



19 OHSBoK LO: Hazard - Psychosocial hazards

	<i>What cognitive level?</i>	<i>What should the graduate be able to do?</i>	<i>In what context?</i>	<i>To what level?</i>
Operational activities that a <u>new graduate</u> generalist OHS professional would be expected to undertake related to the topic	5	19.1 Apply knowledge of psychosocial risk factors and work-related stressors to <u>develop</u> a list of data items and information sources to enable identification of psychosocial risk	For a nominated situation or workplace. Within a small organization or section of a larger organization. With support/input by experienced professionals and /or specialist advisors.	That can be practically implemented as part of an integrated OHS information system.
	5	19.2 Facilitate development and implementation of control strategies that include primary, secondary and tertiary level controls for psychosocial hazards and occupational stress	For a nominated situation or workplace. Within a small organization or section of a larger organization. With support/input by experienced professionals and /or specialist advisors.	In liaison with managers, supervisors, specialist advisors and worker representatives.
	5	19.3 Facilitate systems of work that minimize psychosocial hazards	For a nominated situation or workplace. Within a small organization or section of a larger organization. With support/input by experienced professionals and /or specialist advisors.	In liaison with managers, supervisors, specialist advisors and worker representatives.
Well developed/advanced cognitive and technical skills to analyse, critically evaluate and transform information to complete activities related to the topic	6	19.4 Apply knowledge of the multi-factorial nature of causation and the interaction of the range of risk factors to <u>identify</u> psychosocial hazards and <u>assess/evaluate</u> the human and organizational impacts	For a nominated situation or workplace. For a nominated scenario. Within a small organization or section of a larger organization. With support/input by experienced professionals and /or technical specialists as appropriate.	In consultation with appropriate workplace personnel. With sign off by a experienced professional/specialist advisor where the risk may be critical. Documented in a report to management.
	5	19.5 Develop processes to monitor and evaluate control strategies for psychosocial hazards and occupational stress	For a nominated situation or workplace. For a nominated scenario. Within a small organization or section of a larger organization.	Documented in a report to management.
Analyse and generate solutions	3	19.6 Identify when specialist advice is	For a nominated situation or workplace.	Documented in a report to management.



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to complex problems related to the topic		required and define the scope of work to engage services of appropriate specialists	For a nominated scenario. Within a small organization or section of a larger organization.	
	5	19.7 Apply knowledge of the multi-factorial nature of psychosocial hazards and occupational stress and a framework for control that includes organizational, individual-organisation interface and, where appropriate, individual interventions to <u>develop</u> a hazard management strategy for psychosocial hazards	For a nominated situation or workplace. For a nominated scenario. Within a small organization or section of a larger organization. With support/input by specialist advisors.	Documented as a management system document. Where practical the psychosocial hazard management strategy is integrated with other hazard management approaches. With sign off by specialist advisors where the situation is complex and/or risk is high.
	3	19.8 Engage with relevant personnel to implement the psychosocial hazard management strategy	For a nominated situation or workplace. For a nominated scenario. Within a small organization or section of a larger organization.	Relevant personnel include managers, supervisors, and worker representatives.
Transmit knowledge, skills and ideas to others	3	19.9 Interpret information to explain psychosocial hazards and occupational stress, the level of risk and rationale for control strategies and encourage open communication on the topic	Information may include specialist reports.	Communication strategies and language appropriate to the audience.
	2	19.10 Explain the workplace safety procedures relating to psychosocial hazards and occupational stress	In induction and similar processes.	To staff and contractors. Communication strategies and language are appropriate to the audience.
Demonstrate the required underpinning science and/or psychology knowledge		Underpinning science: as it relates to the physiology of stress. The Human: Basic principles of psychology; Principles of social interaction; As a biological system as it relates to the physiology of stress.		
Integration of knowledge from other chapters		Causation (esp Health Determinants). Psychosocial hazards: Fatigue, Bullying, aggression and violence.		