

NO TRANSPARENCY! NO TRUST!



REPORTING PSYCHOLOGICAL HAZARDS

DID YOU KNOW?

All employees have a duty under the WA OSH Act to report hazards in their workplace?

Hazards can be anything that has the potential to cause injury or harm in the workplace. These hazards can either be physical or psychological. However, most staff only report the visible or most obvious physical hazards and forget that workplaces have just as many psychological hazards. Even if only one person sees or feels the psychological hazard, it is still important to report it. Workplaces struggle with reporting psychological hazards because employees and employers don't know how important it is to raise them.

But, all hazards are relevant and should be reported.

Presently, the most apparent psychological hazard in the Department of Communities is constant change and uncertainty. These changes are causing a great deal of anxiety, stress and fear that are harming staff wellbeing and mental health. Unsurprisingly, this is a psychological hazard that needs to be reported. We need to make sure the Department reduces the harm this hazard is causing and realises that their actions are affecting the health and safety of their staff.

HOW YOU CAN GET INVOLVED?

Throughout Monday 9 November to Friday 20 November, all staff at the Department of Communities need to take part in this collective action by completing this Psychological Hazard Report. Visit this link on your web browser:

www.cpsucsa.org/hazardreport

Once you have completed this form, a copy will automatically be sent to you, the Union and the Department of Communities OSH Unit.

Standing together sends a clear message to the Department that their employees are struggling and want transparency with their changes.

Alternatively, you can:

1. Print off the Hazard Report Form on the back of this flyer
2. Sign the letter with your teammates
3. Email it to osh@cpsucsa.org and OSHUnit@communities.wa.gov.au
4. CC your OSH Representative

YOUR RIGHTS

Section 20 of the WA Occupational Health and Safety Act 1984 states that all employees have a duty to report a hazard in the workplace.

You are only following the law if you take part in this action. Section 19 of the Act states that the employer must provide and maintain a safe workplace.

We believe the Department is not providing a safe working environment at the moment. Section 23k also stipulates that the employer must investigate this hazard and inform that person how they intend to resolve it.

POTENTIAL EMPLOYER REACTION

Your employer may try and put obstacles in place so that some staff cannot participate in the action. They may also direct you not to participate at all.

However, your Union will defend any member who is intimidated or bullied for taking part in this action!



Director General – Department of Communities

Dear Michelle Andrews,

Under the Occupational Safety and Health Act 1984, S.20 (2) (d), Duties of Employees I am reporting a hazard in the workplace.

The hazard is a PSYCHOLOGICAL HAZARD which has been caused by the lack of consultation and the significant amount of workplace change that has occurred within the Department of Communities over the past six months.

This change has made a negative impact on the health and safety of staff in my work area. We are concerned how this change will affect our jobs and workload.

Workplace: Department of Communities

Location: _____

I have used the risk matrix below and believe the level of risk associated with this hazard is _____.

Under S.23k of the OSH Act you have a duty to investigate this hazard and inform me how you intend to resolve this matter. This should occur within _____ /hours/working days which is on the following date: _____.

I have sent a copy of this hazard report to my Union to keep them informed of the safety issues impacting staff and their psychological health.

Kind Regards,

Risk Rating = Likelihood x Severity

S e v e r i t y	Catastrophic	5	5	10	15	20	25
	Significant	4	4	8	12	16	20
	Moderate	3	3	6	9	12	15
	Low	2	2	4	6	8	10
	Negligible	1	1	2	3	4	5
				1	2	3	4
			Improbable	Remote	Occasional	Probable	Frequent
			Likelihood				

- Catastrophic **STOP**
- Unacceptable **URGENT ACTION**
- Undesirable **ACTION**
- Acceptable **MONITOR**
- Desirable **NO ACTION**

RISK RATING & REPOSE TIMES

GREATER THAN 14
Immediately

GREATER THAN 7
24 – 48 hours

GREATER THAN 4
3 – 5 working days

LESS THAN 3
Up to 7 working days