

HSW Handbook	Psychosocial Ris Management	Effective Date:	6 June 2024	Version 1.0
Authorised by Warning	Chief Operating Officer (University Operations) This process is uncontrolled when printed. The	Review Date:	6 June 2027	Page 1 of 9

Hazard	Examples of control measures
<p>Poor support (continued)</p>	<p>Physical work environment</p> <ul style="list-style-type: none"> Provide workers with the things they need to do their jobs properly and safely (e.g. the right tools, equipment, systems and resources) and ensure workers have sufficient access to them. Provide workers with access to supervisors. <p>Increasing support</p> <ul style="list-style-type: none"> Hold regular team meetings, and discuss any challenges, issues and support needs. Build a workplace culture that values collaboration and cooperation. Maintain tools, systems and equipment, and review whether they are suitable for the work. Schedule meetings to ensure supervisors have availability to meet so workers can raise issues or ask questions. Increase the level of support during peak periods or challenging tasks. Backfill roles or redistribute work when workers are out of the office or on leave for significant periods. Set clear work goals and clearly explain tasks. Understand the Diversity, Equity and Inclusion strategy and intent to foster an inclusive environment. <p>Safe work systems and procedures</p> <ul style="list-style-type: none"> Train workers on how to do their jobs and use relevant tools, equipment, systems, policies, or processes. Establish open communication (e.g. have an open-door policy) and encourage workers to share concerns early (e.g. by taking their concerns seriously and ensure they have safe spaces to raise them). Encourage and reward workers supporting each other.

