing offerings, which include free flu vaccinations, the 150 days of Wellbeing Challenge and more!

[Wellbeing@Adelaide Events](#) | [Human Resources](#) | [University of Adelaide](#)

## Seen something dangerous? Report it!

Timely incident reporting is critically important to HSW as it enables the continuous improvement of HSW systems at the University. Incident reports allow us to investigate and identify trends in health and safety issues across our campuses.

Remember to report any near misses, hazards, and incidents as soon as possible.

[Click here to start reporting!](#)

## Court Body Fined Almost \$380,000 Over Toxic Work Culture

The Victorian court system's administering statutory body (Court Services Victoria) was fined in the Melbourne Magistrates' Court for failing to provide a safe workplace. The court found that over three years, workers at the Coroners Court were exposed to traumatic content, excessive workloads, and inappropriate behaviour, leading to numerous complaints. The situation resulted in severe mental health issues among staff. The body admitted to inadequate risk assessments for employees' psychological health. This would have the effect of limiting their proactive management of the risk, as the hazards would not have been recognised and therefore not systematically managed.

WorkSafe Victoria suggest employers do the following things (amongst others) to prevent work-related mental injuries:

- Promote a positive workplace culture that encourages trust, respectful behaviours and quality communication.
- Have systems in place for workforce planning and workload management to ensure that employees have sufficient resources and a realistic workload.

- Develop skills for leaders through coaching, mentoring and training to improve the support of employees.
- Seek and act on feedback from employees during any organisational change process.

[Read the full article here](#)

## Watch Out for Forklifts

A recent incident at Bell Plaster Supplies' warehouse in Victoria where a worker suffered an open wound fracture on his right foot after being struck by a reversing forklift underscores the importance of safety measures on the workplace. Following the accident, the company agreed to an enforceable undertaking to spend over \$480,000 on revamping its safety measures. This commitment included hiring a full-time occupational health and safety manager and conducting regular safety audits for the next 36 months through a third party. Additionally, the company launched a safety campaign distributing educational brochures to all businesses within a five-kilometre radius and installing advanced sensors on their forklifts that trigger audible alerts when pedestrians are too close.

This incident is a reminder for staff (especially those working with plant and equipment) about the potential consequences of neglecting health and safety. It's crucial to stay alert to reduce the risk of such accidents at the University.

[Read more](#)

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